Summary: The College of Pharmacy has appointed a diversity committee made up of faculty, staff, administrators and students to address diversity issues within the College. The membership of the Diversity Committee of the College of Pharmacy met with Dr. David Pilgrim, Chief Diversity Officer to review the diversity-related strategic goals; discuss the inclusion advocates program; and to discuss the role and function of college-level committees. In addition, the Diversity Committee solicited nominations from faculty and students for student representatives. Four students were nominated and the decision was made to appoint all four to the committee to increase the level of student input to the committee. Following this meeting, the Diversity Committee identified its goals:

1. To increase awareness regarding issues of diversity and how they affect the learning environment in the College of Pharmacy, as well as the practice of pharmacy; and
2. To improve recruitment efforts to help insure a diverse student body and faculty in the College of Pharmacy.

Major activities related to diversity within the College of Pharmacy:

1. Student recruitment activities continue across a broad-range of high school, as well as 2-year and 4-year colleges and universities.
2. The College of Pharmacy’s design as a 2-year pre-pharmacy/4-year professional degree program continues to position it as a key “transfer-in” opportunity for college students throughout the state. The College of Pharmacy maintains “transfer guides” for close to 60 different 2-year and 4-year institutions across the state in urban and rural settings to help assure that students from every region have an equal opportunity to complete the pre-pharmacy requirements and make application to the College of Pharmacy.
3. Review, prioritization and acceptance of candidates for the College of Pharmacy is completed without consideration of racial, gender, ethnicity, geography, or college level status (2-year vs. 4-year), providing all applicants with equal opportunity for acceptance.
4. As part of the recently implemented curricular revision, accreditation standards related to addressing professional education and training in health literacy and diversity were updated in coursework in:
   a. Clinical Communications
   b. Introductory Pharmacy Practice Experiences (e.g. longitudinal experiences with patients);
   c. Sociopharmacy and Professional Ethics
   d. Practice Skills Labs
   e. Advanced Pharmacy Practice Experiences
5. Expanded program affiliations with practice sites in under-served Michigan communities (Big Rapids, Kalamazoo, Grand Rapids and Muskegon).
Diversity successes in the College of Pharmacy:

1. Recruitment of a diverse student body with 13% belonging to an underrepresented minority versus 11.1% for all pharmacy programs across the United States.

2. Gender mix within the College of Pharmacy is 55% female/45% male as compared to 66% female/34% male nationally.

Diversity initiative for the College of Pharmacy:

1. Instituted a program with support from Walgreen’s Pharmacy to provide a scholarship to a minority student (see attached awardee).

2. Appointment of a panel of alumni with diversity interests to provide feedback to the College of Pharmacy regarding ways to improve recruitment of minority students and faculty.

3. Appointment of a Diversity Committee made up of faculty, administration and student representatives.

4. The Diversity Committee is preparing to submit for grant funding to support a speaker for the students and faculty to discuss the issue of diversity as it related to professional program training and health disparities.

5. The Diversity Committee is in the beginning stages of developing and reviewing a number of different proposals to improve the awareness of minority high school students regarding the health care professions available at Ferris State University, with emphasis on pharmacy.

6. Modification of new student orientation, P-3 orientation and P-4 orientation to include discussion of diversity in communications.

Current Enrollment Demographics:

<table>
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<th>Demographic Class</th>
<th>Fall 2007a</th>
<th>Fall 2008b</th>
<th>Fall 2009c</th>
</tr>
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<tr>
<td></td>
<td>Females</td>
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</tr>
<tr>
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<tr>
<td>TOTALS</td>
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<td>234</td>
<td>305</td>
</tr>
</tbody>
</table>

c College of Pharmacy applications
Kenneth A. & Alma M. Rumsey Memorial Scholarship Award  
George & Patricia Walsh – Friends of the College of Pharmacy

Family Fare Scholarship – Ms. Heather Baldwin, Human Resources Manager – Spartan Stores

Robert S. & Agnes Y. Jordan Scholarships – Dr. Jeff Bates

NACDS Dean’s Scholarship Award – Dr. Jeff Bates

Jack M. Newcomb Scholarship – Dr. Jeff Bates

Brian A. McDonald Scholarship Award – Dr. Jeff Bates

Perrigo Award for Excellence in Nonprescription Medication Studies – Dr. Jeff Bates

Harper T. Wildern Scholarship – Dr. Jeff Bates

Abbott Laboratories Scholarship Award – Dr. Jeff Bates

Elmer & Fern Brudy Endowment Scholarship – Dr. Jeff Bates

Otto & Elva Cummings Scholarships – Dr. Jeff Bates

Wildern Family Pharmacy Scholarship – Dr. Jeff Bates

Laverne H. Curtis Endowment Scholarship – Dr. Jeff Bates

Academy of Students of Pharmacy Outstanding Member Award – Dr. Jeff Bates

Merck Award – Dr. Jeff Bates

**Administration**
Dr. Ian W. Mathison, Dean  
Dr. Stephen W. Durst, Associate Dean  
Dr. Cambria DeHoag, Interim Department Head of Pharmacy Practice

**Class Advisors**

**P-1 Class**
Dr. Tracey Boncher, Assistant Professor of Medicinal Chemistry

**P-2 Class**
Dr. Kim Hancock, Professor of Pharmaceutics  
Dr. Dean Van Loo, Associate Professor of Pharmacy Practice

**P-3 Class**
Dr. Jeff Bates, Assistant Professor of Pharmaceutics

**Awards Committee**
Dr. Jennifer Hagerman, Associate Professor of Pharmacy Practice  
Dr. Gregg Potter, Professor of Pharmacology

**Convocation Coordinator**
Mrs. Mary Main, Administrative Secretary to the Dean

The College of Pharmacy gratefully acknowledges the generous contributions of the corporate, organizational and endowment scholarship sponsors who enable recognition of outstanding student achievement.
Special appreciation is expressed to CVS/Pharmacy for providing support for the luncheon and programs for the Convocation.

1:00 p.m. Luncheon
2:00 p.m. Convocation

Dr. Ian W. Mathison, Dean

Rho Chi Academic Honor Society
Presentation of Initiates – Dr. Jacqueline Morse & Dr. Heather VandenBussche

First Professional Year Awards
NACDS Dean’s Scholarship Award – Mr. Ron Snead – Board of Trustees
CVS/Pharmacy Scholarship Award – Ms. Jan Huffman, Pharmacy Supervisor – CVS/Pharmacy
Rite Aid Scholarship Award – Mr. Andrew Young, Director, College Relations & Professional Recruitment – Rite Aid Corporation
Alumni Scholarship – Mr. Andrew Young, President of the Pharmacy Alumni Advisory Board
Kenneth A. & Alma M. Rumsey Memorial Scholarship Awards
George & Patricia Walsh, Friends of the College of Pharmacy
Wal-Mart Pharmacy Scholarship Award – Mr. Jeff Kauffman, Health & Wellness Market Manager of Wal-Mart
Pharmacists Mutual Scholarship – Mr. Steve Hephner, Field Rep. – Pharmacists Mutual Companies
Pharmacists Mutual Book Award – Mr. Steve Hephner, Field Rep. – Pharmacists Mutual Companies
VG’s Scholarship Award – Mr. Eddie Garcia, Director of Pharmacy Operations – Spartan Stores
Dr. Adnan Dakkuri Award – Dr. Adnan Dakkuri
Jack M. Newcomb Scholarship Award – Dr. Stephen Durst
Shopko Scholarship Award – Dr. Stephen Durst
Otto & Elva Cummings Scholarship Awards Dr. Stephen Durst
Dr. Ian W. Mathison Fellowship Award Dr. Stephen Durst
The Dean’s Book Awards Dr. Stephen Durst
Robert S. & Agnes Y. Jordan Scholarships – Dr. Stephen Durst
William E. Dengler Memorial Scholarships – Dr. Stephen Durst
Paul & JoLaine Draugalis Scholarship – Dr. Stephen Durst
Merck Award – Dr. Stephen Durst

Second Professional Year Awards
George & Kathryn Menoutes Scholarship – Mr. George Menoutes, FSU Board of Trustees
George & Lia Kossaras Scholarship – Mr. George Menoutes, FSU Board of Trustees
Meijer, Inc. Scholarship – Ms. Brenda Ruhlman, Director of Pharmacy Operations, Meijer, Inc.
CVS/Pharmacy Intern Scholarship – Ms. Jan Huffman, Pharmacy Supervisor – CVS/Pharmacy
Rite Aid Corporation Intern Scholarship – Mr. Andrew Young, Director, College Relations & Professional Recruitment – Rite Aid Corporation
Alumni Scholarships – Mr. Andrew Young, President of the Pharmacy Alumni Advisory Board
Knmart Corporation Scholarship – Ms. Jodi Maki, Clinical Pharmacist – Knmart Corporation
Walgreen Company Scholarship – Mr. Carmine Bartucci, Pharmacy Supervisor – Walgreen Company
Walgreen Company Minority Scholarship – Mr. Carmine Bartucci, Pharmacy Supervisor – Walgreen Company; Mr. Ronald Snead – FSU Board of Trustees

Third Professional Year Awards
Alumni Scholarship – Mr. Andrew Young, President of the Pharmacy Alumni Advisory Board
Michigan Pharmacy Foundation Scholarship – Mr. Andrew Young, Chairman, MPF
Wal-Mart Pharmacy Scholarship Award – Mr. Jeff Kauffman, Health & Wellness Market Manager of Wal-Mart