



The University of Toledo College of Pharmacy and Pharmaceutical Sciences

Strategic Plan for Diversity, Inclusion, and Equity



**COLLEGE OF PHARMACY AND
PHARMACEUTICAL SCIENCES**

THE UNIVERSITY OF TOLEDO

2018 - 2022

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STATEMENT FROM THE **DEAN OF THE COLLEGE OF PHARMACY AND PHARMACEUTICAL SCIENCES**

DR. MONICA HOLIDAY-GOODMAN



Now more than ever, our country is in need of a diverse, culturally competent health care workforce. I am honored to take part in the creation of pharmacists and pharmaceutical scientists who understand the relevance of diversity and who can serve as advocates for their patients. The need for diversity is particularly relevant in the health professions. Although our country enjoys some of the most advanced medical breakthroughs, we also witness alarming disparities in health among various groups in our population. An understanding of the physical, social and economic impact of these disparities will enable our pharmacy and pharmaceutical science students to create solutions for these often-preventable problems. Our college is committed to establishing and maintaining an environment that celebrates diversity.

MESSAGE FROM THE **DIVERSITY AND INCLUSION OFFICER AT THE COLLEGE OF PHARMACY AND PHARMACEUTICAL SCIENCES**

DR. ANA MARIA OYARCE



The College of Pharmacy and Pharmaceutical Sciences welcomes a diverse culture of faculty, staff and students. Their contributions are essential to the college's ability to successfully prepare and empower our students to embrace diversity, equity and inclusion. This foundational knowledge of diversity and inclusion will be an asset to the role that both pharmacists and pharmaceutical scientists will serve regarding disparity in the healthcare setting and workforce. As the Diversity and Inclusion Officer for the college, I am dedicated to aid in the advancement of the college's mission concerning the cultivation and promotion of diversity, equity, and inclusion.

DIVERSITY COMMITTEE MEMBERSHIP

2021-2022

Ana Maria Oyarce, PhD (chair)

Susanne Nonekowski, PhD (co-chair)

Anthony Pattin, PharmD

Varun Vaidya, PhD

Monica Holiday-Goodman, PhD (ex officio)

Jing Meyer, MS (staff liaison)

Kristen Gartland, BA

Student Members:

Abigail Baah

Alexis Wei

Brendan Ballard

Aditi Tripathy

THE UNIVERSITY OF TOLEDO

MISSION STATEMENT

MISSION

The University of Toledo is a national, public research university where students obtain a world-class education and become part of a diverse community of leaders committed to improving the human condition in the region and the world.

VISION

The University of Toledo will be a nationally ranked, public, research university with internationally recognized expertise and exceptional strength in discovery, teaching, clinical practice and service.

VALUES

- Excellence
- Student-centeredness
- Research and Scholarship
- Professionalism and Leadership
- Diversity



University Hall on Main Campus



Students strolling down pathways on Main Campus

COLLEGE OF PHARMACY AND PHARMACEUTICAL SCIENCES

MISSION STATEMENT

MISSION

The mission of the College of Pharmacy and Pharmaceutical Sciences is to educate students to become pharmacists and pharmaceutical scientists while advancing pharmaceutical knowledge. Guiding principles are personal integrity, respect for humanity and human diversity, and professionalism.

VISION

The University of Toledo College of Pharmacy and Pharmaceutical Sciences will improve the human condition by developing pharmacists and by advancing knowledge together with its application through research. This vision will be achieved through student-centered instruction and research in a collaborative, dynamic academic and practice environment.

GOALS

The goals of the College of Pharmacy and Pharmaceutical Sciences are:

- To provide society with pharmacists who are leaders in the profession,
- To provide society with leaders in the pharmaceutical sciences,
- To serve the profession by achieving prominence in pharmacy education and research, and
- To provide students with an optimal learning environment to attain personal and professional growth and success.

CORE VALUES

The College is committed to promote a culture that values:

- Our students, alumni, staff, preceptors and faculty. We encourage strong positive relationships among these groups and support their professional development.
- Human diversity.
- Teaching, learning and interprofessional education for undergraduates, graduates and post-graduates.
- Pharmaceutical science and clinical research and the translation of the same to pharmacy practice.
- Human health and wellbeing through patient-focused pharmacy practice.

WHAT WE MEAN BY INCLUSION AND DIVERSITY

INCLUSION

An inclusive environment provides opportunity for full participation in the life of the university by each of its members. The inclusive university embraces differences and fosters a sense of belonging among all its members, including faculty, staff, students, and the community.

DIVERSITY

Diversity is a core value of The University of Toledo. As a scholarly community that encourages diversity of thought as reflected in our broad array of disciplines, we embrace the many things in life that makes us different. The university is open to people of all racial, ethnic, cultural, socioeconomic, national and international backgrounds. We welcome diversity of pedagogy, religion, age, diverse abilities, sexual orientation, gender identity/expression, and political affiliation. Diversity is essential to our ability to survive and thrive. Every individual is a necessary asset, and we demonstrate this in our policies, practices, and everyday operating procedures.



Pharmacy students helping at Commencement



Pharmacy students at the Orientation Cookout

METHODOLOGY AND DATA FINDINGS

As our college endeavors to create a diverse and inclusive environment for all constituents, we begin this section with an overview of available data on the demographic breakdown of students, faculty, and staff. Data in this section is provided by University Institutional Research.

Updated data on faculty, staff, and student diversity numbers are forthcoming.

<i>Student Data</i>	2013	2014	2015	Grand Total
F	642	671	687	2000
<i>American Indian or Alaskan Native</i>	2	2		4
<i>Asian</i>	51	48	54	153
<i>Black or African American</i>	59	69	65	193
<i>White</i>	412	432	449	1293
<i>Hispanic/Latino</i>	15	12	16	43
<i>Nonresident Alien</i>	61	77	73	211
<i>Race and Ethnicity Unknown</i>	29	18	16	63
<i>Two or More Races</i>	13	13	14	40
M	580	513	476	1569
<i>Asian</i>	49	35	30	114
<i>Black or African American</i>	37	35	41	113
<i>White</i>	382	331	315	1028
<i>Hispanic/Latino</i>	14	14	10	38
<i>Native Hawaiian or Other Pacific Islander</i>	2	1	1	4
<i>Nonresident Alien</i>	75	77	62	213
<i>Race and Ethnicity Unknown</i>	14	14	14	42
<i>Two or More Races</i>	7	6	4	17
N	1			1
<i>White</i>	1			1

GOALS AND STRATEGIES

GOAL 1: Increase the student, faculty and staff experience of inclusiveness, equity and respect incrementally each year over the next five years, based on the results of the University Annual Diversity Survey.

Strategy 1: Ensure commitment to diversity at the highest level of the College through dissemination and vetting of the college diversity plan by College Administrators, Faculty, and Staff.

RESPONSIBLE UNIT: College Dean and Diversity and Inclusion Officer

MEASURE: College presentation with appropriate review, debate, and revision

Strategy 2: In accordance with UT Diversity Plan Strategy 7, add a required segment in the Pharmacy Orientation course that highlights the rich diversity of the pharmacy and pharmaceutical sciences professions.

RESPONSIBLE UNIT: Associate Dean for Undergraduate and Professional Education

MEASURE: Class presentations and evaluations

Strategy 3: Ensure all students entering the professional division of the BSPS and PharmD programs are aware of the importance of diversity within the college and in the pharmacy profession through a diversity workshop in the Professional Division orientation process.

RESPONSIBLE UNIT: Diversity and Inclusion Officer

MEASURE: Diversity presentation and workshop during Professional Division orientation

Strategy 4: In accordance with UT Diversity Plan Strategy 11, increase communication among CPPS and other Health Science Campus student organizations, identifying events with similar themes and encouraging collaboration and involvement across student groups.

RESPONSIBLE UNIT: Diversity and Inclusion Officer; College Human Diversity Committee; Pharmacy Student Council; Pharmacy Advisory Council; University Office of Diversity

MEASURE: Number of instances of shared event information

Strategy 5: In accordance with UT Diversity Plan Strategy 13, arrange one guest speaker or seminar speaker with a focus on diversity, and one diversity social event, per academic year.

RESPONSIBLE UNIT: College Human Diversity Committee

MEASURE: Speaker/event schedule developed

Strategy 6: In accordance with UT Strategy 18: Publicize and send periodic reminders to encourage student, faculty and staff participation in the annual Diversity Assessment Survey in order to gather, track and compare College specific data and develop a valid foundation for strategies to enhance the College’s inclusive environment.

RESPONSIBLE UNIT: College Dean and Diversity and Inclusion Officer

MEASURE: Number of students, faculty, and staff participating in next survey (anonymous data)

Strategy 7: In accordance with UT Strategy 21, ensure all college marketing and communication in print, digital, web and video formats reflect the diversity of the College.

RESPONSIBLE UNIT: College Marketing and Communications Specialist in conjunction with the College Diversity Committee

MEASURE: Review of the communications for the presence of diversity, revise as needed



College faculty and staff preparing for Commencement



College faculty at Commencement

GOAL 2: Based on fall 2017 headcounts, incrementally increase the recruitment of minority students, persons with disabilities and other underrepresented students until the enrollment of these students reflects the general population served by The University of Toledo.

Strategy 1: Gather baseline data on the diversity of minority student within the Northwest Ohio and Greater Toledo area as representation of the general population serving as the source of students entering the College of Pharmacy and Pharmaceutical Sciences

RESPONSIBLE UNIT: Admissions Committee Chair/Co-chairs in coordination with the Office of Diversity and Inclusion

MEASURE: Representative population percentages for different minority student groups

Strategy 2: Develop a strategy to increase the percentage of Pharmacy and Pharmaceutical Science Camp participants from under-represented minority (URM) groups enrolling in the College.

RESPONSIBLE UNIT: Office of Student Affairs

MEASURE: Participation and matriculation population data

Strategy 3: Provide Diversity training and Implicit Bias training to members of the Admissions Committee and other faculty involved in PharmD interviews to raise awareness of the potential for bias during the admissions process

RESPONSIBLE UNIT: Admissions Committee Chair/Co-chairs in coordination with the Office of Diversity and Inclusion

MEASURE: Number of Admissions Committee members and faculty interviewers that have received training (Goal \geq 80% of committee members and interviewers trained)



Pharmacy students studying together



Pharmacy students gathering outside

GOAL 3: Using 2016 to Fall 2017 retention rates, determine the rate of retention of minority students, persons with disabilities and underrepresented students, and identify groups with rates of retention below the institutional average.

Strategy 1: Gather available metrics from recent years to perform comparative and trend analysis of retention rates by race/ethnicity, gender, and disability status in pre-professional and professional divisions within the BSPS and PharmD programs.

RESPONSIBLE UNIT: Associate Dean for Undergraduate and Professional Education

MEASURE: Establish current and recent retention rates providing the information needed to set ongoing goals for the next several years.



Pharmacy students at Commencement



Pharmacy student giving Commencement Address



Pharmacy students at Commencement

GOAL 4: Cultivate mutually beneficial community-university partnerships that further the mission of the University to Serve Toledo, with an emphasis on historically and currently underserved communities.

Strategy 1: Gather metrics on the participation of students, faculty, and staff in health fairs and other patient care initiatives benefiting underserved communities. Gather metrics on the number of people served through these events.

RESPONSIBLE UNIT: College student organization advisors

MEASURE: Number of students, faculty, and staff participating in these events, and the number of people served by these events. Faculty and Staff should be encouraged to include this information in their annual reports and evaluations.



Pharmacy students and Dean helping in the community



Pharmacy Students and Dean helping with COVID-19 vaccination clinics