

FERRIS STATE UNIVERSITY
COLLEGE OF PHARMACY
ANNUAL DIVERSITY REPORT – December, 2012

Summary: To assist in developing a plan to address diversity in recruitment and to raise awareness among students and faculty about issues related to patient and workplace diversity in healthcare, the College of Pharmacy has appointed a Diversity Committee. This committee is made up of faculty, staff, administrators and students. The Diversity Committee has identified its goals which include:

1. Increasing awareness regarding issues of diversity and how they affect the learning environment in the College of Pharmacy, as well as the practice of pharmacy; and
2. Improving recruitment efforts to help insure a diverse student body and faculty in the College of Pharmacy.

With input from the College of Pharmacy Diversity Committee, a number of initiatives are underway to address the goals stated above:

1. Among the three Colleges of Pharmacy in Michigan, Ferris continues to provide the most comprehensive and detailed “Application Guides”, thereby positioning our professional degree program as a key “transfer-in” opportunity for college students throughout the state. The College of Pharmacy maintains “Application Guides” for close to 60 different 2-year and 4-year institutions across the state in urban and rural settings to help assure that students from every region have an equal opportunity to complete the pre-pharmacy requirements and make application to the College of Pharmacy.
2. Review, prioritization and acceptance of candidates for the College of Pharmacy is completed without consideration of racial, gender, ethnicity, geography, or college level status (2-year vs. 4-year), providing all applicants with equal opportunity for acceptance. In addition, the College of Pharmacy places no admission formula adjustments on students who attend other colleges/universities, including community college. At least one other College of Pharmacy in Michigan utilizes an admission formula which favors 4-year over 2-year institutions. In a recent study by the Pew Research Center it was noted that minority enrollment has increased at both the 4-year and 2-year level, with most significant clustering occurring at 2-year colleges and trade schools¹. Our College of Pharmacy continues to resist these types of admission formula adjustments, which might indirectly disadvantage minority students interested in a career in pharmacy.
3. For the admission cycle beginning the summer for the Fall 2011 admitted class, the College of Pharmacy at Ferris began utilizing the Pharmacy College Application Service (PharmCAS). The PharmCAS system is utilized by over 90 of the 120 PharmCAS-eligible Colleges of Pharmacy around the country. The admissions data for the Fall of 2012 will be forthcoming.
4. Two international students spoke with faculty (Spring 2012). The students described their experiences coming from their home countries to the U.S. and FSU.
5. Bylaws were developed and approved by the College (Summer 2012), creating a standing committee.

¹ Pew Research Center. Minorities and Recession-Era College Enrollment Boon. June 16, 2010. Found at: <http://pewsocialtrends.org/files/2010/11/757-college-enrollment.pdf>

6. The Diversity Committee continues to set goals and create programming based on initiatives developed during the 2011 AACCP's Institute *Cultural Competency: Beyond Race and Gender* conference. Updates include:

- a. The College of Pharmacy became aware of various diversity related concerns from previous graduate surveys, student focus group and individual students. In an effort to gather faculty perspective, a survey was developed and sent to all pharmacy faculty (spring 2012). The purpose of the survey was to identify: 1) courses where diversity topics are being addressed and 2) areas of deficiencies.

The following results were reported:

- 88.5% of faculty expressed interest in professional development re: diversity issues
- Diversity issues where faculty felt "Somewhat Prepared" or "Prepared" (>60%) teaching factual information included the following topics: Age, Culture Generally, Gender, Race/Ethnicity and Social Class.
- Diversity issues where faculty felt "Not Prepared" (>50%) teaching factual information included: Disability, GLBT, Immigration/Nationality and The Contributions of Different Cultural Groups to US Society. Although the committee concluded that these results indicate a possible lack of understanding regarding some diversity topics, the committee also recognizes that some of the diversity topics are not relevant to all courses.

As a result, the committee recommended professional development sessions focusing on diversity topics where faculty did not feel prepared to teach. This resulted in an invitation to Dr. Tommy Smith, Pharm.D., J.D. to speak with faculty and students in Spring 2013 on the topic of disability.

(<http://www.cop.ufl.edu/2010/09/thomas-smith/>)

- b. In an effort to continue community outreach to high school students, Drs. Raguckas and Dettloff, along with P3 and P4 students, spoke with high school students in the Pharmacy Technician program at the Kent County Technical Center (KCTC) in November 2012. This event was very successful. Additional community outreach is planned with KCTC and the Health Sciences Early College Academy in Grand Rapids in Spring 2013.

7. Expanded program affiliations with practice sites in under-served Michigan communities (Big Rapids, Kalamazoo, Grand Rapids and Muskegon).

Current Enrollment Demographics (2012 Fact Book demographics unavailable):

Demographic Class	Fall 2008 ^a		Fall 2009 ^b		Fall 2010 ^c		Fall 2011	
	Females	Males	Females	Males	Females	Males	Females	Males
White	250	194	254	199	233	203	227	185
African American/Black	8	11	8	5	5	4	6	4
Asian	24	18	22	19	16	22	15	16
Foreign	19	15	18	16	9	16	12	9
Indian (American)	0	2	0	2	0	1	0	0
Hispanic	4	0	2	2	2	2	4	3
Not Provided	0	1	3	4	2	7	23	20
Two or More Races			1	2	2	5	1	4
TOTALS	305	241	308	249	269	260	288	241
Ethnicity Percentage	18.0%	19.5%	17.2%	19.3%	12.6%	20%	21%	23%

^a Institutional Research & Testing, Fact Book 2008-9. Ferris State University

^b Institutional Research & Testing, Fact Book 2009-10. Ferris State University

^c Office of Institutional Research and Testing, Ethnic Distribution by College Report