

SOUTHERN ILLINOIS UNIVERSITY EDWARDSVILLE
SCHOOL OF PHARMACY DIVERSITY AND INCLUSION
PLAN (2017-2020)



At the SIUE School of Pharmacy we value diversity and inclusion deeply. One of the six goals in our strategic plan is to “cultivate diversity and inclusion” at the school. This plan affirms our commitment to diversity and inclusion in our thoughts and actions. As a school we are not only preparing our students to be competent pharmacists, we are also preparing them for life. And it is imperative that to be effective, health care professionals understand and respect differences among their patients. We are therefore committed to firmly embedding diversity and inclusion into our culture.

A quote by Gandhi is perhaps the best epitome of what we at the SIUE School of Pharmacy value about our culture, “I do not want my house (school) to be walled in on all sides and my windows to be stuffed. I want the culture of all lands to be blown about my house (school) as freely as possible.”

Gireesh Gupchup, PhD

Dean, SIUE School of Pharmacy

Southern Illinois University Edwardsville (SIUE) is a premiere public university located in the southern region of Illinois and a part of the St. Louis metropolitan region. SIUE is ranked as a Top 15 Midwest Regional Public University by the US News and World Report and is deemed the most affordable 4-year college in Illinois. The mission of the university is that SIUE is a student-centered educational community dedicated to communicating, expanding and integrating knowledge. In a spirit of collaboration enriched by diverse ideas, our comprehensive and unique array of undergraduate and graduate programs develops professionals, scholars and leaders who shape a changing world. The vision of the university is that SIUE will achieve greater national and global recognition and academic prominence through innovative and interdisciplinary programs that empower individuals to achieve their full potential. Values of the university include:

Citizenship

- Social, civic and political responsibility — globally, nationally, locally, and within the University
- Active partnerships and a climate of collaboration and cooperation among students, faculty, staff, alumni and the larger community
- Sustainable practices in environmental, financial and social endeavors

Excellence

- High-quality learning within and beyond the classroom
- Continuous improvement and innovation
- Outstanding scholarship and public service

Inclusion

- *A welcoming and supportive environment*
- *Openness to the rich diversity of humankind in all aspects of university life*
- *Respect for individuals, differences, and cultures*
- *Intellectual freedom and diversity of thought*

Integrity

- Accountability to those we serve and from whom we receive support
- Honesty in our communications and in our actions

Wisdom

- Creation, preservation, and sharing of knowledge
- Application of knowledge in a manner that promotes the common good
- Life-long learning

SIUE has been awarded the Higher Education Excellence in Diversity (HEED) award three times (2014, 2015, 2016) from *INSIGHT Into Diversity* magazine, the oldest and largest diversity-focused publication in higher education. The HEED award is a national honor recognizing U.S. colleges and universities that demonstrate an outstanding commitment to diversity and inclusion. Diversity and inclusion are embedded in the University's mission, vision and values and this recognizes SIUE's commitment to preserving a community of inclusiveness. Through innovative programming, supportive faculty and staff, and a welcoming community-at-large, SIUE prepares students for the challenges of both graduate-level and today's competitive workforce. Examples of this sense of inclusiveness and growing diversity are:

- The University's LGBT-Friendly Campus Climate index score has been 4.5 out of 5 stars for two consecutive years. SIUE was evaluated on sexual orientation and gender identity/expression for the first time and scored 4.5 and 4 stars, respectively.
- African American (1,982) and Hispanic (537) student enrollment are each at the highest levels in the history of the institution. In 2016, international student enrollment increased to 423 and is the highest at the University since Fall 2004. Nearly 30 percent of the student body reports a diverse cultural background.
- The university as a whole is committed to creating an inclusive and diverse climate for students, faculty and staff. The Morris University Center houses the university's Multicultural Center and various cultural programs are offered throughout the year by the Office of Institutional Diversity and Inclusion.

Reference: www.siu.edu/about

The Southern Illinois University Edwardsville School of Pharmacy is the only pharmacy school in Southern Illinois and is housed in the St. Louis metropolitan region. The mission of the school is that it is an interdisciplinary educational community dedicated to the preparation of pharmacy professionals, scholars and leaders to improve the health and well-being of the region and beyond. The vision of the school is SIUE School of Pharmacy will be a national model for exceptional pharmacy education, patient-centered care and innovative research. The goals of the SIUE School of Pharmacy are to:

- Advance innovative education, service and scholarship programs

- Promote faculty and staff development and support
- Foster prospective pharmacy students
- Expand and support professional growth of students and alumni
- **Cultivate diversity and inclusiveness**
- Identify, develop and sustain external relations and financial support

The SIUE School of Pharmacy has embraced the **values of SIUE**: Citizenship, Excellence, Inclusion, Integrity and Wisdom. Additionally, the SOP applied for the HEED award for healthcare, along with other health sciences programs at SIUE, in 2016 and has a functioning Diversity and Inclusion Committee comprised of committed faculty, staff and students.

At Southern Illinois University Edwardsville School of Pharmacy, the minority pharmacy student enrollment is only approximately 4.7% of the total pharmacy student population (previously 5.9%-AACP 2014 data). 2.2% are African-American and 2.5% are Hispanic or Latino. The minority student enrollment has been low since the school opened its doors in 2005. Some may think that this is to be expected in the Midwest. However, Illinois has a greater minority population (15.1% African American; 12.3% Hispanic) and most of the SIUE pharmacy students come from Illinois. Also, the SIUE campus is approximately 20 miles from the city of St. Louis, Missouri which has a population of almost 50% African Americans. According to the 2015 AACP student data, 13.6% of pharmacy students across the US are underrepresented minorities. 7.9% are African-American and 5% are Hispanic or Latino. SIUE's School of Pharmacy currently falls below the national average of minority student representation. However, the retention rate of minority students has been commendable since the first class (see table below).

SUMMARY OF ALL STUDENTS WHO HAVE LEFT THE SOP (updated 8/29/16)			
	Dismissed Academic	Dismissed Non-Academic	Left Program Non-Academic
<i>Class of 2009</i>	1-C		1-C
<i>Class of 2010</i>	1-C		2-C
<i>Class of 2011</i>	2-C		1-C; 1-A
<i>Class of 2012</i>	1-C	1-C	
<i>Class of 2013</i>	2-C		1-C; 1-A
<i>Class of 2015</i>			3-C
<i>Class of 2016</i>	1-C; 1-B		1-C
<i>Class of 2017</i>	3-C; 1-B		3-C
<i>Class of 2018</i>	2-C		1-C; 1-A
<i>Class of 2019</i>			1-C
TOTAL	15	1	17
Asian = A	0	0	3
Black/African-American = B	2	0	0
Caucasian = C	13	1	14
Hispanic/Latino = H	0	0	0
Multi-ethnic = M	0	0	0
Unidentified = U	0	0	0

Additionally, our minority faculty and staff representation are low at 22% total minority faculty representation and 13% minority staff. Underrepresented minority faculty and staff are even lower including 2% African Americans, 4% Hispanics and 2% Pacific Islanders, compared to the national average of pharmacy faculty from underrepresented minority groups (4.7% African Americans; 3% Hispanics; 0.08 Pacific Islanders). In an effort to improve the minority student representation, a residential, pharmacy summer pipeline program for minority high school juniors and seniors interested in healthcare has been held since 2009. The program was expanded in 2011 becoming a healthcare diversity camp exposing students to pharmacy, nursing and dental medicine. Therefore, to meet our goals, embrace our values and to achieve our vision, the School of Pharmacy's 5-year strategic plan (2013-2018) includes a goal (Goal #5) of cultivating diversity and inclusiveness. SIUE School of Pharmacy is committed to respect, civility, and the fostering of a harmonious community climate, open to diverse ideas and life-experiences. Through cooperation, open communication, and inclusion of individuals, groups, and communities both regionally and abroad, we strive to promote good citizenship for the benefit of society and healthcare. To address the school's strategic plan, a new school Diversity and Inclusion Committee was charged with addressing the strategic goal and developing strategies to cultivate diversity and inclusiveness at the school. *This living document will be evaluated annually to ensure it continues to meet the needs of our school.*

References: www.siue.edu/pharmacy

<http://www.aacp.org/resources/research/institutionalresearch/Documents/Enrollments.pdf>

SIUE School of Pharmacy Diversity and Inclusion Goals:

- 1. Evaluate and improve the recruitment and retention of underrepresented students (i.e. minorities, international students and students of low socioeconomic status).**
- 2. Evaluate and improve the recruitment and retention of underrepresented faculty and staff.**
- 3. Evaluate and enhance the climate of the School of Pharmacy among faculty, staff and students.**
- 4. Evaluate and improve diversity and inclusiveness education in the curriculum.**

Goal #1: Evaluate and improve the recruitment and retention of underrepresented students.

- 1) Evaluate current recruitment efforts (target areas of recruitment) in collaboration with the SOP Office of Professional and Student Affairs
- 2) Partner with SOP Office of Professional and Student Affairs to increase exposure to more underrepresented students during recruitment events
- 3) Facilitate collaboration with undergraduate programs to create pipeline of underrepresented students (e.g., Lindenwood University-Belleville, area charter schools)

- 4) Evaluate impact of summer diversity camp (continuous assessment of participants who pursue pharmacy degree and attend SIUE)
- 5) Facilitate continued student mentorship with summer camp participants during high school and undergraduate college
- 6) Continue to seek funding opportunities to support scholarships for underrepresented students from grants and organizations
- 7) Initiate minority scholarship fund for students funded by alumni
- 8) Continue to monitor retention rate of minority students

Goal #2: Evaluate and improve the recruitment and retention of underrepresented faculty and staff.

- 1) Evaluate current recruitment efforts (target areas of recruitment)
- 2) Create a checklist for all SOP search committees to complete ensuring compliance with the Office of Equal Opportunity, Access and Title IX (including mandatory bias training prior to beginning committee work and inclusion of job listings in diverse resources)
- 3) Request allocation of funding from the SIUE Strategic Faculty Hiring Initiative geared at hiring underrepresented minorities for available faculty positions

Goal #3: Evaluate and enhance the climate of the school of pharmacy among faculty, staff and students.

- 1) Administer climate surveys to current students, faculty and staff every 3 years
- 2) Add inclusion climate questions to pharmacy school exit survey
- 3) Expand current school-wide annual diversity events (e.g. SOP Diversity Thanksgiving Potluck) and create new school-wide annual diversity events in collaboration with other school initiatives
- 4) Initiate Diversity and Inclusion page on SIUE SOP website to include monthly highlights of our cultural events
- 5) Encourage faculty and staff to attend diversity training and events on campus (e.g. Safe Zone training, diversity workshops, etc.)
- 6) Solicit documentation of diversity and inclusion activities and contributions (i.e. teaching-curricular and co-curricular, scholarship and service) on annual performance reviews of administration and faculty

Goal #4: Evaluate and improve diversity and inclusiveness education in the curriculum.

- 1) Assess what is currently being taught in the curriculum related to cultural diversity (e.g. didactic, OSCEs)
- 2) Inventory the number of IPPE and APPE rotations available that serve diverse patient populations
- 3) Identify additional points of access for student engagement with diverse populations (i.e. experiential education and co-curricular activities)
- 4) Add question(s) to AACCP alumni survey to assess how the curriculum prepared alumni to work with diverse populations in collaboration with the Office of Academic Affairs
- 5) Assess cultural competency level of pharmacy students at the onset of 1st year and again at the end of 4th year to determine the impact of the curriculum