

Pipelines or Pipedreams?

DIVERSITY IN MEDICAL EDUCATION



Where we are... .





Facts and Figures

- 90% of medical students come from the top 5% of income earning families.
- 16% of all medical students come from the same 10 colleges and universities.
- 20% of all medical students graduate from the same 50 high schools across the country.

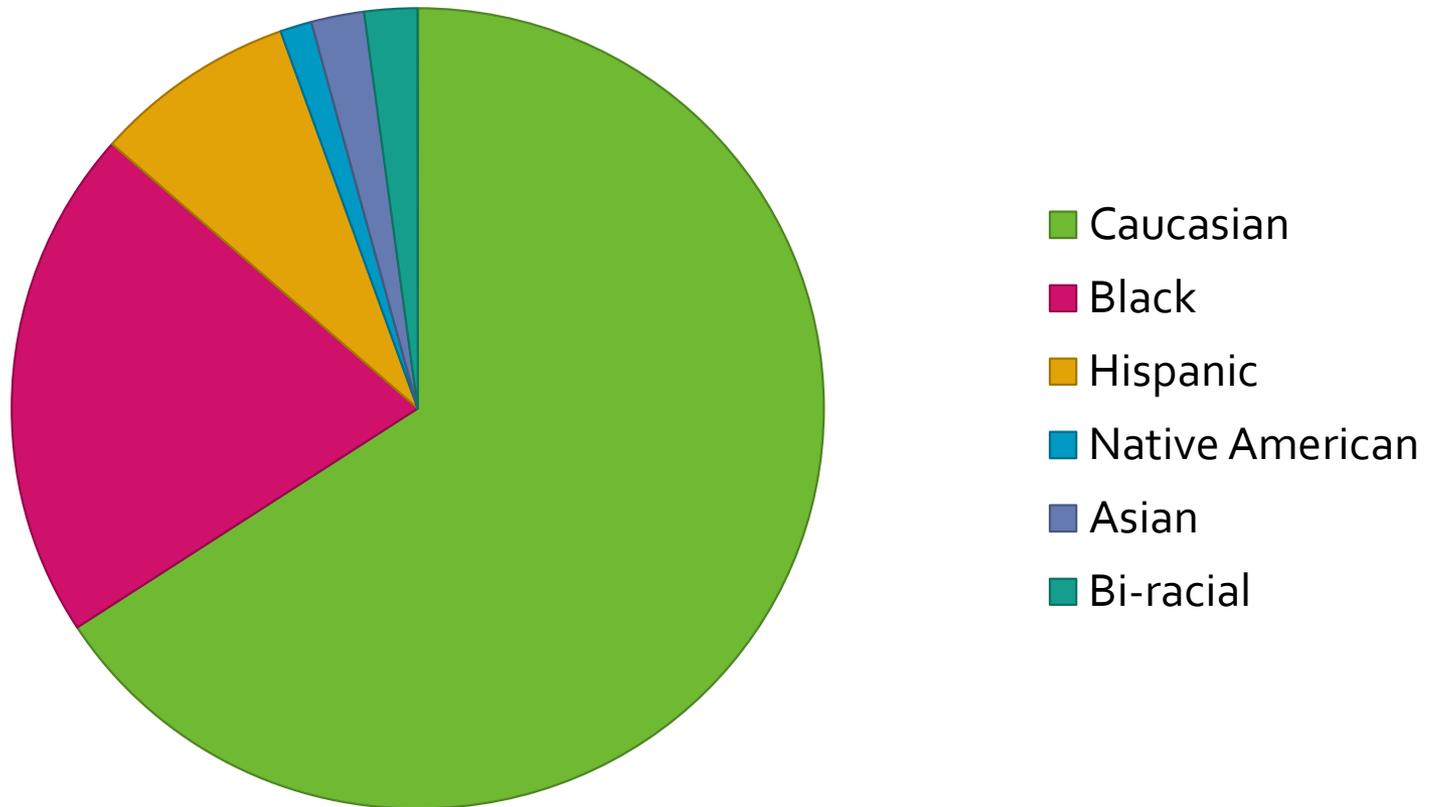


Dollars and Cents

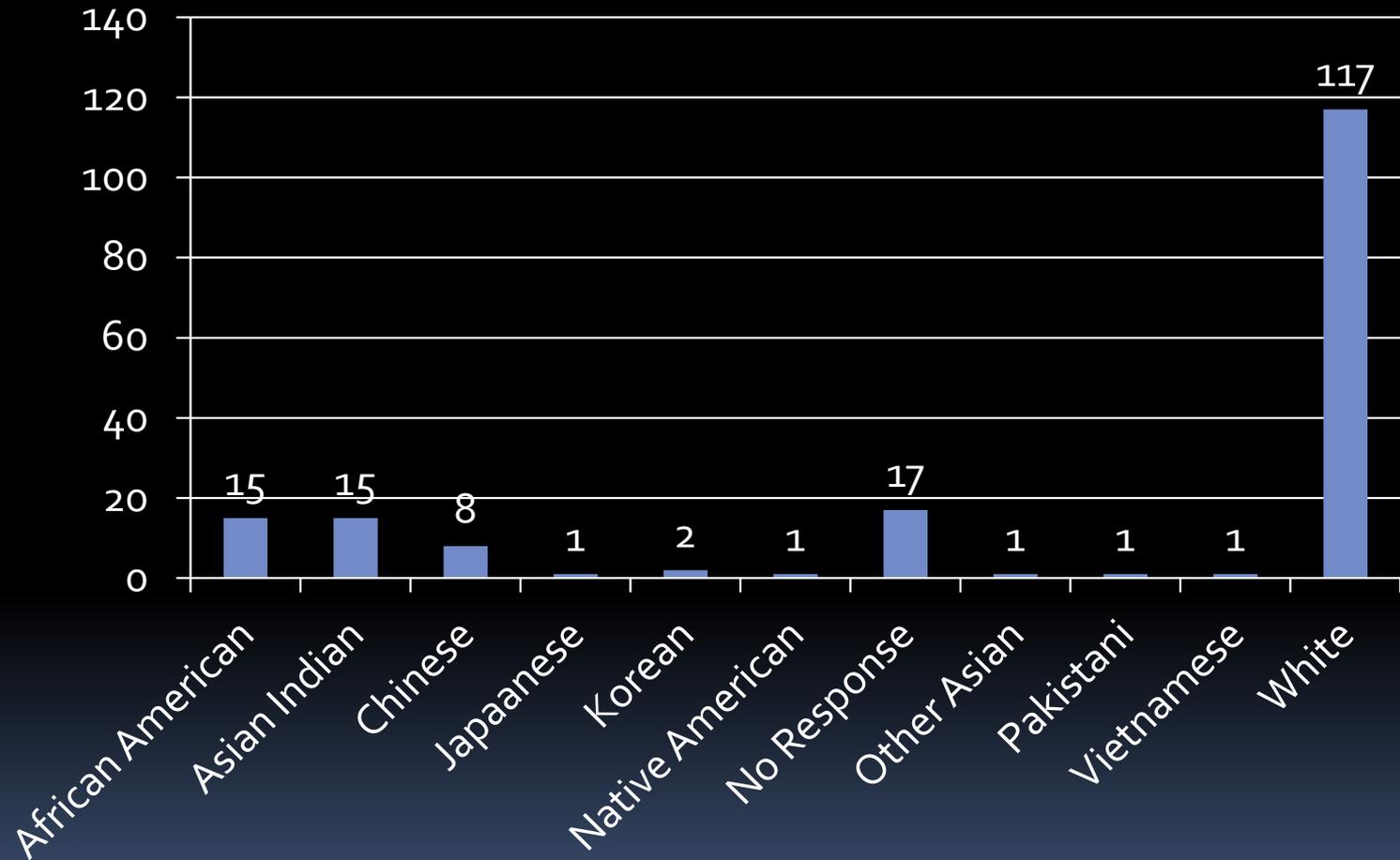
- In September 2004, the Sullivan Commission report on "Missing Persons: Minorities in the Health Professions," emphasized the profound influence debt has on minority applicants and called for a significant increase in scholarships, loan forgiveness programs and tuition reimbursement to help develop a more diverse workforce
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NC by Numbers...

Population



Races



**160 races counted, including multiple responses and 17 "No Response". Total 179 responses.*

What we do...





Office of Special Programs

- Minority Men in Medicine
 - MAPS chapters-UNC-CH, NC A&T, & NCSU
 - HPREP/YSEP
 - Dental Impressions Program
 - Faculty mentorship
 - Exposure & Enrichment Visits
 - HCOP grant partnership
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Minority Men in Medicine

- Established in 2008 to support minority males pursuing health professions careers.
- Weekly meetings include mentorship, application workshops, study sessions, test prep pointers, and presentations by health professionals.
- Future plans included expanding the mentorship roles and adopting area secondary institutions



MAPS-Minority Association Pre-Health Students

is a partnership between UNC School of Medicine SNMA chapter and undergraduate pre-health students to increase the matriculation of undergraduate minority students into professional health related programs by providing:

- Mentorship through Big Buddies.
- Professional & academic workshops.
- Simulated Medical School lab experiences.



HPREP/YSEP

- **Youth Science Enrichment Program**

- targets minority elementary students to stimulate their interest in the sciences and health professions. 40 students participate each year from area elementary schools
- Medical students lecture on different organ systems.
- Students research diseases affecting the systems they have learned & present their findings to their peers

- **Health Professions Recruitment Exposure Program**

- Targets minority high school students to stimulate their interest in the sciences and health professions . 40 students participate each year from area high schools.
 - Lectures are led by medical students on organ systems
 - Students also attend a college fair, seminars on diseases, & workshops simulating medical school experiences such as gross anatomy labs
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Dental Impressions

Student National Dental Association students bring underrepresented and disadvantaged students to campus one Saturday each semester for:

- Student & professional panel discussions
 - Campus and dental school tour
 - Dental buddy
 - Mock interviews & application seminars
 - Laboratory exercises and creation of a dental impression
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Faculty/Alumni Support

- Faculty members mentor students in the medical school individually and as a group
 - Panel presentations to visiting school groups
 - Shadowing opportunities for MED participants
 - Mentor MED participants
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Exposure & Enrichment Visits

- Pre-College Programs
- Project Uplift
- Kyran Anderson Academy
- TRIO at NCSU
- Colleges/Universities
- UNC-Pembroke, Appalachian State, Fayetteville State, Hampton University
- High School/Middle School
- Wake Early College, Enloe High School, Rosewood High School, Fairmont Middle School



Exposure and Enrichment Activities

- Gross Anatomy labs
 - Nerve lesson
 - Orthotics and Prosthetics demonstrations
 - CARES-Computer and Robotic Enhanced Surgery Presentation
 - Medical student panel
 - Simulation lab
 - Patient history lesson/Doctor etiquette
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HCOP Grant Partnerships

- Partnership with UNC-Pembroke, NC-HCAP, UNC Gillings' School of Global Public Health, St. Augustine's College, NC Central University, NC A & T, Elizabeth City State University, Fayetteville State University to provide underserved and disadvantaged students with the tools needed to better prepare for health profession school.
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HCOP Grant Partnership

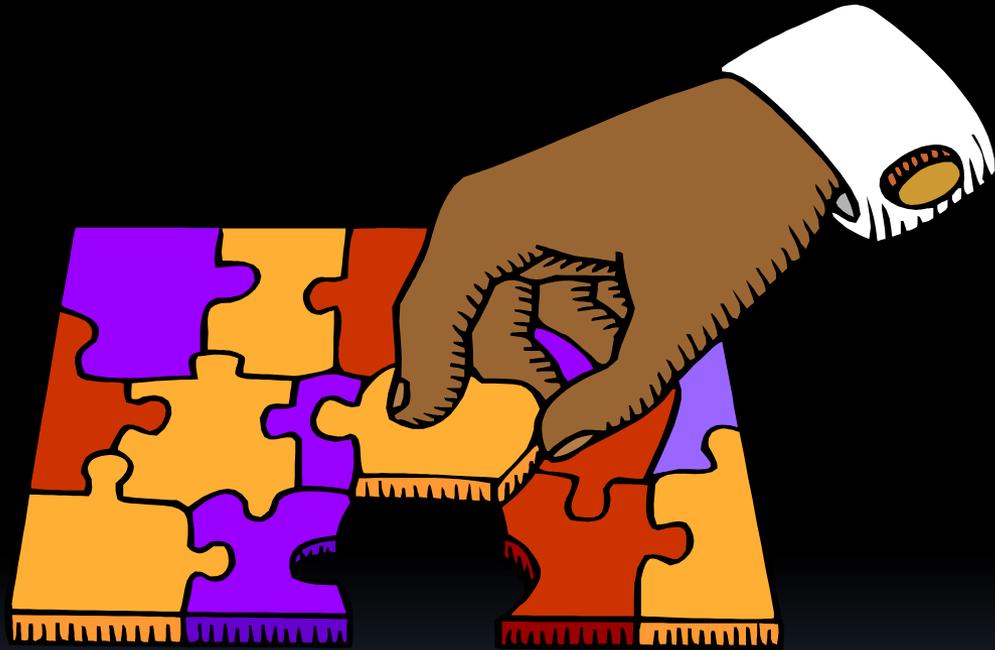
- Access to SEP and MED Programs
 - Test Prep courses and materials
 - Professional development opportunities
 - Summer enrichment programs for high school students
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Challenges

- Funding
 - Leadership
 - Role models
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What we need to do....





The HBCU connection

- Examine current partnerships and proximity of relationships between HBCU's and institutions with health profession programs.
 - Develop staff and curriculum at the institutions to better prepare students for the rigors of health professions programs.
 - Address academic, social, and economic challenges students face at these institutions.
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Rural realities

- Missing mentors
 - Financial obligations/obstacles
 - Social and cultural barriers
 - Lack of exposure opportunities
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Synergy and Coordination

- “A diverse leadership at all levels, empowered to share in the institution’s decision-making is key to moving beyond “projectitis,” where diversity work is simply a series of disconnected effort.



Goals

- More secure funding
 - Stronger partnerships, more strategic partnerships
 - More diverse leadership
 - Community connections
 - Loan forgiveness programs
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Synergy and Coordination

- “In this view, when diversity is present at all levels of an institution the implications include the ability to develop a better framework for monitoring progress, finding efficiencies that drive the mission, and facilitating intentionality, alignment, and accountability around diversity efforts.”
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Going Forward

- Implementing a middle school program similar to the HPREP/YSEP programs to create a continuum of experiences for the health sciences through the k-12 years
- Improved data collection
- Improved tracking of student achievement throughout the pipeline
- Community college connections



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