

Bridge Plan 2026-2028
Strategic Continuity Plan

Goal 1: EDUCATION FOR A CHANGING HEALTHCARE LANDSCAPE

We will prepare future health professionals who are committed to comprehensive, interprofessional, patient-centered and population-based care.

Goal 1: Objectives and Activities

Objective 1.1: Strengthen and expand inter-professional education (IPE) and cross-disciplinary collaborative practice across the College.

1.1.1.2 Create Simulation Activities fitting into pharmacy and health science curricula; create signature IPE educational modules relevant to all health sciences in FDU CoPHS.

1.1.1.8 Explore integration of telehealth, simulation, and AI-enabled learning environments into each program's curriculum to enhance technology-supported patient care training.

Objective 1.2: Establish interdisciplinary teams to increase shared decision making regarding the design and integration of IPE across the curriculum.

No activities from the original strategic plan are continuing for objective 1.2

Objective 1.3: Optimize interdisciplinary research and scholarship within and across programs.

1.3.1.5 Facilitate cross-institutional collaborations to broaden the research program and leverage shared resources.

1.3.1.10 Establish a coordinated, college-wide mentorship initiative to support early-career and research-active faculty in advancing scholarship.

1.3.3.2 Offer students opportunities to share research with internal and external parties.

1.3.3.3 Promote existing high school and undergraduate internship opportunities and other programs to highlight on-going FDU CoPHS research.

Goal 2: STUDENTS FIRST

We will provide a distinctive, student-centered experience that aligns with students' lives and goals, builds a close-knit community, elevates students' prospects, creates diverse career opportunities and responds to the unique talents identified in students.

Goal 2: Objectives and Activities

Objective 2.1: Enhance programming across disciplines that facilitates engagement, connection, and affinity among students, faculty, and staff, and builds a sense of belonging.

2.1.3 Deliver interdisciplinary programming opportunities (IPO) to faculty.

Objective 2.2: Engage students in identifying and exploring various and emerging career pathways throughout their programs.

2.2.2 (A) Pharmacy program: Increase and maintain the variety of organizations present in the Annual Career Fair
(B) Health sciences programs: Explore the need for Annual Career Fair for social work, public health, PA, and OT degree programs

2.2.3 Develop and execute an intentional plan for career exploration within each program, supporting students from inception to graduation in exploring various and emerging career pathways.

Objective 2.3: Strengthen academic and personal support services that bolster student success in a holistic manner.

2.3.1 Provide students with opportunities to gain knowledge and skills around financial wellness post-graduation, i.e. salary negotiations, loans, repayment options/programs and budgeting skills.

2.3.2 Offer in-person and virtual wellness (fitness and mental health) programming to students, faculty and staff which promote stress relief, self-care and school-life balance.

2.3.4 Develop student mentorship opportunities with peers.

2.3.6 Develop opportunities for students to engage with alumni.

2.3.8 Evaluate current wellness initiatives supporting students in experiential learning settings and explore opportunities to optimize their impact and accessibility.

Objective 2.4: Recognize and celebrate academic and extracurricular student accomplishments.

2.4.3 Disseminate a quarterly newsletter, amplifying the accomplishments of students, faculty, and staff.

Objective 2.5: Recognize and respond to the unique qualities and needs of students that enhance their potential for success, both at CoPHS and in careers.

2.5.1 Introduce students to research opportunities and encourage their involvement in research through various channels, i.e. orientation, research programming and FDU Annual Research Symposium.

2.5.4 Assess student interests and programmatic needs through annual student satisfaction and feedback surveys, focus groups, and/or town halls and utilize feedback for ongoing improvement.

Goal 3: COMMUNITY WELLNESS

We will foster a community that prioritizes the holistic wellbeing of all its members, creates access to opportunities and resources, and promotes understanding and respect across the College.

Goal 3: Objectives and Activities

Objective 3.1: Nurture an inclusive and equitable climate and community throughout CoPHS.

3.1.1 Conduct environmental scanning of the campus community's climate.

3.1.4 Identify currently existing and develop future programming focused on promoting wellness and belonging.

Objective 3.2: Recruit, retain and promote the success of all community members throughout the College.

3.2.8 Leverage and extend the current Student Ambassadors program to support student recruitment by incorporating Health Sciences online programs.

Objective 3.3: Support inclusive pedagogy, scholarship and practices across the College.

No activities from the original strategic plan are continuing for objective 3.3

Objective 3.4 Develop educational and experience-based learning with a focus on disparities in healthcare and society.

3.4.4 Explore the feasibility of implementing a college-wide "Day of Service" to engage students, faculty, staff, and alumni in a "day of service" and reflective learning related to healthcare disparities and social responsibility in healthcare.

Goal 4: RESOURCING EXCELLENCE

We will strategically cultivate and integrate programs in response to societal, healthcare and academic needs.

Goal 4: Objectives and Activities

Objective 4.1: Monitor academic, socio-economic, environmental, and healthcare trends to identify professional program needs and recognize changing market demands.

4.1.3 Develop and execute a robust recruitment strategy that achieves college's recruitment goals.

4.1.4 Evaluate the outcomes of the recruitment strategy and refine the approach used for recruitment and admission where needed.

4.1.5 Outreach with high schools, community colleges and 4-year institutions, and FDU schools/colleges to organize campus visits, tours of facilities, and interactive sessions with faculty members and current students for prospective students in pharmacy and health sciences programs.

4.1.6 Implement workshops, seminars, expanded email outreach, and similar efforts for high school and college counselors and FDU schools/colleges to provide them with current information on pharmacy and health sciences degree programs and related career opportunities.

4.1.7 Provide resources and materials to high school and college counselors and to FDU schools/colleges to assist them in guiding students towards relevant academic pathways and pharmacy and health sciences professional programs.

4.1.8 Design and deliver tailored admitted students day events specifically for pharmacy and health sciences programs to showcase the unique features, resources, and opportunities available.

4.1.9 Optimize external and internal pipeline programs.

4.1.11 Implement the vended CRM Advise tool for enrolled student communication to support student retention and persistence through timely and targeted intervention.

4.1.12 Formalize an experiential interdisciplinary group that explores ways to optimize experiential education operations and provides feedback to the Dean.

Objective 4.2: Secure and maintain professional accreditation for all programs.

4.2.2 Collection of required documentation to support accreditation standards.

Objective 4.3: Expand the scope of programs to include doctorates, dual degrees, certificates, specializations and concentrations, as appropriate, to broaden career options for graduates.

No activities from the original strategic plan are continuing for objective 4.3

Objective 4.4: Develop robust strategic partnerships and affiliations to expand and sustain a broad variety of interdisciplinary opportunities including clinical and field placements, research partners and service activities.

4.4.1 Continue to explore postgraduate Residency C Fellowship Partnerships via various meetings and presentations with current and potential Industry Partners and key decision makers.

4.4.3 As the CoPHS is not affiliated with a flag ship health system, continue to solicit the development of a "Flag Ship" hospital partnership with current and potential institutional health system partners C-suite leaders for the provision of all CoPHS experiential programs and develop mutually beneficial collaborative programs and services.