

**DRAFT**  
**2026-2028 Strategic Plan**  
**“Advancing Pharmacy Academy Toward a Resilient Future”**

**AACP Mission.** Advance pharmacy education, research, scholarship, practice, and service, in partnership with members and stakeholders, to improve health for all.

**AACP Vision.** We envision a world of healthy people through the transformation of health professions education.

**AACP Inclusiveness and Belonging Statement.** The Association affirms its commitment to fostering an inclusive community and leveraging our differences in thought, background, perspective, and experience to advance pharmacy education

**PROCESS:** *The Strategic Planning Committee started with the current 2024-2026 plan, reviewed annual and standing committee reports, available Argus Forecast Reports, and data received from the survey sent to the academy to inform discussions on proposed strategic goals and objectives for the 2026-2028 cycle. Below, are proposed goals/objectives for the 2026-2028 cycle (right column) side-by-side to our 2024-2026 plan goals/objectives (left column). The four Strategic Priority Pillars are now listed with the elements in the mission statement first, followed by Outreach and Engagement.*

**EDUCATION.**

*Under the **Education** priority area, AACP and its members are responsible for educating and preparing graduates for diverse career pathways. AACP supports member institutions in delivering contemporary curricula to prepare the workforce for evolving health care. Building on 2024-2026 Strategic Plan work, Goal 1 is broadened to include all pharmacy education and shift from focusing as much on preparing medication experts. Work will continue to build national capacity for Competency-Based Education. We will expand our work on integration of AI and digital health preparation of graduates, faculty/staff, and practitioners. Goal 2 is shifting from its focus on enhancing well-being exclusively to include building resilience at individual and organizational levels.*

*Indicators of successful outcomes will include development of resources to advance CBE implementation readiness across the academy, establishment of a national CBE collaborative, development of viable entry-level alternatives that broaden educational accessibility and strengthen pharmacy workforce (e.g. BS in Pharmaceutical Sciences degrees), providing AI and digital health resources for member institutions to prepare graduates, faculty/staff, and preceptors, and an increase in sustained well-being and resilience of students, faculty and staff, and institutions.*

**2024-2026 Goal 1: Develop and support the implementation of methods and tools to deliver an effective and innovative**

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<b>curriculum to support students' preparedness, and outcome achievement in becoming medication experts.</b>	<b>contemporary curriculum to prepare pharmacy (BS, PharmD, MA, PhD) graduates for diverse career pathways.</b>
Objective 1: Evaluate the advantages and disadvantages of Competency-Based Education and other curricular models/frameworks that support outcomes achievement for students.	Objective 1: To build national capacity for Competency-Based Education by exploring program readiness, strengthening foundational and implementation resources, and sharing learning and outcomes from early adopters.
Objective 2: Critically assess prerequisites to Pharm.D. programs considering options for competency-based admission requirements; and evaluate pre-matriculation programs and preparation resources for effectiveness	Objective 2: Provide programming and support for AACP member institutions considering the launch or growth of baccalaureate degree offerings as a pathway to the PharmD, or entry into graduate programs in the pharmaceutical sciences or other career paths.
Objective 3: Related to curricular innovations, explore and summarize options to support the inclusion of technology (e.g., digital health, artificial intelligence) in pharmacy teaching and curriculum.	Objective 3: Support the integration of artificial intelligence and digital health technologies to prepare graduates, faculty/staff, and practitioners for the evolving healthcare landscape
<b>2024-2026 Goal 2: Enhance the holistic well-being of faculty, staff, preceptors, and students to ensure a healthy pharmacy workforce.</b>	<b>2026-2028 Goal 2: Serve as a catalyst and resource hub for improving well-being and resilience across pharmacy education, at both the individual and institutional levels.</b>
	Objective 1: Provide sustainable tools for institutions to stay financially and operationally resilient amid workforce and enrollment challenges.
Objective 1: Compile resources and tools addressing and measuring well-being among faculty, preceptors, staff, and students. (e.g., certificate programs, web resources, and assessment tools) and provide guidance on their use.	Objective 2: Identify strategies that strengthen well-being and resilience of our faculty, professional staff, and students.
<b>PRACTICE.</b>	

<p><i>Pharmacy practice is undergoing rapid transformation driven by expanding roles for pharmacists and pharmacy technicians, digital health, artificial intelligence, and more. AACP supports this evolution by developing competency-based programs, establishing academic-practice partnerships, and creating resources that prepare pharmacists for expanded scope opportunities across diverse settings. Goal 1 shifts from focus on community-based pharmacy practice to overall pharmacy practice transformation and innovation. Goal 2 expands to include current practitioners (so includes workforce upskilling) in addition to current students. Objectives under Goal 2 are more specific to signal focus on reimbursement for pharmacist services.</i></p> <p><i>With the magnitude of areas for learning and training under this priority area, indicators of successful outcomes will be an increase in the programming content offered to members focused on digital health, AI, and compensation for patient care services, as well as supporting schools in investigating, implementing, and advocating for transformative pharmacy practice models.</i></p>	
<b>2024-2026 Goal 1: Advance the ongoing transformation of community-based pharmacy practice</b>	<b>2026-2028 Goal 1: Champion the ongoing transformation and innovation of pharmacy practice</b>
	Objective 1: Establish the pharmacy academy as a key player in digital health and artificial intelligence in pharmacy practice.
Objective 2: Within the pharmacy academy, amplify the value and improve the visibility of community-based pharmacy practice.	Objective 2: Amplify awareness of transformative pharmacy practice and compensation models through advocacy, education, and partnerships
<b>2024-2026 Goal 2: Prepare pharmacists for scope of pharmacy practice expansion.</b>	<b>2026-2028 Goal 2: Prepare current and future pharmacists for expanded practice opportunities and critical workforce needs.</b>
Objective 1: Create new programs and collaborate with other organizations in the education/training of pharmacists in evolving areas of pharmacist-provided patient care services.	Objective 1: Develop education programs in collaboration with other pharmacy associations to support workforce development related to advanced pharmacist services in all practice settings.
	Objective 2: Support the preparation of faculty and student pharmacists across member institutions for competencies in medical billing, compensation for patient care services, and practice management.

<p><b>RESEARCH AND SCHOLARSHIP.</b></p> <p><i>Research and scholarship are foundational to AACP's mission, serving as a vital catalyst for knowledge generation. AACP members engage in rigorous research to improve the health and wellbeing of our communities. The integration of discovery and dissemination transforms healthcare and promotes better outcomes for all. We will build on the work started in the 2024-2026 plan to broaden support for research and scholarship and cultivate sustainable training models for the research workforce.</i></p> <p><i>Indicators for successful outcomes under this priority area will include an increase in the numbers of faculty and researchers accessing and utilizing available AACP data, resources, programming, and information about research and research career/training opportunities, increased graduate and fellowship enrollments, and increased total funding and funding sources for pharmacy researchers.</i></p>	
<b>2024-2026 Goal 1: Support faculty and student research across all areas of scholarship</b>	<b>2026-2028 Goal 1: Expand and diversify research and scholarship support across all areas of academic pharmacy.</b>
Objective 1: Provide resources for research in all areas of scholarship including the development of data access and use policies for AACP institutional research data, and guidance on funding and collaboration opportunities.	Objective 1: Develop and deliver resources for schools as they diversify their research portfolios and develop collaborations and alternative models of research support.
Objective 2: Provide educational programming focused on researcher development and collaboration, starting with a grant writing program for launch in 2025 and a Learning Management System (LMS) program in implementation science in 2024/2025	Objective 2: Enhance research readiness and competitiveness of faculty through the Grant Writing program and development of new programs.
<b>2024-2026 Goal 2: Develop infrastructure within AACP for expanding pathways to graduate education and research careers in colleges and schools of pharmacy for individuals with varied backgrounds and experiences.</b>	<b>2026-2028 Goal 2: Advance research training excellence and bolster the research workforce.</b>
Objective 1: Expand the reach of recruitment, career development and postgraduate training opportunities (e.g., PharmGrad, the PharmGrad Directory and PharmOn) for schools and prospective students.	Objective 1: Provide best practices and resources for career development for research trainees.
	Objective 2: Create sustainable pathways into research careers.

## **OUTREACH AND ENGAGEMENT.**

*The Outreach and Engagement priority positions AACP as a catalyst for cultivating the next generation of pharmacy leaders while advancing the profession's visibility and influence. By implementing strategic outreach to prospective student pharmacists, AACP elevates the image of pharmacy as a dynamic, innovative profession and ensures a robust pipeline of talented individuals committed to transforming healthcare. Equally important is AACP's engagement with its members, external partners, and stakeholder organizations—creating collaborative networks that amplify the collective voice of academic pharmacy. Continued priority is given to our Association-wide agenda on advancing health equity, inclusion, accessibility and belonging.*

*Through targeted advocacy efforts, AACP champions policy changes and institutional transformations that support expanded pharmacist roles, advance research opportunities, and create sustainable pathways for practice innovation. Together, these initiatives strengthen the profession's capacity to attract talent, sustain growth, and lead meaningful change in pharmacy education and practice. We continue the work of the 2024-2026 plan focused on student recruitment, engaging with expanded membership, and continuing our advocacy work. Emphasis will be place on student recruitment strategies and working with employer partners on tactics for financing education and providing career pathways.*

*Indicators for successful outcomes under this priority area will include an increase in the numbers of prospective student pharmacists, effective engagement with expanded membership of AACP, and advocacy efforts that lead to increased access to pharmacy education, increased opportunities for pharmacist to practice at the top of their education and training, programs and projects focused on health equity, inclusiveness and belonging.*

**2024-2026 Goal 1: Develop and enhance programs to increase and expand the number of students, faculty and staff in the pharmacy profession.**

**2026-2028 Goal 1: Strengthen recruitment strategies to address the pharmacy workforce demands and enrollment challenges facing the academy.**

Objective 1: Expand the successful "Pharmacy is Right for Me" campaign through enhanced digital platforms, student ambassador program, and targeted outreach to student populations from varied backgrounds as well as influencers such as parents and advisors.

Objective 1: Partner with member institutions and other stakeholders to develop and strengthen outreach strategies, resources, and recruitment events for prospective pharmacy

Objective 2: Develop strategic partnerships with employers and educational institutions to create clear career pathways and financial resources that demonstrate the value proposition of

students.	pharmacy education in addressing workforce demands for scientists, pharmacy technicians, and pharmacists.
<b>2024-2026 Goal 2: Expand and increase engagement in AACP membership.</b>	<b>2026-2028 Goal 2: Increase engagement in AACP membership.</b>
Objective 1: Develop a plan to introduce AACP and its benefits, and to expand engagement, outreach, and membership with: pharmacy trainees (e.g., students, residents, fellows, post-graduates); pharmacy practice faculty who have not been AACP members; adjunct and non-academic preceptors; pharmacy technicians; scientists; new faculty and professional staff who receive complimentary 2-year membership.	Objective 1: Leverage the expanded individual membership model to create comprehensive mentorship networks for students, staff, faculty and administrators.
Objective 2: Conduct a survey or convene focus groups for non-member practice faculty and preceptors to determine what they need from AACP that they are not already receiving through other avenues, collaborating with Experiential Education and Pharmacy Practice Sections.	Objective 2: Develop a recognition system for AACP volunteers—including students, staff, faculty and administrators—that acknowledges their contributions to pharmacy education and encourages continued engagement with AACP.
Objective 3: Enhance engagement with new and less represented stakeholders by developing innovative pathways to careers in pharmacy and pharmaceutical sciences through collaboration with colleges/schools of pharmacy (e.g., pharmacy technician training programs, BSPS degrees).	Objective 3: Increase AACP engagement by implementing a membership ambassador program that supports outreach to new and less engaged stakeholders, emphasizing the value of AACP membership and participation in the Annual Meeting.
<b>2024-2026 Goal 3: To champion positive change, enhance our advocacy and strategic engagement efforts to raise awareness and drive pharmacy policy initiatives.</b>	<b>2026-2028 Goal 3: Strengthen AACP’s role as a leading voice in pharmacy education advocacy, policy, and practice advancement.</b>
Objective 1: Develop a program and resources for Pharm.D. and graduate students to have access to advocacy training.	Objective 1: Using the “Advocacy Guide for Pharmacy Practice and Education” and AACP’s Advocacy Activities Catalog, establish comprehensive advocacy programming that provides

	systematic training, resources, and recognition programs for AACP members.
Objective 2: Partner with stakeholders to lead, convene and participate in advocacy efforts, activities and events for the advancement of pharmacy practice on state/local, national and global levels in various areas (e.g., community pharmacy transformation, scope of pharmacy expansion, pharmacist provider status, research, and workforce well-being).	Objective 2: Empower AACP members to create a powerful advocacy network that expands and preserves pharmacist services, while advancing pharmacy practice transformation preparedness at the state and federal levels through partnerships with decision makers, pharmacy organizations, medical associations, and other healthcare organizations.
<b>2024-2026 Goal 4: Promote and prioritize efforts related to ensuring inclusiveness, accessibility, and belonging in pharmacy education and the pharmacy profession.</b>	<b>2026-2028 Goal 4: Promote and prioritize efforts related to ensuring inclusiveness, accessibility, and belonging in pharmacy education and the pharmacy profession.</b>
Objective 2: Develop and provide resources, programs, and project opportunities that address the inclusivity goals of our members and the Academy, and evaluate the outcomes/impact of those efforts.	Objective 1: Develop and provide resources, programs, and project opportunities that advance health equity and address the inclusivity goals of our members and the Academy and evaluate the outcomes/impact of those efforts.