

**STUDENTS TODAY, PHARMACISTS TOMORROW**

INTERNATIONAL PHARMACEUTICAL STUDENTS' FEDERATION

# **STRATEGIC PLAN**

**2020 - 2023**



International  
Pharmaceutical  
Students' Federation

## **IPSF Strategic Plan 2020-2023**

Students Today, Pharmacists Tomorrow

The IPSF Strategic Plan is in place to set the overall goals and objectives for the Federation to fulfill its mission. It serves as the plan for the development of the Federation through the upcoming three years.

The IPSF Strategic Plan for the mandates 2020-2023 is derived from the Mission, Values, Aims, and Objectives of IPSF as defined in the IPSF Constitution. And was built after running a wide survey that has gathered inputs from all IPSF members, CPs, IPSF team, Executive Committee members, Advisory Board, Alumnus, and HLMS to assess the needs, gaps, and the way forward for the Federation.

### **IPSF Mission**

The mission of the Federation is to improve public health by advancing pharmacy practice and pharmaceutical science; responding to global challenges in health, health education, and workforce strategy; and serving as the global, collective voice of students and recent graduates in pharmacy and pharmaceutical sciences.

### **IPSF Values**

The values of the Federation include respect for human dignity; cultural diversity and individualism; team spirit; encouraging individual initiative; and delivery of quality-driven outcomes.

### **IPSF Aims**

The Federation aims to equip members for professional life in local and international settings; increase member involvement in global health; and strengthen the inter-professional commitment to healthcare.

### **IPSF Objectives**

The specific objectives of the Federation are to provide opportunities for professional development, education, and international exchange; disseminate scientific and professional knowledge; advocate for improvements to pharmaceutical education strategies; encourage the formation and development of national pharmaceutical student organisations without trespassing on their domains; provide a platform for member organisations to exchange knowledge, experience, and ideas; strengthen international dialogue and cooperation of the Federation with student, professional, governmental, and non-governmental organisations; and advocate for improvements to health systems.

## How to read this document?

The IPSF strategic plan 2020-2023 is divided into four main Pillars, each Pillar covering several Overarching goals that are divided into objectives with specific indicators.

Pillar 0:	Strengthening governance
Pillar 1:	Advancing pharmacy practice and pharmaceutical science;
Pillar 2:	Responding to global challenges in health, health education, and workforce strategies;
Pillar 3:	Serving as the global, collective voice of students and recent graduates in pharmacy and pharmaceutical sciences.

Some Goals are addressing more than one Pillar as follows:

<b>IPSF Strategic Plan 2020/2023</b>		<b>Pillar</b>
Goal 1:	Ensure Excellence in the Operation of the Federation with consistent monitoring, evaluation, and accountability.	0
Goal 2:	Promoting and ensuring Financial sustainability and transparency.	0
Goal 3:	Serve as a platform for empowerment and capacity building of the Member Organisations.	0
Goal 4:	Provide students opportunities for professional development, improved education and knowledge, and international exchange.	1,2
Goal 5:	Increase the visibility of the Federation and strengthen External Partnerships with engagement in international dialogues.	2,3
Goal 6:	Advocating for the interests of pharmacy students worldwide for improved pharmaceutical education strategies and improved public health and health systems strengthening.	1,2,3

**Goal 1: Ensure excellence in the operation of the Federation with consistent monitoring, evaluation, and accountability.**

*Objective 1.1 Maintain a healthy environment within the IPSF team that fosters excellence, cooperation, communication, and innovation.*

1.1.1 Organise at least one general IPSF team meeting chaired by the IPSF President to improve team spirit, increase motivation, and share the portfolio's comments and suggestions.

1.1.2 Hold inter-regional meetings between Chairpersons of the Regional Offices to discuss specific mutual projects and to share best practices.

1.1.3 Develop platforms for communication and discussion among portfolios to foster inter-portfolio cooperation and innovation with projects and initiatives.

*Objective 1.2 Develop an internal capacity building program for IPSF Team.*

1.2.1 Ensure that IPSF team members are well-informed and trained on their tasks, responsibilities, and the Federation's working procedures.

1.2.2 Maintain Monitoring and Evaluation of team performance through Quarterly Reports.

1.2.3 Maintain regular online portfolios' meetings led by Executive Committee member and in-person meetings when feasible and deemed necessary.

1.2.4 Ensure at least two (02) IPSF team trainings are organised and led by the Training Committee every year.

*Objective 1.3 Improve the IPSF Internal management procedures and archiving process as well as developing the decision-making process during official assemblies*

1.3.1 Generate clear guidelines for IPSF legal procedures including registration at the chamber of commerce and the bank.

1.3.2 Create a well-established and organised electronic archive that can be also accessible by IPSF members through existing platforms (e.g. Website).

1.3.3 Improve the Executive Committee meetings' minuting process through developing a template that reflects the main action points from discussions and follow up procedures which will be shared with members for transparency.

1.3.4 Create general and regional assemblies' manuals and materials to prepare and empower Official Delegates for meaningful engagement during the assembly and to improve the voting and decision-making process.

1.3.5 Unify the documentation process between regional assemblies and general assembly by developing one tool to collect reports as well as any other necessary documents used for both assemblies.

**Goal 2: Promoting and ensuring financial sustainability and transparency.**

*Objective 2.1 Diversify income sources to ensure the growth and maintenance of the Federation.*

- 2.1.1 Initiate and strengthen collaboration with sponsors and donors on a regional and global level to ensure the financial sustainability of IPSF projects.
- 2.1.2 Increase the number of grant applications submitted and the number of successful grant applications.
- 2.1.3 Increase total income from sources other than membership and SEP fees.

*Objective 2.2 Increase income that is eligible to cover operating expenses of the Federation on regional and global levels.*

- 2.2.1 Increase annual budget of Regional Offices without reducing the amounts allocated to other IPSF budget items.
- 2.2.2 Source for income received as general support from sponsors, donors, and operating grants.

*Objective 2.3 Ensure financial responsibility and transparency in all activities of the Federation.*

- 2.3.1 Liaise with the professional accountant and ensure up-to-date annual accounts of the Federation.
- 2.3.2 Publish a financial statement on IPSF website within 6 months after the end of the financial year.

**Goal 3: Serve as a platform for empowerment and capacity building of the IPSF member organisations.**

*Objective 3.1 Develop various user-based online platforms to improve dialogue among members organisations.*

- 3.1.1 Develop and optimise a sustainable Contact Persons' online forum to share activity reports and collect input for new ideas from member organisations.
- 3.1.2 Develop a well-established and organised IPSF library with all relevant documentation for Contact Persons and the member organisation in general.

*Objective 3.2 Provide support to current and potential member organisations to ensure the growth of membership and reduce inactivity among member organisations.*

- 3.2.1 Support and assist prospective and applying member organisations to increase the number of member organisations to enhance global outreach and representation of the Federation.

3.2.2 Ensure proper follow-up and assistance is provided to new member organisations and to inactive member organisations to avoid potential loss of membership.

3.2.3 Focus membership recruitment and promotion to those regions with less representation within IPSF to lead to an equitably represented Federation.

3.2.4 Support and assist in the development of new organisations aligned with the purpose and aims of the federation.

*Objective 3.3 Enhance the participation of IPSF members in IPSF projects, activities, and events.*

3.3.1 Provide relevant training sessions for Contact Persons to engage in their duties effectively and efficiently, as well as, develop the soft-skills of the Contact Persons to improve their performance in the position.

3.3.2 Promote Alumni membership by engaging with current Alumni to pursue further projects such as mentoring, regular newsletters, and Alumni packages at the IPSF Events.

3.3.3 Develop clear guidelines on how to apply to an IPSF opportunity and a clear mapping/listing of the regular opportunities offered.

*Objective 3.4 Seek out and develop leadership and personal development training and opportunities for the Federation's members.*

3.4.1 Conduct two to three (2~3) IPSF Trainer Development Camps (TDCs) per mandate to enable all five Regions to have one TDC every two (02) years.

3.4.2 Conduct one Leaders-in-Training (LIT) in every region and at an international level per mandate.

3.4.3 Support the delivery of tailored training sessions for global, regional, and local needs and ensure a five-percent (05%) growth of training hours per mandate.

*Objective 3.5 Create educational mentorship opportunities for IPSF trainers to continuously develop themselves and others.*

3.5.1 Develop an advanced training program for IPSF Trainers and TDC Graduates to allow them to continue improving their training skills.

3.5.2 Develop a robust peer mentorship program ensuring knowledge sharing and professional development among IPSF Trainers and TDC graduates.

3.5.3 Regularly update the Training Library to provide training materials on each training topic.

**Goal 4: Provide students with opportunities for professional development, improved education, knowledge, and international exchange.**

*Objective 4.1 Provide diverse internship opportunities for members with clear learning objectives in the pharmacy practices and pharmaceutical sciences.*

4.1.1 Implement evaluation of both partners and interns for all respective internship opportunities.

4.1.2 Pre-training meetings of interns prior to beginning the internship to ensure understanding of learning objectives and IPSF values.

4.1.3 Develop guidelines in collaboration with education and external committee to serve as a guide for identifying, approaching, and securing internship opportunities.

*Objective 4.2 Provide paid international pharmacy placements in the pharmaceutical business, professional organisations and associations, industry, healthcare-related bodies, and research institutions to make them accessible to all IPSF recent graduates.*

4.2.1 Continue to provide annual placements with the same partners to increase the number and quality of placements each year.

4.2.2 Approach new external partners and organisations for new paid placements with clear learning objectives for members and regional collaborations.

*Objective 4.3 Ensure that a minimum of four (04) IPSF Professional Development events, including Patient Counselling Event, Clinical Skills Event, Compounding Event, Industry Skills Event, and Pharmacy Profession Awareness Campaigns are conducted at World Congress and a minimum of four (04) in each Regional Symposia.*

4.3.1 Increase the number of member organisations organising at least one professional development competition and one pharmacy profession advocacy campaign annually by a minimum of five percent (05%) per mandate.

4.3.2 Update the PCE, CSE, CE, ISE, and PPAC guidelines and toolkits once every three (03) years and distribute it to member organisations.

4.3.3 Provide various incentives for organising a professional development event to at least three (03) Member Organisations per year.

*Objective 4.4 Provide continuous Professional Development opportunities at both international and regional levels.*

4.4.1 Organise a minimum of five (05) online global events per mandate and three (03) regional events per region per mandate.

4.4.2 Ensure that a minimum of four (04) IPSF Professional Development events, including Patient Counselling Event, Clinical Skills Event, Compounding Event, Industry Skills Event, and Pharmacy Profession Awareness Campaigns

are conducted at World Congress and a minimum of two (02) in each Regional Symposium.

4.4.3 Monitor local and regional PD events organised by member organisations and IPSF Regional Offices through the Project Accreditation Form (PAF).

4.4.4 Involve IPSF Alumni network and partner organisations in professional development initiatives to enhance the quality and professionalism as well as to encourage participation.

*Objective 4.5 Improve and standardise the quality of the Student Exchange Programme (SEP) in all participating IPSF member organisations.*

4.5.1 Increase satisfaction for all MOs on the SEP database to more than seventy-five-percent (75%) by the end of the three (03) years.

4.5.2 Increase successful placements in fields other than community pharmacy and research by ten-percent (10%) to reach thirty-percent (30%) by the third year.

4.5.3 Integrate Public Health Campaigns (PHC) and Professional Development (PD) competitions at least once by each MO during the three (03) years.

4.5.4 Minimum of one training provided for Student Exchange Committee (SEC), Student Exchange Officers (SEOs), and exchange students every year.

4.5.5 Available guidelines and manuals reviewed at least once during the three (03) years and at least two (02) documents translated to another IPSF official language in the three (03) years.

*Objective 4.6 Increase the number of successful exchanges in the Student Exchange Programme (SEP).*

4.6.1 Increase the number of MOs participating in SEP by five percent (05%), to reach eighty-percent (80%) of IPSF MOs and increase winter SEP participation by fifteen-percent (15%) to reach fifty-five-percent (55%) of MOs participating in SEP by the third year.

4.6.2 Increase the number of MOs participating in Application Form Reallocation Project (AFRP) by twenty-five-percent (25%) to reach fifty-percent (50%) of MOs participating in at least one part of AFRP by the third year.

4.6.3 Increase the number of successful application forms/total application forms by ten-percent (10%) to reach eighty-percent (80%) by the third year.

*Objective 4.7 Increase awareness of the Student Exchange Programme (SEP) to students, IPSF member organisations and partners, highlighting that SEP is an IPSF-lead activity.*

4.7.1 At least two (02) social media campaigns or contests released per year with at least fifty-percent (50%) of MOs participating in one of the campaigns or contests per year.

4.7.2 Conduct a SEP workshop or session in each regional symposium and world congress every year and at least one online introductory SEP session conducted for IPSF members in the three (03) years.

4.7.3 Create and distribute IPSF promotional material to the students taking part in SEP.

*Objective 4.8 Increase and improve the research initiatives of the Federation and members.*

4.8.1 Host meetings of the Young Researchers Forum at World Congress, Regional Symposia, and member organisation events to share research information, ideas, best practices and improve research skills.

4.8.2 Utilise the Young Researchers Forum to facilitate discussion throughout the year about obstacles and solutions to various aspects of research.

4.8.3 Develop a team that engages in interregional and inter-portfolio research projects focused on offering solutions to pharmaceutical sciences, pharmacy practices, and public health challenges.

4.8.4 Create a Pharmacy students peer-review journal that will serve as a medium for the publication of all scientific research done by pharmacy and pharmaceutical sciences students.

4.8.5 Create an open and welcoming environment for those who are interested in research opportunities. And assist them with developing their initiatives

4.8.6 Ensure the timely dissemination of all research projects to committees, member organisations, members, and partners through the abstracts and poster sessions of the World Congress and Regional Symposia.

4.8.7 Strengthening our partnership with FIPeD concerning collaborative research initiatives.

*Objective 4.9 Disseminate Scientific and Professional Knowledge.*

4.9.1 Promote and publish original research, review articles, case studies, and commentaries that represent student work and student voices.

4.9.2 Establish and implement an educational calendar that addresses issues in pharmacy and pharmaceutical sciences to deliver valuable information to the student community.

4.9.3 Ensure that educational symposium, scientific symposium and workshops reflect learnings for the pharmaceutical sciences and practices.

**Goal 5: Increase the visibility of the Federation and strengthen external partnerships with better engagement at an international level**

*Objective 5.1 Produce timely and relevant publications through diverse media outlets that promote the purpose, events, and endeavors of the Federation.*

5.1.1 Publish the Pharmacy Education Newsletter biannually and preferably in February and June.

5.1.2 Maximise features of all social media platforms to produce engaging content for IPSF events and campaigns by utilising external applications.

5.1.3 Ensure and maintain updated written and audio-visual formats of information to promote IPSF events and Projects through the website.

*Objective 5.2 Establish and maintain a regularly produced direct-to-member publication highlighting current Federation news and information.*

5.2.1 Maintain a monthly press release highlighting the main news and achievements of IPSF as well as important IPSF endeavors, events, and partnerships.

5.2.2 Investigate alternative tools to promote IPSF opportunities directly to members and increase participation from students in all countries and establish a subscription mailing list for members for them to receive IPSF press releases, updates, and possible opportunities.

5.2.3 Produce an annual IPSF newsletter that promotes the main achievement of the Federation throughout the year.

*Objective 5.3 Develop well designed promotional materials for the use by member organisations and external relations purposes.*

5.3.1 Ensure that all Regional Offices have annually updated prospectuses that describe regional projects and areas of collaborations.

5.3.2 Upgrade the projects and competitions concept notes to gather interest from external stakeholders.

5.3.3 Improve IPSF events promotion to ensure the sustainability of event sponsorship in collaboration with the Reception Committee; by creating adequate materials to reflect the expectations of the sponsors through IPSF social media.

5.3.4 Maintain continuous monitoring of the federation's activities on official platforms and provide timely statistical reports on the impact of those activities on current and potential members organisations and external partners.

5.3.5 Provide member organisations with IPSF-produced promotional materials to be available to students at all times through various channels, especially during national member organisations congresses.

5.3.6 Design and develop standardised annually reviewed and updated IPSF promotional materials with a specific focus on the relevant IPSF Regional Offices.

*Objective 5.4 Maximise meaningful engagement of IPSF members in external opportunities.*

5.4.1 Increase the number of opportunities provided to members to represent IPSF at external events.

- 5.4.2 Organise debriefing and training sessions to all members representing IPSF at external events
- 5.4.3 Improve the timely information sharing to members regarding opportunities from partners through well-explained calls, briefing sessions, and visual invitations
- 5.4.4 Increase the number of regional partnerships and collaborations by adding at least one renewable agreement per term

*Objective 5.5 Improve the quality of external relations activities and communications.*

- 5.5.1 Ensure transparency and effective communications with existing partners through continuous sharing of progress reports and results
- 5.5.2 Develop a well organised archive that includes all partnerships, relations' progress, and official documentation.
- 5.5.3 Strategic alignment of the Federations' project (PD, PE, and PH) with external partners initiatives especially on global health challenges.
- 5.5.4 Review existing agreements and MoUs with external partners and ensure addressing the terms agreed upon through regular progress reporting to the Executive Committee during the three Executive Meetings.

*Objective 5.6 Develop IPSF Media Platforms to serve in IPSF advocacy and promotion as well as for External Relations Strategies and Marketing.*

- 5.6.1 Regularly update the website with partners' information as per agreements.
- 5.6.2 Promote existing partnerships and collaborations twice per mandate (January and June).
- 5.6.3 Improve Social Media reach to further develop campaigns by following indicators and gathering statistics from Internal and External Tools (Both those included in Social Media and using External Apps).
- 5.6.4 Work on improving the organic reach of Instagram and Facebook by following the publications algorithm implemented.
- 5.6.5 Increasing interaction to reach the Official Status on Facebook and Instagram using more interactive posts (such as polls, quizzes, open questions, merchandising giveaways) and raising members' awareness to interact with the Federation new publications.

**Goal 6 Advocate for improvements to Pharmacy Education, Professional Development, Public Health, and health systems strengthening strategies and related policies.**

*Objective 6.1 Promote Interprofessional Collaboration on major public health, education, and professional development campaigns and initiatives.*

- 6.1.1 Organise at least one global and one regional interprofessional project by collaborating with other healthcare student organisations.

6.1.2 Collaborate on at least three (03) global public health campaigns with other healthcare professionals and student organisations.

*Objective 6.2          Align the work of global Public Health and policy with regional priorities.*

6.2.1 Hold brainstorming meetings with IPSF global and regional interested parties where necessary to align the work of global and regional teams on Public Health matters.

6.2.2 Conduct a bi-annually review of global public health collaborations and agreements.

*Objective 6.3          Consolidate the Federation's policy and advocacy strategy to amplify the voice of members both globally and locally.*

6.3.1 Organise regional and global Policy Sessions reflecting both the regional and global stance of our member organisations and members.

6.3.2 Provide strategic support and guidance to member organisations for policy interventions and management on a local, national, and regional level.

6.3.3 Operationalise Policy 101 through different webinars for orientation, and a workshop during IPSF events for practical engagement.

6.3.4 Operationalize the working statements of IPSF, including the Policy Declaration and Regional Policy Resolutions, through toolkits and guidelines for local implementation.

6.3.5 Increase students' voices in the workforce development goals with a special focus on the pharmaceutical goals through FIP.

6.3.6 Base IPSF contributions on the country perspective from our member organisations and educate members on outcomes of the annual FIP conferences and the WHO events mainly World Health Assembly (WHA) and Executive Board Meetings.

6.3.7 Provide workshops to member organisations before public health campaign on selected topics based on the mandate's priorities and members' needs to equip them with the necessary tools and knowledge on how to implement the campaigns locally

*Objective 6.4          Further develop and nurture the relationship between IPSF with the International Pharmaceutical Federation (FIP).*

6.4.1 Maximise available opportunities for IPSF participation in FIP World Congress including, IPSF business meeting and IPSF-lead and joint sessions.

6.4.2 Foster collaboration and increase opportunities with FIP head office, Board of Pharmaceutical Practice, and Board of Pharmaceutical Sciences.

6.4.3 Ensure meaningful engagement of IPSF in the FIP Workforce Development Hub through working groups, internships, or joint initiatives.

6.4.4 Strengthen our partnership with FIPed concerning collaborative research initiatives and internships.

6.4.5 Maintain quarterly meetings with FIP YPG board to follow up on plans progress and joint work.

*Objective 6.5 Further expand and develop our official relations with the World Health Organisation.*

6.5.1 Adapt relevant IPSF portfolios to WHO work to allow for more effective human resources collaboration.

6.5.2 Strengthen and consolidate regional collaboration between WHO and IPSF Regional Offices.

6.5.3 Advocate for meaningful Non-State Actor engagement within WHO and explore the possibility of better participation in WHO meetings by holding consultation meetings with the WHO NSAs Secretariat.

*Objective 6.6 Further expand and develop our official relations with the United Nations and relevant UN Agencies.*

6.6.1 Utilise the federation consultative status with the UN Economic Social Council to contribute to the UN Sustainable Development Goals.

6.6.2 Ensure active engagement in the UN ECOSOC Major Groups.

6.6.3 Increase members representation on behalf of IPSF to the UN assemblies and committees' meetings.

6.6.4 Foster collaboration and increase opportunities with UNESCO.