



FERRIS STATE UNIVERSITY
COLLEGE OF HEALTH PROFESSIONS

To: David Pilgrim, Vice President for Diversity & Inclusion
From: Matthew Adeyanju, Dean
Re: CHP Annual Diversity Report
Date: January 10, 2013

Major Activities Related to Diversity and Inclusion

- The focus for the College of Health Professions (CHP) Diversity Committee from 2009-2012 was on assessing knowledge and attitudes of CHP faculty and staff regarding diversity as related to the health care workforce and the need to increase numbers of health care providers to more closely reflect the diversity of the populations we care for. As part of the Diversity Committee continued charges; they are to raise awareness among faculty, staff, and students through organized programming. The Diversity Committee has presented multiple awareness opportunities for CHP faculty and staff throughout the year, but most notably has requested time on a regular basis on College meeting agendas to share new information with faculty and staff. These activities included information about Educational and Disabilities services as well as a poster presentation at the CHP annual “Best Practices” day held every April. These activities which focused primarily on FSU diversity goal # 1 included:
 - A number of surveys and assessments were conducted by the Committee during these first three years.
 - In addition, the committee recommended the purchase of audiovisual materials for faculty to use in their courses to enhance student understanding of diverse patient perspectives.
 - In April 2012 Olga Dazzo, Director of the Michigan Department of Community Health was the keynote speaker for the CHP Best Practices Day, speaking on disparities in health care in Michigan; focusing on underserved populations.
- The focus of the CHP Diversity Committee for 2012-13 will be on FSU Diversity goals # 2 & 4 which pertain specifically to students. This year the committee will conduct student focus groups for the purpose of gaining insight into the experiences of diverse students within the college in terms of how those perceptions may or may not enhance the learning environment as well as assist in recruiting and retaining a more diverse student population.
- In addition, CHP will also focus on the hiring and retaining of a more diverse workforce, which is related to FSU Diversity goal # 3. We have several faculty

searches (6) ongoing this year and the primary change will be to intentionally include posting sites that reflect minorities and diverse professional groups like the Hispanic/Latino, African-American, Native American, women, LGBT etc.

- We offer Community Health Fair annually in February. At this event, which is a multi-disciplinary event among the Colleges of Health Professions, Pharmacy and Optometry, free health screenings are offered by the students to the public. This is part of the new paradigm of Inter-professional Education (IPE) for our students while the public is the beneficiary.
- Of course, our college through the Dental Hygiene program continues to offer free dental cleaning, x-ray and fluoride services to the general public, many of whom are members of under-represented groups.
- All CHP programs/courses have at least one assessment learning outcome that reflects diversity and inclusion topic or theme.
- In order to create a welcoming environment for all our stakeholders—faculty, staff, students and friends of the college, the college organized a fall reception that was well attended by more than 400 people. This will now be a continued fall event every year.

Diversity Successes

Unfortunately, we seem to continue to struggle to identify evidence based data to show significant success in any of the FSU goals, but we are making small strides:

- Last year we were able to make two hires of individuals from minority ethnic groups (one faculty /one administrator).
- With our new Dean, he is a strong advocate of a more diverse college. In fact, he has told the three Heads of Departments that in all searches, we need to find qualified, underrepresented candidates and invite them for campus interview and invariable hire them.
- Olga Dazzo, from the Michigan Department of Community Health was invited to be the keynote speaker at our last CHP Best Practices day speaking about Population-Based Public Health Issues which are closely associated to diversity because of inequality/inequity in the health care delivery services in term of accessibility, affordability and quality of care.
- The more recent successes have primarily been evident in the obvious enthusiasm the CHP Diversity Committee has demonstrated for the charge of this committee. A student and staff have been added to the committee. They are hoping to be able to identify specific course outcomes and content that specifically addresses diversity and inclusion issues among health care providers across all programs. Diversity is already identified as a common program outcome theme for all CHP programs and is included in TracDat as a CHP outcome theme. The committee is exploring ways to quantify this common outcome theme across the college.
- As noted in the last report, there continue to be increases in diversity among the student population, primarily in parallel with the off campus enrollment growth in CHP. The growth in online delivery has allowed the College to reach students in other states and nations, increasing the potential for greater diversity in all areas.

Unfortunately, the diversity numbers among students enrolled on campus continues to remain fairly steady without significant increases noted over the last several years.

- From a student initiative perspective, we rely heavily on the work of the CHP Diversity Committee charge. In the near past, the committee is really to provide substantive programming. Much of it revolved around classroom awareness "learning moments." We also purchased DVD's on various diversity subjects and make them available to faculty for their use in classes.
- We continue to have an admission policy for the college that extends opportunity to a broader audience of applicants by virtue of a very egalitarian approach that is more inclusive than exclusive. Unfortunately, we have not seen a change in the diversity numbers within the College for the last 5 years.

Diversity Challenges & Solutions

- One of the challenges is the definition of "diversity" itself. CHP Diversity Committee spent some time in the fall trying to have a comprehensive definition.
- There is increasing pressure to raise admission standards in the College to reduce the long wait time for entry into our capped enrollment programs; this could result in reducing opportunity for a segment of the current population. Solution: Maintain the current policy philosophy while limiting entry of students who are historically not likely to be successful so that they can be redirected to other programs which may be a better fit for them.
- Attracting a diverse student and employee (faculty and staff) population. The health care workforce is not as diverse as the recipients of care traditionally. This creates a challenge in recruiting faculty and staff who reflect diversity. As noted above, initiatives will be implemented starting this year to recruit from different sources which might bring better results.

Major Diversity Initiative For 2012-2013

- The School of Nursing has submitted a grant application through the Robert Wood Johnson Foundation titled "Careers in Nursing Scholarship Program". If funded this grant would offer scholarships specifically for Accelerated Second degree BSN students who reflect under-represented groups and / or economically disadvantaged students, along with a structured mentor program to support their success. Students in this program have traditionally been more diverse than those in the traditional nursing track, so this grant would allow us to expand the program by 33%, thus significantly increasing diversity in the School of Nursing. Funding would be for students entering the 2014 summer semester cohort. Even if not funded, the application has resulted in the procurement of an additional clinical site which will allow us to increase the program whether these scholarships are available or not.
- CHP is planning major global health education initiatives with some African countries whereby we will exchange students and faculty while students will be exposed to completely different cultures. This experience will enrich and broaden their perspective of lifelong learning.

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