A.T. Still University (ATSU) has positioned diversity at the forefront of the strategic planning process. This reinforces the value placed on differences within our culture.

Our mission is the spirit through which our body operates. Our collective minds deliver on innovation, collaboration, and appreciation for differences. By valuing the difference that these differences make, we become increasingly reflective of the communities we serve. Our mission is centered on service. By serving our community partners, students, faculty, staff, and external partners, we are moving from cultural competence to a culturally proficient organization.

The strength of our progression toward cultural proficiency is our ability to be reflective and to always aspire to move beyond where we are. This measure of excellence compels us to be a work in progress at all times – constantly moving forward. ATSU is a beacon for caring people committed to service, committed to the body as an instrument of healing, and committed to inclusivity in its most sincere sense. ATSU believes excellence requires understanding, affirming, and valuing human difference.

Clinton J. Normore, MBA
Associate Vice President
cnormore@atsu.edu

Stephanie McGrew
Coordinator
stephaniemcgrew@atsu.edu
Diversity education

Building a community of culturally proficient students, faculty, and staff is within ATSU’s mission. Cultural proficiency in healthcare is a way of being and serving that enables one to effectively respond in a variety of cultural settings to the issues caused by diversity. In a word, diversity means “differences.” One cannot truly value differences if one is unwilling to appreciate the myriad of difference in our society and also work to be inclusive at every opportunity.

A culturally proficient organization interacts effectively with its employees, its clients, and its community. Culturally proficient people may not know all there is to know about those who are different from them, but they know how to take advantage of teachable moments, how to ask questions without offending, and how to create an environment that is welcoming to diversity and to change.

ATSU-MOSDOH

The associate vice president for diversity and inclusion (AVPDI) has a concurrent appointment as instructor within ATSU’s Missouri School of Dentistry & Oral Health. In this capacity, the AVPDI teaches cultural proficiency to D1 and D2 students as well as collaborates with program professors to build cultural components into case studies. The innovative case review curriculum allows for the team of professors to engage students from their area of expertise in a community setting. The AVPDI also provides cultural content expertise to ATSU-School of Osteopathic Medicine in Arizona’s virtual clinic case studies.

DiversityEdu

DiversityEdu is a comprehensive web-based diversity training tool. The goal of the program is to develop day-to-day skills which broaden employee and student skills to be more inclusive. At the institutional level, the strategy is to forward the theme of “Education Excellence” for increasingly diverse global society and student bodies while sustaining excellence in scholarship and research.

Graduate Health Professions Scholarship (GPS)

The GPS program is designed to accentuate the University’s unique mission of service and leadership in whole person healthcare. This scholarship is a targeted approach to attract and educate students whose life contributions and experiences are consistent with ATSU’s mission to serve in underserved areas. An overview of the scholarship requirements are available on our website.

Dreamline Programs

The Dreamline Programs are comprehensive community-based collaborations that introduce K12 students to graduate health professions programs offered by ATSU. ATSU and its partners fully understand the need for health professions to reflect the population being served.

ATSU has unique relationships with school districts and community based organizations, offering experiential learning opportunities to students in these partnerships. These collaborations introduce young minds to career opportunities in healthcare. Students are nurtured through campus and graduate student engagement opportunities.

Summer Healthcare Career Experience (SHCE)

SHCE is a unique partnership between ATSU, Truman State University, and East Central Missouri Area Health Education Center. SHCE is a three-day, two-night program that includes hands-on activities at both ATSU and Truman State University for students interested in healthcare as a future profession.

Safe Zone for All program

The mission of the Safe Zone for All program is to identify, educate, and support allies, whose roles are to be visible ambassadors in the ATSU community. Allies are individuals who consider themselves to be open and knowledgeable about valuing diversity, cross-cultural communication, and multicultural issues and who choose to be visible supports and advocates with those who may be outside the dominant culture.

Allies volunteer to ensure the campus climate is safe, receptive, and accepting to community members regardless of any human condition, characteristic, or circumstance.

Allies may also apply to become Safe Zone for All master trainers who facilitate and lead advanced trainings.

For information on becoming a Safe Zone for All ally or master trainer, visit atsu.edu/safezone.

A.T. Still University (ATSU) does not discriminate on the basis of race, color, religion, ethnicity, national origin, sex (including pregnancy), gender, sexual orientation, gender identity, age, disability, or veteran status in admission or access to, or treatment or employment in its programs and activities. Dating violence, domestic violence, sexual assault (e.g., non-consensual sexual contact/intercourse), stalking, harassment, and retaliation are forms of discrimination prohibited by ATSU. Any person with questions concerning ATSU’s nondiscrimination policies is directed to contact Lori Haxton, vice president for student affairs (660.626.2236; lhaxton@atsu.edu), Donna Brown, assistant vice president of human resources (660.626.2790; dbrown@atsu.edu), or by mail to either office at 800 W. Jefferson St., Kirksville, MO 63501.