

Canadian Society for Pharmaceutical Sciences

Strategic Plan, 2023-2028

Executive Summary:

The Canadian Society for Pharmaceutical Sciences (CSPS) has developed its first strategic plan. This is an effort to produce decisions and actions that shape and guide what the society is, what it does and why it does it. It has analyzed where we are now, what we aspire to do and how we will make progress towards our goals. Our Strategic Plan 2023-2028 provides a framework platform for CSPS to share knowledge, experience and ideas with a “Big Picture” along with FOUR specific targeted goals and associated objectives and actions.

Goal 1: Enhance Pharmaceutical Sciences Research and Scholarship

Goal 2: Influence and Enhance Pharmaceutical Regulatory Policy

Goal 3: Facilitate Career Development

Goal 4: Optimize Governance: Membership, Resources and Sustainability

The planning process included these specific steps: A executive analysis, assessing formal and informal mandates, determining core values, assessing internal and external environment of the society in Canada, and a stakeholder analysis and feedback.

A vision was sketched, framing potential issues and identifying strategic issues, formulating goals, strategies and agenda actions. This will in turn be followed by plan implementation, adopting the strategic plan, monitoring the assessment of the plan against benchmarks.

This document represents a compilation of meetings and feedback with the strategic planning process.

Submitted for adoption by CSPS members (September 2023 Annual Meeting)

The Canadian Society for Pharmaceutical Sciences (CSPS) is a non-profit organization, established in 1997 and governed by its bylaws last updated 2022. The CSPS is an organisation involved in supporting and promoting the dissemination of research, education, training and networking and collaboration of pharmaceutical scientists through research and educational training and networking to government agencies and maintains a connection with pharmaceutical industry through partnership with trade associations.

Pharmaceutical Sciences is a field of study that deals with the development, design, and evaluation of drugs and other pharmaceutical products. It encompasses various scientific disciplines including chemistry, biology, pharmacology, and clinical trials and aims to ensure the safe, effective, and economical use of these products. The ultimate goal of pharmaceutical sciences is to improve human health and wellbeing.

CSPS membership is open to individuals and industry involved and interested in pharmaceutical sciences training and research. Membership includes stakeholders including professors, industry professionals, scientists, students, post-doctoral fellows, trainees and regulatory industry professionals in Canada and beyond, who are involved in pharmaceutical sciences research, education and employment with

affiliations in academia including but not limited to Faculties, Colleges and Schools of Pharmacy or Pharmaceutical Sciences, industry, and government. All individuals engaged with promoting pharmaceutical sciences through professional organisations, former university faculty and industry and regulatory staff are welcomed.

The Society consists of an Executive Committee, comprising a president, president-elect, secretary, treasurer, who also sit on the Board of Directors which includes immediate past-president and between four and six elected and appointed Board of Directors and a trainee representative. The Society is administered by Intertask Conferences based in Ottawa, Canada.

The official journal of the CSPA, the Journal of Pharmacy and Pharmaceutical Sciences (JPPS) was established in 1998 as an OPEN ACCESS Journal, the first in the field. JPPS is a broad-spectrum, peer-reviewed, international pharmaceutical journal circulated electronically via the World Wide Web. Dr. Fakhreddin Jamali is the Editor in Chief. A JPPS and Frontiers' partnership was finalized in September 2022 and the journal began working with Frontiers in early 2023. Partnering with Frontiers enable JPPS to further grow and develop and build a sustainable model for the journal's future.

The CSPA strategic plan was developed considering an environmental scan of pharmaceutical sciences in Canada, and assessment of the strengths, weaknesses, opportunities and threats (SWOT) of CSPA and the mission, vision and development goals of CSPA. Over the past year, our Strategic Plan Working group developed our strategic plan to include the ongoing critical work undertaken by CSPA members over the past twenty-five years. This seminal strategic plan is built on a strong foundation of activity over a quarter of a century and the following is a roadmap to a well-trained, competent, and leading pharmaceutical workforce. The plan considers the future of pharmaceutical sciences and pharmacy, the future of research in Pharmaceutical Sciences in Canada, the future of higher education, industry and regulatory affairs and the future of pharmaceutical training. The plan also incorporated elements to enhance health of Canadians when appropriate.

CSPA Vision

Our vision is to provide opportunities for fostering networking, exchange, collaboration, training, scholarship, policy formulation, the development of expertise and innovation, and to inspire all those involved in pharmaceutical Sciences in Canada to quality and excellence.

CSPA Mission

The CSPA seeks to create high quality, accessible, inclusive pharmaceutical sciences training and dissemination of scholarship and research through the symposium and our journal provides a networking platform for scientists from different jurisdictions to embellish learnings and innovative ideas to enhance health care of Canadians globally.

Values:

1. IDEA (Inclusivity, Diversity, Equity and Accessibility) 2. Excellence 3. Quality 4. Scholarship. 5. Mentorship

Strategic Goals and Objectives

The goals and objectives of CSPS are ongoing and have been conducted and attained and continue through committees and working groups that separately, and in collaboration, plan and execute projects that are co-ordinated by the Executive Committee and Board of Directors.

CSPS has worked effectively and in collaboration with associated organisations, such as Health Canada, BIOTECANADA, Innovative Medicines Canada (IMC), Association of Faculties of Pharmacy in Canada (AFPC), Controlled Release Society-Canadian Chapter (CC-CRS) and the Pharmaceutical Society of Japan (PSJ) and with other relevant external organisations over the past-25 years in a recognition of both mutual benefits of regional, Canadian and global perspectives.

Goal 1: Enhance Pharmaceutical Sciences Research and Scholarship

Provide support to enhance and disseminate pharmaceutical research, innovation and training in Canada.

Objective 1: Plan and conduct high quality activities at the CSPA Annual Symposium and other meetings (workshops) / opportunities / venues / events to meet the needs of Canadian Pharmaceutical Science.

Objective 2: Promote and advocate for sustained scholarship in pharmaceutical education and training.

Objective 3: Recognise excellence in research and scholarship in pharmaceutical education and training through awards program.

Objective 4: Support development of funding of members to foster research and collaborate through development of CSPA Foundation.

Objective 5: Enhance the translation of research into industry from strengthened links between Canadian regulators, industry and pharmaceutical science experts.

Objective 6: Partner with relevant organizations such as Health Canada, AFPC, Controlled Release Society and the Pharmaceutical Society of Japan and other societies on shared goals and objectives.

Goal 2: Influence and Enhance Pharmaceutical Regulatory Policy

Develop and support, in collaboration with Health Canada, the implementation of workshops to advance pharmaceutical education, training and practice with and other potential partners

Objective 1: Propose and develop policies to advance Health Canada regulation, awareness and training.

Objective 2: Promote the implementation of regulatory topics into policies for impact and execution.

Objective 3: Propose and develop workshops for education that support the development of Pharmaceutical sciences

Objective 4: Serve as an advocate for the pharmaceutical sciences and enhance public understanding of the role and importance in advancing Canadian health.

GOAL 3: Facilitate Career Development

Provide support for all those involved in pharmaceutical sciences using a variety of approaches and resources to advance and promote all forms of pharmaceutical sciences training.

Objective 1: Support Young Scientist Network (YSN) and leadership development for trainees at all levels through collaboration with members and training providers.

Objective 2: Identify career needs of trainees and support development through engagement with members and stakeholders including communication and presentations.

Objective 3: Provide guidance and mentorship in a trainees' career development through grant proposal and other fit for purpose and well-designed workshops to enhance future opportunities.

Objective 4: Advance pharmaceutical sciences through sharing and dissemination of knowledge and information and developmental tools and materials to trainees.

Objective 5: Provide networking opportunities between trainees and professional development opportunities including CSPA Virtual Coffee Espresso Networking.

Objective 6: Enhance the capability of members through timely presentations of relevant cutting-edge topics at CSPA Symposium and between symposium.

Objective 7: Enhance visibility and opportunity through Pan Canadian Facility Tours.

GOAL 4: Optimize Governance: Membership, Resources and Sustainability

Transparent fiduciary disclosure, fund raise, strategize, and enhance membership and stakeholder engagement

Objective 1: Maintain and update the financial plan to support CSPA in the future, including identifying new sources of funding and strategies to secure the source of funding.

Objective 2: Enhance the engagement, and retention of CSPA members and trainees.

Objective 3: Increase the participation of members on committees and an annual basis.

Objective 4: Maintain and fiscally responsive and responsible budgeting and increase income generation with board Accountability to set metrics for sustained financial Health. Accountability of the Board of Directors to ensure minimum yearly income targets are met and set strategies to ensure income and membership is maintained and grown.

Objective 5: Seek new partnerships and linkages including but not limited to BioTalent Canada, Mitacs, Applied Pharmaceutical Innovation (API), adMare BioInnovations and further increase awareness throughout Canada of CSPA.