

# Awareness of disabilities in pharmacy program recruitment material: are we doing enough?

## Exploring disability awareness and accessibility in pharmacy program recruitment material

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### INTRODUCTION

- Health professional schools are attempting to attract the best student candidates around the world
- Limited information is available on how they are working to draw interest to professional pharmacy programs, including students with disabilities

### AIM

- Explore visibility of disabilities within online recruitment material for pharmacy programs
- Determine location of targeted information available to prospective students with disabilities.

### METHODS

- Digital search conducted of 'QS World University Rankings' under the subject 'Pharmacy and Pharmacology'
- Top 50 pharmacy schools offering a professional, entry-to-practice pharmacy program selected. Websites not in English were excluded.
- Data extraction completed by one investigator and validated by another

### NEXT STEPS

- Programs must exercise greater efforts to support recruitment of students with disabilities by including visual, audio, or written information
- Future research should focus on whether this has an impact on student interest and admissions in pharmacy

### RESULTS and DISCUSSION

- 41 out of 50 pharmacy schools met required inclusion criteria
- No institutions displayed visual student disabilities in pictures or videos of recruitment material
- 88% of institutions provide information for prospective students with disabilities
- Type of information provided was highly variable across institutions e.g. student support, non-discrimination policies and admission requirements
- 85% of top 50 pharmacy schools in the USA have information on student disability through the pharmacy homepage
- Interestingly, 62.5% of schools in Asia **did not** provide student disability information
- Recruitment material for pharmacy degree programs should be current, inclusive, and reflective of student populations eligible to be admitted

Universities by region	Disability in pictures or videos n(%)	Disability information on pharmacy page n(%)	Disability information on university page n(%)
<b>North America</b>			
Canada (n= 4)	0	2 (50)	2 (50)
USA (n= 13)	0	11 (85)	2 (15)
<b>Europe</b>			
UK (n=7)	0	2 (29)	5 (71)
Italy (n=2)	0	1 (50)	1 (50)
Germany (n=1)	0	0	1 (100)
Spain (n=1)	0	0	1 (100)
Belgium (n=1)	0	0	1 (100)
<b>Oceania</b>			
Australia (n=3)	0	2 (67)	1 (33)
New Zealand (n=1)	0	0	1 (100)
<b>Asia</b>			
Singapore (n=1)*	0	0	0
South Korea (n=3)*	0	0	2 (67)
Hong Kong (n=1)*	0	0	0
China (n=3)*	0	0	1 (33)

\*Institutions with no information