

**B-10**

**School of Pharmacy  
Diversity Plan**

School of Pharmacy Diversity Report  
November 21, 2006

## GOALS

- Faculty
  - Train and employ researchers and clinical practitioners that are equipped to eliminate disparities in health-related quality of life.
  - Increase the percentage of Hispanic, African American, and Native American faculty members in both the research and clinical domains.
  - Increase the percentage of female faculty members in the Department of Pharmaceutical Chemistry.
  - Enhance the ability of all faculty to effectively mentor trainees and faculty from diverse backgrounds.
- Trainees
  - Increase the number of UCSF pharmacy students and residents from diverse backgrounds so that the future pharmacist workforce more closely reflects the population that is served by the pharmacy profession.
- Staff
  - Ensure that the diversity of the local San Francisco Bay Area is reflected by the individuals who make up the staff of the School of Pharmacy.

## PROGRESS TO DATE

- Cross-cutting Activities
  - The School of Pharmacy Diversity Committee will continue to proactively report to the Dean, the Leadership Group, and to the Faculty Council our progress towards diversity goals as an accountability mechanism.
- Faculty
  - We have increased the percentage of women in the School of Pharmacy faculty from 35% in 2000 to 42% in 2006. **FIGURE 1**
  - We have increased the number of women in Ladder rank positions from 8 in 2000 to 13 in 2006. The percentage of all Ladder rank faculty that were women, thus increased from 29% to 35%. **FIGURE 2**
  - Between 2000 and 2006, the number of Black/African American faculty increased from 0 to 2; and, the number of Hispanic faculty increased from 1 to 2. However, in both African American and Hispanic groups, we lag behind Schools of Pharmacy nationally. **FIGURE 3**
  - Associate Dean of Academic Affairs meets with chairs of each search committee (alone or in conjunction with Search Ambassador) to review parity goals and mechanisms to increase diversity within the applicant pool.
  - Dean and Associate Dean evaluate the structure of each faculty search committee to ensure that one woman and/or URM is included.
- Trainees
  - PharmD Students
    - In 6 of the past 9 years, we have a higher percentage of URMs among the “admitted students” than in the “applicant pool.” However, this trend was reversed in 2004-06 (for these years, higher percentage of URMs among the “applicant pool” than in the “admitted students”). **FIGURE 4**
    - Among 9 other Schools of Pharmacy that are similar to UCSF in terms of size, NIH funding and educational reputation, UCSF ranks 3<sup>rd</sup> in terms of the highest percentage of URM student enrollment. However, the University of Texas,

Austin and the University of Maryland have higher URM enrollment than UCSF.

#### **FIGURE 5**

- OSACA personnel promote the pharmacy profession at approximately 30 graduate recruitment fairs in California annually with a focus on UC and CSU campuses with larger URM enrollment (e.g., Dominguez Hills, Los Angeles, Northridge).
  - Student organizations (e.g., Latino Association of Pharmacy Students; Student National Pharmaceutical Association) are involved in these activities

#### Graduate Students

- CCB graduate program recognized by NIH as an example of “NIGMS-funded NRSA training program with notable record of recruitment and retention of underrepresented minority students” with 14% URM enrollment.
- Staff
  - Between 2000 and 2006, the number of Black/African American staff increased from 8 to 11 (an increase from 4.1% to 5.5% of all staff); and, the number of Hispanic staff increased from 12 to 19 (an increase from 6.2% to 9.6% of all staff). However, in both African American and Hispanic groups, the School of Pharmacy lags behind the UCSF campus overall. **FIGURE 6**

### **PLANS**

- Cross-cutting Activities
  - Amend the School of Pharmacy Mission Statement to reflect our commitment to diversity and the importance of diversity to the School. *Responsible individual: Associate Dean, Planning & Communications*
  - Feature diversity activities and values more prominently on the School of Pharmacy website. *Responsible individual: Associate Dean, Planning & Communications*
  - Annual reports from Diversity Task Force to the Dean and to the Faculty Council regarding progress toward diversity goals in the areas of faculty, trainees and staff. *Responsible individual: S/P Diversity Task Force Chairperson*
- Faculty
  - Work with the UCSF Director of Faculty Mentoring (Mitch Feldman) to enhance the skills of faculty members to successfully mentor an increasingly diverse faculty. *Responsible individuals: Associate Dean, Academic Affairs; Departmental Mentoring Coordinators*
- Trainees
  - Residents
    - Track progress toward diversity goals within the pharmacy residency program (applicants and admitted residents). *Responsible individual: Residency Program Director*
    - Recruit residents from Schools of Pharmacy that have been successful in attracting URMs (e.g., University of Maryland University of Texas, Austin; University of Kentucky; Xavier University). *Responsible individual: Residency Program Director*
  - PharmD Students
    - Dean to address the School of Pharmacy Admissions Committee on the subject of diversity and will request the establishment of a Diversity Subcommittee (of the Admissions Committee) whose purpose will be to monitor progress in URM

recruitment and propose mechanisms to optimize retention of URM applicants in the admissions pool. *Responsible individual: Dean*

- Explore links between School of Pharmacy student recruitment and the Doctor's Academy Program and Early Conditional Admissions Program of the School of Medicine in the Fresno area. *Responsible individual: Director, Fresno Experiential Program*
- Consult with Schools of Pharmacy that have been successful in URM student recruitment to identify best practices. *Responsible individuals: Associate Dean, Student and Curricular Affairs; Director of Student Affairs*
- Explore programs such as the UCI Postbaccalaureate Reapplicant Program that assist students from URM or financially disadvantaged groups to gain admittance to the School of Pharmacy. *Responsible individuals: Associate Dean, Student and Curricular Affairs; Director of Student Affairs*
- Focus undergraduate student outreach in statewide science programs that have been successful in attracting URM students (e.g., the Berkeley Biology Science Program). *Responsible individuals: Associate Dean, Student and Curricular Affairs; Director of Student Affairs*
- Establish outreach programs with UC Merced, UCSB and UC Riverside with particular focus toward URM student recruitment (components: UCSF Fresno Pharmacy Education Program; URM and health professions student groups at UCSF and target campus; alumni; selected science departments). *Responsible individuals: Associate Dean, Student and Curricular Affairs; Director of Student Affairs; Director, Fresno Experiential Program*

#### Graduate Students

- Track progress toward diversity goals within the School's graduate programs (applicants and admitted students; Chemistry & Chemical Biology, Pharmaceutical Sciences & Pharmacogenomics, Biomedical Informatics). *Responsible individuals: Graduate Program Directors: CCB, PSPG, BMI*
- Staff
    - Associate Dean, Administration to establish staff goals related to diversity. *Responsible individuals: Associate Dean, Administration*