

### OUR MISSION

#### What we exist to do

*Excellence and innovation in pharmacology research, education and service*

### OUR VISION

#### What we work toward

*Recognition for excellence in biomedical research by fostering the activities of graduate students, postdoctoral fellows and faculty. We are committed to furthering interactions between the basic and clinical medical sciences with the goal of strengthening the translational impact on health issues of particular relevance to the Maritimes. We also strive to deliver innovative and effective pharmacology education to students enrolled in all academic and professional-degree programs at Dalhousie University*

### RESEARCH AND KNOWLEDGE TRANSLATION

- *Provide a departmental environment and culture that facilitates and promotes research excellence*
- *Recruit three new faculty members, including Canada Research Chairs, with research and scholarly expertise aligned with the needs of the department and strategic direction of the Faculty of Medicine*
- *Facilitate departmental and extradepartmental research interactions among faculty through the sharing of ideas, technology and grant writing skills*
- *Promote the sharing of information to facilitate access to research funding sources (traditional and non-traditional) as well as the commercialization of research*
- *Improve and encourage faculty mentorship at all career stages*
- *Identify mechanisms for financial support to undergraduate students performing summer research projects*
- *Use public outreach to promote our research and scholarly activities and to support evidence-based healthcare decisions*

### TEACHING

- *Convene a strategic planning session to identify goals and challenges in undergraduate, graduate and professional teaching*
- *Recruitment of a permanent full-time instructor*
- *Improve timely and predictable procedures for annual review of teaching responsibilities*
- *Review and revise metrics for accurate and appropriate recognition of faculty teaching/coordination/administration activities*
- *Rationalization and alignment of our undergraduate and graduate teaching courses*
- *Increase our undergraduate profile and explore the development of an undergraduate degree program in pharmacology*
- *Revise the terms of reference for the Curriculum Committee to better serve departmental needs*
- *Encourage greater participation of cross appointees and adjunct faculty*

### GRADUATE TRAINING

- *Convene a strategic planning session to identify goals and challenges for our graduate training program*
- *Refine and/or develop strategies for the recruitment and retention of highly qualified graduate students*
- *Increase our graduate student numbers to an annual average of 25 students*
- *Provide a training environment that encourages independent inquiry, critical thinking, and application of pharmacology knowledge*
- *Improve the capture of information relating to activities of our students subsequent to graduation from the program*
- *Use our seminar program to highlight diverse career choices enabled by a pharmacology graduate degree*
- *Facilitate access to faculty and institutional resources for career development*
- *Review and revise departmental student funding system with clear terms of reference and mechanisms for bridge funding and international student support*
- *Provide high quality of training to all our students regardless of geographical location*

### ORGANIZATIONAL, OPERATIONAL & FISCAL RENEWAL

- *Improved recognition of the research, teaching and administrative accomplishments of our faculty and graduate students*
- *Continued improvement of our website and social media profile*
- *Improve high level forecasting of budget expenditures*

### OUR CORE VALUES

- *Collegial, inclusive and ethical relations among our faculty and students*
- *Commitment to the training and career success of our graduate students and postdoctoral fellows*
- *Respect and recognition of our scholarly activities at the institutional, national and international level*
- *Societal responsibility to provide meaningful and effective research and educational service to students and peers as well as other professional and public groups*