

DIVERSITY PLAN

Responsible administrator: Associate Dean for Faculty Affairs and Strategic Initiatives

Last updated/reviewed: 9/20/2019

Note: The Harrison School of Pharmacy's strategic planning process operates on a School-wide basis. The School's Doctor of Pharmacy Program is an interdepartmental program operating across all 3 departments and its Ph.D. program is interdepartmental across 2 of the 3 departments. Given its structure, the School does not believe that the provision of individual departmental diversity plans provides additional benefit from a strategic planning process.

Goal 1: Foster a total campus environment that respects differences among individuals and encourages inclusiveness

The Harrison School of Pharmacy (HSOP) strives to be an inclusive community within the limits of appropriate professional standards, including the recruitment and retention of a diverse population of faculty and staff members, as well as student pharmacists. Our goal is to influence our student pharmacists to develop as professionals; a key component of this is the development of a commitment to provide patient care to diverse populations. The HSOP continues to pursue this goal on an ongoing basis.

Goal 2: Increase the recruitment, retention, and representation of people of color, ethnic minorities, women, people with disabilities, and other underrepresented students, faculty, administrators, and staff at Auburn University to a level that reflects the appropriate relevant pool of availability for the target population.

Strategy 1: Senior Administrative Levels, Department Heads and Chair: Seek to include all University constituencies including people of color, ethnic minorities, women, and members of other underrepresented groups in positions of President, Vice President, Dean, Provost, Assistant Provost, Department Head, and or/Chair, Directors of Programs and other non-academic departments.

Tactic 1: Develop and implement requirements of a diverse search committee by including an individual trained to ensure an inclusive process in job searches, and ensure minorities are represented on search committees.

The HSOP appoints search committees to with the goal of achieving inclusive representation among the stakeholder groups relevant to each position being hired. The Dean's administrative assistant serves as a member of, or administrative liaison to, all HSOP search Committees. She is trained to assure that all searches are conducted in compliance with EOE practices, including appropriate advertising in publications likely to attract minority applications.

Strategy 2: Faculty Retention: Increase the retention of women, people of color, ethnic minorities, people with disabilities, and other underrepresented groups in our faculty.

The HSOP strategies focus on success and retention of all faculty members, including a focus on specific individual needs. The HSOP operates a Faculty College, which is one of the School's components to assist faculty members in their development. This is an ongoing commitment of the School.

Strategy 3: Student Retention: Increase the graduation rates of students of color, ethnic minority students, women, students with disabilities, and other underrepresented groups to the same level as non-minority students who enter the university with comparable preparation.

The HSOP addresses this in the context of its programs to enhance retention of all students. Programs include supplemental instruction, mentoring by faculty, and special plans of study developed by the School's Committee on Academic Requirements and Professionalism. The School evaluates the outcomes of these programs on a continuous basis, making changes and improvements based on our findings.

Strategy 4: Faculty Recruitment: Increase the recruitment of women, people of color, ethnic minorities, and other underrepresented groups to faculty positions.

The HSOP continues to seek such applicants using search strategies described above. Shortages of qualified applicants in the various pharmaceutical disciplines often limit the number of potential applicants from diverse populations.

For faculty members in the discipline of pharmacy practice men, rather than women, can now be considered as an underrepresented group. Currently filled non-administrative faculty positions in the Department of Pharmacy Practice include 23 women and 6 men.

Strategy 5: Student Recruitment: Increase the recruitment, retention, and thus representation of people of color, ethnic minorities, women and other underrepresented students.

The HSOP makes ongoing efforts to recruit professional and graduate students from diverse groups. This includes recruitment events on campuses of Historically Black Colleges and Universities (HBCUs). A memorandum of understanding (MOU) has been signed with Tennessee State University but, to date, this has not resulted in enrollment of students from this institution. A similar MOU is currently being explored with Alcorn State University.

As stated in its Strategic Plan, the HSOP goal for minority student enrollment is 15% of its total student body. Enrollment data for Fall Semester 2008 indicated that 7.3% of the student body was from underrepresented minorities.

The HSOP plans to intensify its recruitment efforts on HBCU campuses, including schools in Atlanta (Spellman, Morehouse, and Clark Atlanta), Tennessee State University, and Alcorn State University. Georgia State University has a very diverse undergraduate student population and is being actively recruited.

Over the past few years, the HSOP has enrolled a significant number of students from regions outside the SE United States, which adds a significant diversity to our student body. The HSOP continues to seek and enroll qualified students from throughout the United States.

Men can now be considered as an underrepresented population for professional students in schools of pharmacy, and they represent only 35% of our student body.

Strategy 6: Staff Recruitment and Retention: Seek to increase employee diversity, including women, people of color, ethnic minorities, and other underrepresented groups.

Tactic 1: Increase the recruitment of people of color, ethnic minorities, women, and other underrepresented groups in higher level staff positions.

The HSOP continues to actively seek diversity in hiring individuals to staff positions, subject to the limitations imposed by AU's current HR practices.

Goal 3: Develop and implement a comprehensive system of education and training focused on effectively managing and leveraging diversity for students, faculty, and staff.

Strategy 2: Conduct diversity training, specific to a college campus environment for students, faculty, and staff.

Tactic 1: Implement a mandatory all employees plan with direct reports to include diversity, sensitivity, and affirmative action/equal employment opportunity.

Goal 4: Build and strengthen partnerships with diverse communities, businesses, and civic and community organizations to support diversity and multiculturalism in the university and in external communities.

The HSOP is currently exploring interprofessional educational/patient care opportunities in Northern and Southwest Alabama that will be offered in partnership with other health professions programs. These patient care and educational experiences will primarily impact underserved patient populations.

Goal 5: Develop and execute a comprehensive Diversity Communications Plan.

As the HSOP's publications and communications are revised and updated, particular attention will be given to assure that they promote and market the School's diversity as well as the School's commitment to diversity as a core value.