

HSOP INCLUSION AND DIVERSITY PLAN 2021

Auburn University Harrison School of Pharmacy's 2021
Diversity and Inclusion Plan

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March 2021

Introduction

As a dynamic health sciences and academic community, the Harrison School of Pharmacy values and celebrates the individuality of all students, staff, faculty, alumni, patients, and other stakeholders. We foster a safe and welcoming environment in which everyone can openly express their views, collaborate, strive for personal growth, and achieve professional excellence. Diverse perspectives are proactively included in all activities of the school including teaching, research, clinical care, outreach, service, and administration. All stakeholders are challenged to work together to build a more just, inclusive, and equitable society that protects and enhances the dignity, health, and wellness of each member.

Why are these values important to the School?

- They help foster an engaging and supportive learning, research, outreach, and work environment
- They may improve our competitive advantage in hiring and admissions by reflecting openness and acceptance in working with others
- They provide us with an opportunity to train students to interface with a variety of populations, to understand patients' unique needs, and to promote healthcare equity and reduce healthcare disparities

Guiding Principles

The Auburn University's Strategic Diversity Plan (SDP) aims to establish diversity as a core value at Auburn University. To effectively respond to the SDP, the University's Office of Inclusion and Diversity (OID) developed the following six goals:

- Create, promote, and encourage a supportive and friendly campus environment that is welcoming and attractive to people of all races, ethnicity, nationalities, religions, gender, sexual orientation, and those with disabilities. (SDP Goal 1)
- Assist Auburn University in its efforts to recruit and retain minority and women faculty, students, and staff at all levels. (SDP Goal 2)
- Develop and strengthen alliances with external communities to support diversity in and outside of Auburn University. (SDP Goal 4)
- Develop efforts that enhance external support for diversity programs and scholarships. (SDP Goal 1,2)
- Foster a community that values diversity through educational and training programs. (SDP Goal 3)
- Regularly monitor and assess Auburn University's diversity efforts for effectiveness, identify new and better "best practices" for success, and publish reports for dissemination. (SDP Goal 1,5)

The OID's goals can be found by clicking on the following link:

<http://diversity.auburn.edu/about/>

Harrison School of Pharmacy Commitment

As the School has grown in awareness and understanding of the changing needs and opportunities in the professional, scientific and health care communities we serve, we have purposefully reviewed our Mission, Vision and Core Values. Faculty and staff of the Harrison School of Pharmacy worked collectively as a community to develop and approve the School's 2019-2023 Strategic Plan. The Strategic Plan outlines the School's future with four strategic priorities. Our priorities are to become the leading destination for outstanding Doctor of Pharmacy and Graduate Students, to engage in vital research that addresses critical societal issues, to provide outstanding pharmaceutical care to patients, and to create an empowering culture of community and excellence within our School.

The Harrison School of Pharmacy, in creating a revised Strategic Plan for Diversity, Equity and Inclusion – 2021, endeavors to maintain congruency with and build upon the guiding principles of the Auburn University's SDP, OI's goals, and the School's Strategic Plan to promote diversity, equity and inclusion throughout the School's activities.

Goal #1 Develop and implement programs to attract, admit, support, retain, and graduate a diverse and qualified student body.

Strategies/action steps

Strategy 1.1

Develop and implement diversity-focused early assurance admission programs to attract and admit diverse, underrepresented, and qualified students into the PharmD and Graduate Programs.

Strategy 1.2

Develop and fund new diversity-focused scholarships to support and retain diverse, underrepresented, and qualified students in the PharmD and Graduate Programs.

Strategy 1.3

Continue developing and improving curricular to cover topics regarding inclusion and diversity, and evaluate student's cultural competency and knowledge/perception of inclusion and diversity on regular basis.

Strategy 1.4

Provide peer, faculty, and alumni mentoring opportunities for underrepresented graduate and professional students.

Strategy 1.5

Strengthen student mentoring by enhancing advising strategies, such as early warning and intervention systems, for underrepresented, first-year, first-generation, and low-income students who may be experiencing difficulties and refer these students to appropriate campus or community resources.

Strategy 1.6

Foster student commitment to inclusion, diversity, and equity through their study, work, network and organizations, and all interactions.

Goal #2 Create an inclusive and diverse workplace to attract, recruit, support, and retain qualified faculty and staff.

Strategies/action steps

Strategy 2.1

Develop and fund new diversity-focused scholarships to attract and recruit diverse, underrepresented, and qualified post-doctoral candidates into the School's teaching, research, and clinical programs.

Strategy 2.2

Assess faculty and staff's cultural literacy, knowledge, and appreciation of inclusion and diversity (climate/anonymous surveys, facilitated discussion, etc.).

Strategy 2.3

Identify and address barriers within the Harrison School of Pharmacy faculty and staff recruitment, application and hiring process for persons from underrepresented groups.

Strategy 2.4

Work with OID to identify and develop inclusion, diversity, and equity competencies in the longitudinal, school-wide training, mentoring, and career planning programs.

Strategy 2.5

Assist and facilitate faculty and staff develop their Inclusion and Diversity statements.

Strategy 2.6

Create school-based Inclusion and Diversity awards to recognize faculty, staff, and students who have shown exemplary efforts to promote inclusion and diversity.

Strategy 2.7

Support a strong program of faculty and staff development that promotes mentoring, advancement and retention of all faculty and staff that is committed to the values of inclusion, diversity, and equity and thrives in all areas of teaching, scholarship and service.

Strategy 2.8

Establish policies and procedures that hold admissions and search committees as well as departments accountable and responsible for their faculty hiring policies, procedures, and outcomes.

Goal #3 Create, cultivate and sustain an open and welcoming community that fosters dialog, understanding, unity, growth, and respects differences and advances inclusion, diversity, and equity throughout the Harrison School of Pharmacy.

Strategies/action steps

Strategy 3.1

Include commitments to inclusion, diversity, and equity in the School's mission, strategic plan and other governance policies and practices.

Strategy 3.2

Establish an organizational structure (i.e., Council on Diversity, Inclusion, and Equity) within the Harrison School of Pharmacy that is committed to school initiatives, assessments, and communications regarding inclusion, diversity, and equity throughout the School.

Strategy 3.3

Foster and support faculty, staff, and student's attendance at inclusion, diversity, equity-related trainings and utilization of resources on the Auburn University campus and in the community.

Strategy 3.4

Develop and conduct alumni surveys, climate and anonymous surveys, and facilitated discussion to gain feedback from faculty, staff, and students on the School's policies and practices regarding inclusion, diversity, and equity.