



UNIVERSITY OF
HEALTH SCIENCES
& PHARMACY
in St. Louis

STRATEGIC PLAN

2021-2023



MISSION

To educate and advance communities of discovery to foster a healthier society.



VISION

University of Health Sciences and Pharmacy in St. Louis will be a transformational leader in health education and research.



ASPIRATION

To create an environment where UHSP becomes the institution of choice for students, faculty and staff across a range of health care practices and fields. An improved culture will help the institution to drive the success and retention of all stakeholders.

CORE VALUES

Discovery

Acquisition or development of knowledge, information, wisdom, insight, innovations or beliefs.

At UHSP, we:

- Provide high-quality education and training, through independent and collaborative learning, as principal functions of the institution.
- Incorporate discovery as a fundamental tenet of our education, research and scholarship.
- Promote personal and professional growth through active, planned and intentional lifelong learning.
- Encourage creativity, inquisitiveness and innovation to foster continuous improvement and community enrichment.
- Support sharing and exchanging ideas and knowledge through effective dissemination.
- Accept and provide constructive feedback that builds self-esteem, develops character, hones skills and creates a positive environment.

Diversity

Variations in characteristics, attributes, backgrounds, beliefs or abilities among individuals or groups of individuals.

At UHSP, we:

- Embrace and celebrate differences in groups, such as (including but not limited to) physical, gender identity, social, racial, economic, cultural, spiritual/religious, sexual orientation and political.
- Understand that individual characteristics and perspectives productively contribute to groups and communities.
- Create an environment that showcases the vastness of diversity.

Inclusion

Accepted and welcomed as a participant of or belonging to a larger group.

At UHSP, we:

- Welcome all people and their ideas, opinions, participation and leadership in our community.
- Seek out and nurture the unique skills, abilities and worldviews of our community members.
- Unite and engage a global society.
- Endorse transparent and equitable processes and communication.

Integrity

Soundness of character, truthfulness and adherence to moral and ethical standards.

At UHSP, we:

- Exhibit professionalism and honesty in all of our actions and interactions – inside and outside the classroom.
- Demonstrate our ethics through our actions.
- Do what is right and expected of us, not for recognition, but because we understand our responsibility as community members, professionals and health care providers.
- Project our best selves by displaying initiative, resilience, self-awareness, responsibility and accountability, and a desire to make a difference.
- Do what we say we are going to do, even if it is difficult, unpopular, or when nobody is looking.

Respect

Esteem, admiration and regard for someone or something.

At UHSP, we:

- Treat all people the way we want to be treated, with empathy, consideration and dignity.
- Act and communicate collegially and civilly, regardless of our disagreements, and seek solutions that serve all people well.
- Manage and look after all resources entrusted to us.

Service

Action of performing good and useful work for others.

At UHSP, we:

- Show care for all community members through thoughtful decision-making, communication and action.
- Recognize our collective power to lead and create change, and we work with pride to achieve goals for the University, our community and ourselves.
- Fulfill our fiducial responsibility to society by contributing to their health, wellness and quality of life.

STRATEGIC DIRECTIONS

Our strategic plan is a dynamic and living document that serves as the institution's blueprint for action during the next three years. It will be continually evaluated and modified as objectives are achieved and new challenges arise.

Teaching & Learning

Facilitate a world-class education.

- Strengthen and innovate delivery of curricula.
- Review existing academic experiences and implement new academic programs and opportunities.
- Create community and industry partnerships to meet workforce needs.
- Develop a strong and unified academic culture and clear academic identity for all degree programs.

Discovery & Innovation

Demonstrate impactful research, scholarship, personal growth, and continuous improvement.

- Identify, strengthen, and promote areas of excellence in research and scholarship.
- Create a shared culture of innovation that drives continual process improvement across all areas of the university.
- Cultivate an environment that supports personal development, growth, and reflection.

Student, Faculty & Staff Experience

Provide an enriching environment and opportunities for a meaningful experience for all.

- Maintain a supportive campus environment.
- Provide the institutional infrastructure to improve the overall wellbeing of students, faculty and staff.
- Promote work-life balance so that students, faculty and staff can perform at their best.
- Evaluate and revise faculty, student and staff systems and structures of shared governance to align with the University's vision, mission and values.

Diverse Perspectives

Expand horizons to foster social awareness and cultural sensitivity.

- Maintain a workforce whose diversity assists the University in carrying out its mission.
- Create and sustain an organizational culture that acknowledges and celebrates diversity and employs inclusive practices.
- Diversify curricula in departments to reflect the experience of students and a changing society.
- Design and implement culturally responsive recruitment and outreach initiatives to increase diversity of the undergraduate, professional, and graduate student body.

Community Engagement

Leadership, service and advocacy to build stronger communities.

- Collaborate with community partners to expand faculty, staff, and student involvement in service learning or community service opportunities.
- Actively engage our alumni with programs and services that benefit them.
- Identify and prioritize strategic opportunities for aligning community needs with appropriate University resources for mutual benefit.

Resources & Infrastructure

Grow resources, improve administrative processes and provide an optimal infrastructure to support our community.

- Develop new revenue streams that address strategic priorities.
- Develop a robust enrollment pipeline to recruit the best-qualified students.
- Improve and streamline administrative processes.



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