

Please complete the following sections, highlighting key activities, practices and statistics relevant to your unit since July of 2015, projecting through June of this year. Although the space provided will expand to accommodate text provided, please note that your responses may be edited for length in the final report. You are encouraged to bold any text describing accomplishments or efforts your unit would especially like to have highlighted in the final report.

Please submit your responses by no later than June 6, 2017. If you have questions, please contact Elnora Mitchell, [emitch@ufl.edu](mailto:emitch@ufl.edu), 392-2477.

## I. Equal Opportunity Compliance

Describe internal and external policies that are followed to encourage non-discrimination practices. What were the results of any assessment, self-assessment, and monitoring of your program services?

The College of Pharmacy is committed to following University of Florida regulation 1.006 Non-Discrimination/Harassment/Invasion of Privacy Policies by enforcing this Non-Discrimination and Anti-Harassment Policy and Complaint Procedures at all levels in order to create an environment free from discrimination, harassment, retaliation and/or sexual harassment. Discrimination or harassment violates University policy and is not to be tolerated. Instances of alleged discrimination practices are reported to Human Resources for investigation.

The College of Pharmacy has the following objectives regarding discrimination:

- Utilize qualifications, skills, and experience as the basis for recruitment, training, and advancement of employees at all levels. All faculty search members are required to be up to date on the Search Tutorial training for UF faculty search committees.
- Train employees, especially those in supervisory roles, about the different types of discrimination and how it can affect the workforce. Preventing harassment training required bi-annually for all employees.
- Promote transparency and consistency.
- Keep up-to-date records on recruitment, training, and promotion.
- Provide access to skills development training to all employees where relevant.

## II. Equity Accountabilities

List or describe specific programs, visits, outreach activities and statements used to support diversity.

Pharmacy students in the professional program participate in both required and elective activities that lead to the enhancement of diversity and inclusion during their educational experiences. All pharmacy students, during their first professional year, complete introductory modules in health disparities and cultural competence during the first month of their pharmacy education. Additionally, they participate in the Putting Families First, Interdisciplinary Family Health course that

involves faculty and students from all six UF Health Science Center colleges. Students complete four home visits with local volunteer families throughout the course of a year. During these visits they explore the family's health status and consider ways in which to improve it, using strategies that are intended to expose students to health disparities and by demonstrating culturally competent interactions with family members.

The Pharm.D. Student Affairs office has structured its diversity recruiting efforts to align with the COP Diversity & Inclusion Task Force goals. The Office's goals include educating middle schools, high schools, community colleges, and the diverse undergraduate UF students on the academic path to pharmacy school. The three specific areas the Office focuses on are:

- Forming relationships with Florida colleges and universities, Out-of-State colleges and universities, and HBCUs through visits with academic advisors, pre-pharmacy organizations, and attending health fairs at these institutions. In addition, the Office attends Florida middle/high schools Career Day events, provides classroom presentations to students interested in health related careers, and offers field trips at each of our local campuses.
- Establishing working relationships with STEM advisors at state schools so they may have the resources available to guide their students towards a health professional career.
- Collaboration with the Health Science Colleges in sharing recruitment strategies, participating in summer programs, and health career events for high school students.

The number of pharmacy students who take an elective course in Global Health has significantly increased over recent years. This course creates a fundamental understanding of diversity in a healthcare context. It is a pre-requisite course for students to participate in international healthcare mission trips to countries in the Caribbean, Central America, and South America. The number of healthcare mission trips has increased over the past four years with more pharmacy students gaining personal experiences in understanding the healthcare needs of individuals from different cultures. Pharmacy students also participated in Global Health Outreach Trips with inter-professional opportunities with students from the College of Medicine and the College of Public Health and Health Professions. These experiences allow pharmacy students to gain a broader world view of healthcare needs and to also gain experience and confidence in making a difference in the lives of individuals who live in significantly different circumstances but have the same value of and need for quality health care, especially in the use of medications to prevent and treat maladies. The enthusiasm and interest generated by these opportunities has contributed significantly to the general student body's appreciation of cultural diversity.

Pharmacy students in the fourth professional year of the professional program participated in advanced pharmacy practice experiences (APPE) in European countries, principally England, Malta, Spain and Germany. These clinical experiences over several months allow exposure to diverse cultures and to the educational experience of delivering pharmacy services to patients in different health care systems. Short-study abroad trips to Europe (Scandinavia, Italy/Malta and Ireland/UK) were also completed by a number of students. In addition, senior students in APPE rotations can be assigned to serve the health care needs of American Indians at Indian Health care sites administered by the U.S. Public Health Service.

The student chapter of the National Pharmacy Association (SNPhA) is an active pharmacy student organization with the mission to promote better understanding of minority issues in health care. Through its socials, service projects, and educational activities, this organization takes a lead in promoting a better understanding of multicultural issues in healthcare. Each of the four campuses has a SNPhA organization.

The Academy of Student Pharmacists (ASP) is the largest pharmacy student organization in the College of Pharmacy. Each year, this organization coordinates a college-wide celebration of diversity through a Multi-Cultural Dinner and Talent Show, now referred to as the Gator Global Gala. This annual event draws students and faculty from all four campuses to unite in a social event to honor diversity within the student body and faculty.

Pharmacy students participate in the Equal Access Clinic in Gainesville on a regular basis to provide health care services to indigent individuals from diverse backgrounds.

The College also has a number of outreach initiatives in place to attract a more diverse student into the professional and graduate programs. These include, for example, partnerships with community colleges intended to create awareness of pharmacy as a career, and various pipeline programs with high schools, community colleges, and other institutions that introduce pharmacy as a career especially to first generation college students and historically socioeconomically disadvantaged students.

### III. Diversity in Services

Provide data, population statistics, cost, awards, participants and staffing that reflects diversity in services.

In the first professional Doctor of Pharmacy program, the composition of the entire four year cohort of 1,069 students (including the cohort that completed their degree during May 2017) is the following: 58% female and 19% Hispanic, 9% Black, 1% Native American, 24% Asian and 43% White.

The demographic profile of approximately 274 students enrolled in the Working Professional PharmD (WPPD) distance education program in the College of Pharmacy, which has been sunsetted, also shows significant diversity. The present enrollment in the WPPD program has the following demographic profile that is very similar to the data from the previous academic year: Black/African American 21%, Hispanic 5%, Asian 25%, White 43.0%, Native American 0%, and other 6%. Males make up 30% while Females make up 70% of the WPPD program.

The demographic profile of almost 882 students enrolled in a Master's of Science or graduate certificate distance education programs for a Master's of Science in Pharmacy in the fields of Forensic Science, Pharmaceutical Chemistry, Clinical Toxicology, Regulatory Affairs, and Medication Therapy Management include the following data: Black/African American 11%, Hispanic 11%, Native American 1%, Asian 6%, White 61% and 10% Other. Females are 71%.

99 graduate students pursuing studies for the Doctor of Philosophy degree in pharmaceutical sciences have the following demographic profile: 20 graduate students are U.S. citizens and among those individuals are 1 Black/African American, two Hispanics, and two Asians. 55% of the 99 PhD students are female.

The diversity among the faculty has not changed from FY16 (see Table). Among the staff, we added one Black and six Hispanics, to the college. The college continues to have a female majority among the faculty (56%) and the staff (64%).

## Florida Equity Report July 2016 – June 2017



COP Employees	Faculty FY16		Faculty FY17		Staff FY16		Staff FY17		Total FY16		Total FY17		Total genders combined FY16	Total genders combined FY17
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
White	33	35	30	42	31	48	39	67	64	83	69	109	147 (75%)	178 (75%)
Black	0	1	0	1	1	6	1	7	1	7	1	8	8 (4%)	9 (4%)
Hispanic	2	0	2	0	3	4	4	9	5	4	6	9	9 (5%)	15 (6%)
Asian	7	11	6	10	3	6	4	4	10	17	10	14	27 (14%)	24 (10%)
Not Specified (Other)	0	0	5	1	0	1	2	3	0	1	7	4	1 (1%)	11 (5%)
Gender (All Combined)	44	47	43	54	38	68	50	90	82	115	93	144	197	237
TOTAL COP EMPLOYEES	91		97		106		140		197		237		197	237

### IV. New Initiatives

What were your plans for 2016-2017 to support equity and increased diversity?

Significant advances made in the areas of recruiting professional students, cooperative efforts with other HSC colleges in training programs/grants aimed at increasing diversity in research trainees, incorporating modules in the professional curriculum aimed at increasing cultural competence, and assessing and improving inclusion for faculty, staff and postdoctoral associates. In addition, the College has also created a mechanism for faculty oversight on diversity and inclusion by constituting a Task Force focused on Diversity and Inclusion.

A. Strategies underway on diversity and inclusion for the professional program include:

- Establishment of pipeline programs with three community colleges, an inner city high school in Jacksonville, with the UF Florida Machen Opportunity Scholars Program aimed at attracting underrepresented/disadvantaged students to professional program, and the UF Office of Academic Support (whose mission is to equip a diverse undergraduate population with the knowledge, skills, and resources to successfully navigate their collegiate experience), and collaboration with the UF Admissions Department in their recruiting efforts both locally and around the state of Florida.
- Scheduled campus presentations to Bethune-Cookman University, a HBCU, during 2016/2017 school year to recruit students to the Pharm.D. Program.
- The Walgreens Company has funded scholarships (\$5,000) to recognize pharmacy students' activities and projects to promote diversity in the community. Each year the Financial Aid and Awards Committee selects students to receive these scholarship awards for efforts to promote a better understanding of diversity in the communities in which the pharmacy students live and study. The Walgreens Company also provides financial support to promote diversity in recruitment. Each of the four campuses were allotted funds for this purpose. The Jacksonville campus provided a luncheon at the campus for a diverse group of students. The Gainesville campus hosted a field day event for a diverse group of Job Corp pharmacy trainees from Jacksonville, FL in order to educate them on the pathway from pharmacy technician to pharmacist. The St. Petersburg campus hosted a PharmCAS workshop which targeted first generation and minority (high school and College-aged) students. This two-part workshop was created to provide information on the pharmacy profession to high school students and to help first generation and minority college students navigate the multi-step processes associated with the PharmCAS system and admissions for professional health programs.

- Collaborations with College of Medicine summer outreach program targeting underrepresented/disadvantaged students high school
  - Collaboration with all the HSC Colleges in attracting an award from the Robert Wood Foundation for a summer program targeting 80 disadvantaged undergraduate students with an interest in the health professions
  - Incorporated learning modules in professional curriculum in health disparities and cultural competence
- B. 28 percent of online MS programs are URM/disadvantaged. Planning underway to establish scholarship program to assist URM/disadvantaged to transition to PhD program.
- C. The College of Pharmacy has established several research traineeship programs intended to improve diversity in the research workforce and in professional and graduate programs in pharmacy
- Pharmacy faculty member is PI on Department of Defense awards establishing Florida Prostate Cancer Research Training Opportunities for Outstanding Leaders (ReTOOL) Program (<http://retool.cop.ufl.edu/>). Primary objective is to develop, promote and sustain an independent, competitive prostate cancer research training program that creates opportunities and promotes careers in prostate cancer research for minority HBCU students at Florida A&M University.
  - Colleges of Pharmacy established summer research training awards to FAMU Pharmacy students interested in pharmacogenomics research.
  - Pharmacy faculty member is PI on NIH/NCI award establishing Florida Minority Cancer Research & Training (MiCaRT) Center. Center is administered by scientists from UF and Florida A&M University to provide research mentoring and training opportunities for minority students and faculty members.

#### V. Accolades

What events afforded you the best results in equity and diversity in this reporting year?

- Targeted marketing has led to an increase in diversity in the online MS program (presently 28%). Looking forward, we will be implementing a scholarship program to offer incentives to this pool of student for entering a residential PhD program.
- Department of Defense and NIH/NCI Training grants have led to creating opportunities for both minority HBCU students and faculty to pursue research collaborations with UF faculty. Findings from our evaluation of these programs revealed that a substantial percentage of students revealed that the program was pivotal in gaining admission to desired post-baccalaureate programs. Further, the training programs have also led to increased number of collaborations between minority faculty at participating HBCUs and UF Faculty.