

Diversity in Health Sciences Education



Peggy Valentine, Ed.D, FASAHP
Winston-Salem State University

September 23, 2011

Discussion Points

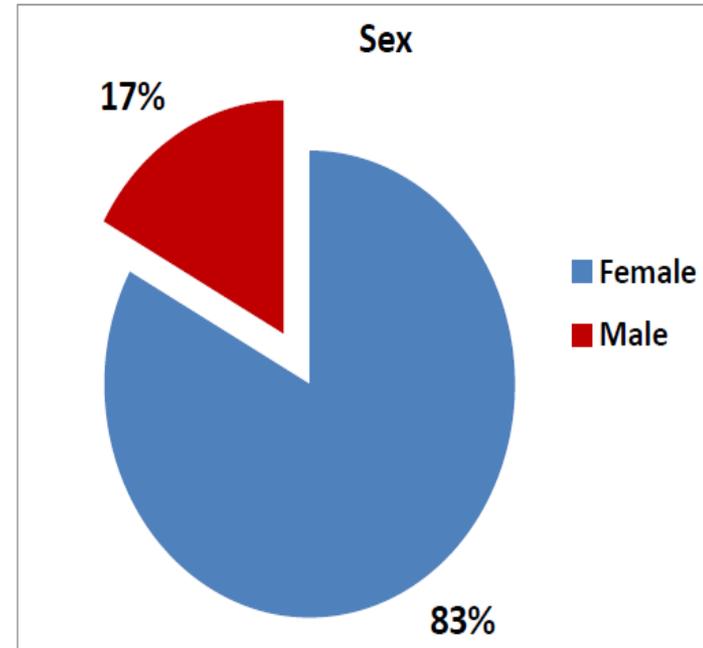
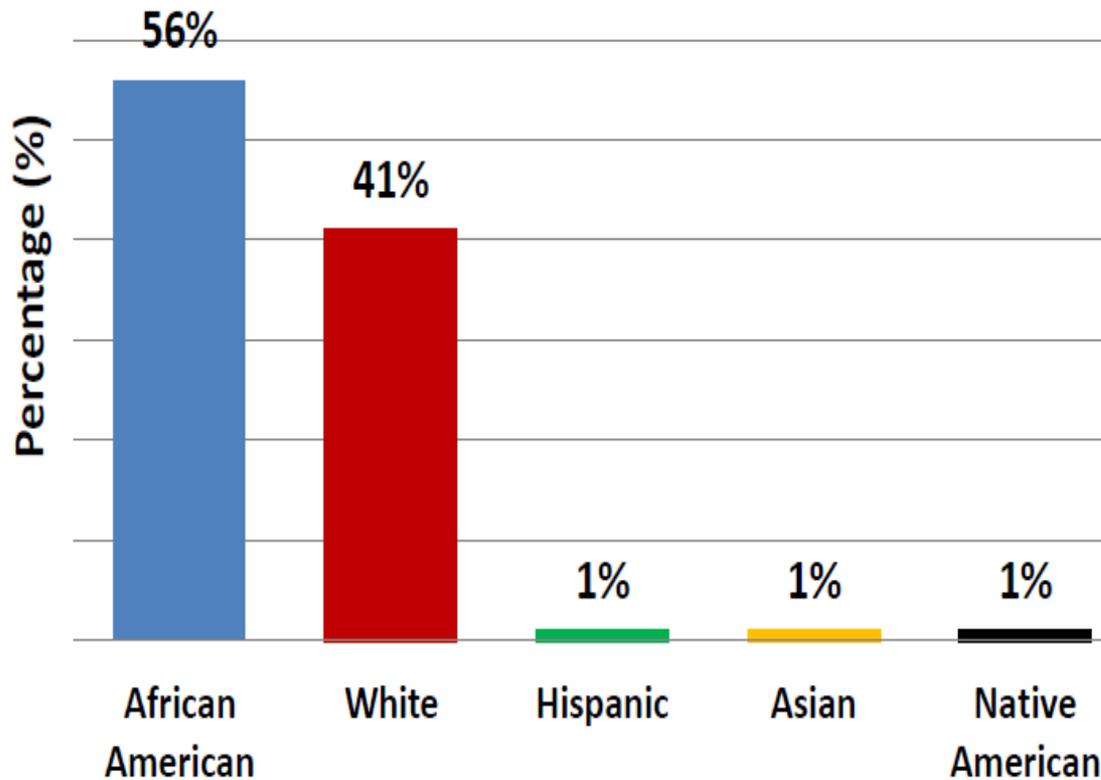
- Brief description of who we are
- Overview of challenges in increasing diversity from a state-funded HBCU in North Carolina perspective
- Steps being taken to improve diversity
- Potential ideas and Recommendations

WSSU School of Health Sciences faculty and staff



SOHS faculty and staff

SOHS Faculty Demographics (n≈1,000)



- 17% tenured
- 20% within 5 years of retirement

Nursing Students

- Over 1000 lower division nursing students – over 95% African American
- Upper division nursing students – 48% African American, 50% white, 1% Asian, 1% Hispanic
- Graduate Nursing Students – 60% white, 40% African American
- RN to BSN Students (600) – over 90% white

Representation of students of color in other programs

Undergraduate

- Clinical Laboratory Science
 - Onsite: 95%
 - Distance Learning: 20%
- Health Care Management: 100%

Graduate

- Occupational Therapy: 20%
- Physical Therapy: 20%



Male enrollment per discipline



- Nursing : 10%
- Clinical Laboratory Science: 5%
- Health Care Management: 5%
- Occupational Therapy: 5%
- Physical Therapy: 10%

Our Challenges

- While there is diversity among the faculty as a whole in SOHS, there has been difficulty in recruiting people of color for faculty positions in Occupational Therapy and Physical Therapy. This is also reflected in the student enrollment.
- Less than 10% of African American nursing students at the lower division have been successful in moving to the upper division

Our Challenges

- Male enrollment is low, although the number of male faculty has increased in the past few years



Issues that affect diversity in the health sciences

- Student knowledge of various programs is limited
- Student preparation and ability to compete for entry into health science programs
- Guidance counselor knowledge of the varied health science programs is limited
- Decreased funding for bridge and HCOP programs as in the past
- Outreach efforts by the institutions of higher education could be increased by people of color in the health professions

Issues that affect diversity in the health sciences

- Health sciences professional role models of color are not highly visible

Steps being taken to improve diversity

- WSSU has stepped up its professional advisement process; established a university college and offers more prerequisite courses and flexibility to increase student success and retention at the lower division
- SOHS has implemented Camp YEHS (Youth exploring health sciences) for rising 9th graders for the past three years

Steps being taken to improve diversity

- Graduate education
 - DPT
 - DNP (planned)
- Undergraduate education
 - Public Health (Planned)
 - Health Sciences (Planned)

Steps being taken to improve diversity

- SOHS launched its own journal in 2007 to communicate the problem on a national level through *Journal of Best Practices in Health Professions Diversity: Research, Education and Policy* (JBPHPD: Res, Educ and Policy)
 - **Special issue in Spring 2012, provosts perspectives**
- SOHS joined forces with AHEC in April, 2007 to hold the NC conference on Health Professions Diversity. Proceedings published and disseminated.

Steps being taken to improve diversity

- SOHS is collaborating with AHEC to form the NC Alliance of Health Professions Diversity. Strategic Plan completed.

Proposed Recommendations

- Survey secondary schools, community colleges and higher education institutions on pipeline programs and outreach efforts in the state and publish a document on “what works”
- Implement targeted recruitment of students of color, starting with 8th graders

Proposed Recommendations

- Begin communication/access programs in communities of color by health science professionals who reflect the diversity in schools, churches, community centers

In Closing

- We need to step up our efforts to address diversity in health sciences the faculty and student levels
- We need to work in partnership to address state-wide diversity issues and document what works