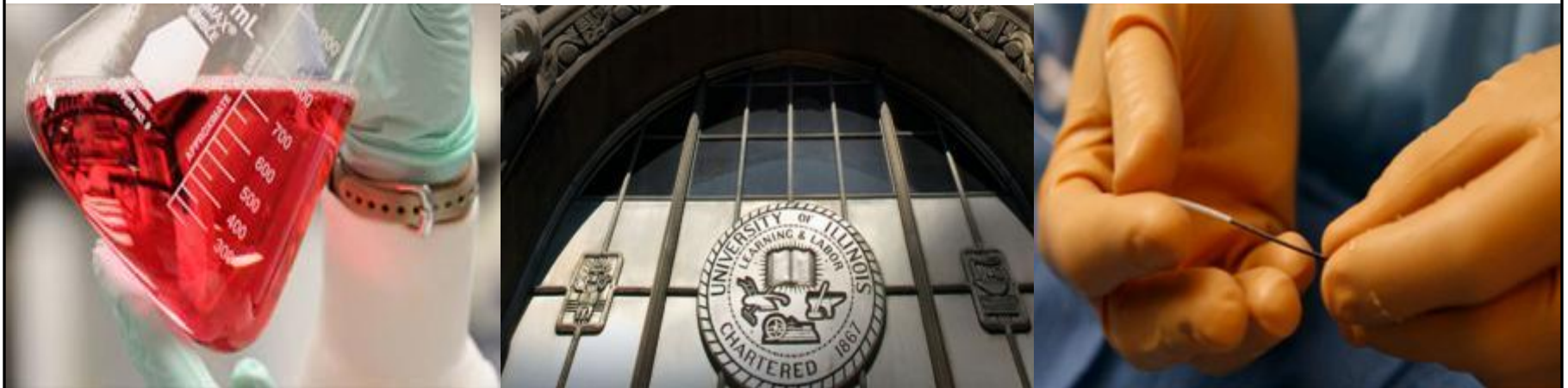


# Underrepresented Minorities Student Enrollment at the College of Medicine

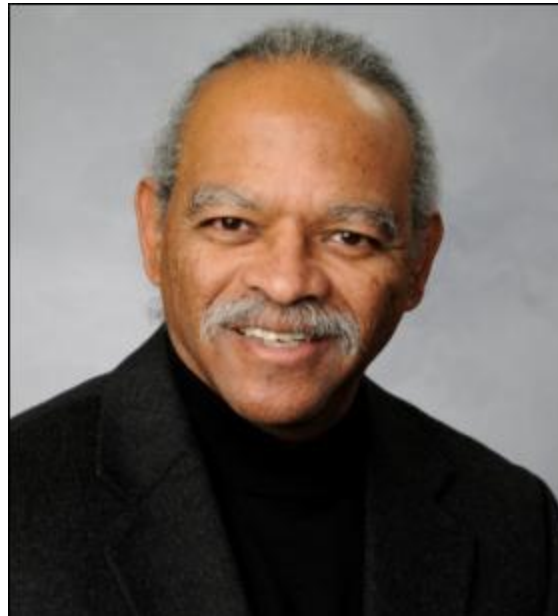
**Dimitri Azar, M.D., M.B.A.**  
**Dean, College of Medicine**

January 23, 2014



## Acknowledgment

**William E. Walden, PhD.**  
**Associate Dean for Diversity and Inclusion**  
**College of Medicine**





## MISSION STATEMENT

The mission of the University of Illinois College of Medicine is to enhance the health of the citizens of Illinois and the nation by educating physicians and biomedical scientists, advancing knowledge in health and disease, and providing health care in a setting of education and research.



**Michelle Oliphant, MD**  
Regional Dean, Urbana



**Sara Rusch, MD**  
Regional Dean, Peoria



**Alex Stajich-Koenig, MD, MHPE**  
Regional Dean, Rockford



- **Clinical:**

- Provide value-based and personalized medicine to our community, in coordination with the University of Illinois Hospital & Health Sciences System
- Serve the underserved: Medicaid patients represent ~32% of the Medical Service Plan (MSP) payor mix

- **Research:**

- Center for Clinical and Translational Science (CCTS) Grant
- Program & Center Grants
- Incentive Programs
- Cluster faculty recruitment

- **Education:**

- College-wide Curricular Transformation Task Force for long term planning & innovation in education
- Renovations for the learning center are ongoing with the goal of a soft opening of spaces by August 2014
- LCME has determined that the medical education program is in compliance with all accreditation standards\*
- Simulation facility, Jump Trading Education Center (Peoria)



## OVERARCHING *EDUCATIONAL* GOALS AND INITIATIVES FOR FY13-FY17

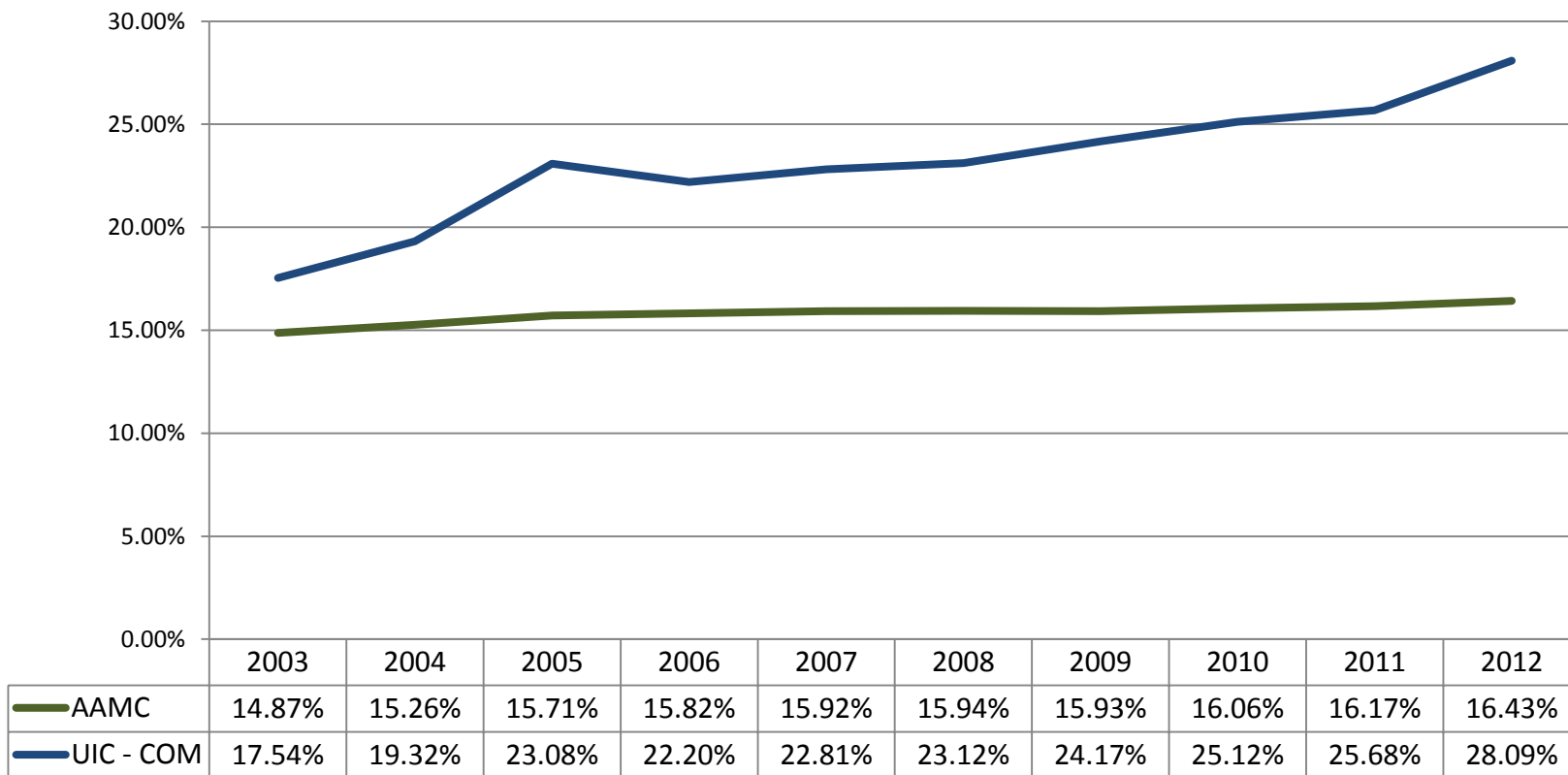
- To provide our diverse group of students and trainees with access to an excellent education.
- To ensure continued improvement in medical student and post-graduate academic achievement (e.g., simulation).
- To provide leadership opportunities for medical students, residents, and fellows.
- To ease the burden of the rising costs of medical education.



## UNDERREPRESENTED MINORITY STUDENT COMPARISON

### Mission Management AAMC National Benchmarks

Percentage of URM Students

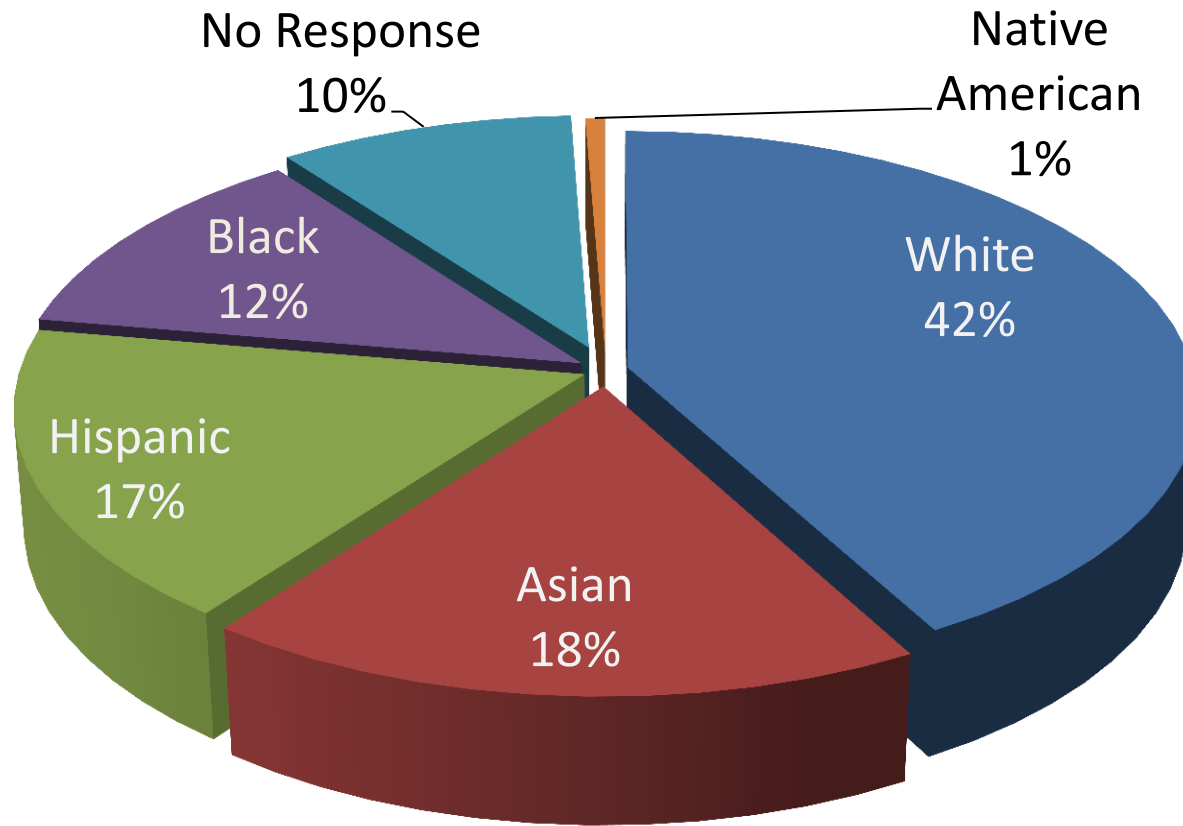


\* Student self-reported survey to AAMC. Some students are designated in multiple categories





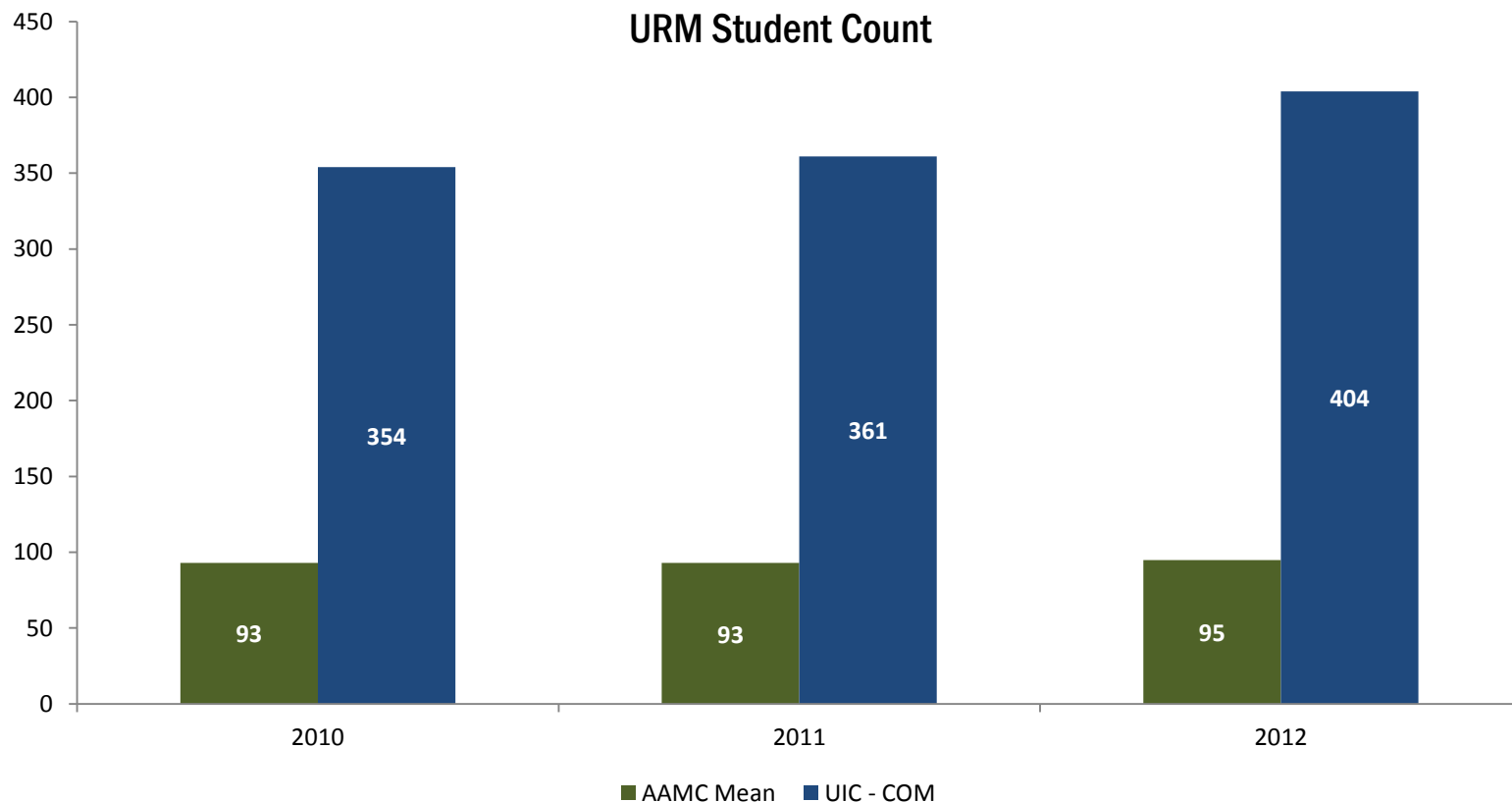
## SNAPSHOT OF MEDICAL STUDENT ETHNICITY





## UNDERREPRESENTED MINORITY STUDENT COMPARISON

### Mission Management AAMC National Benchmarks



\* Student self-reported survey to AAMC. Some students are designated in multiple categories

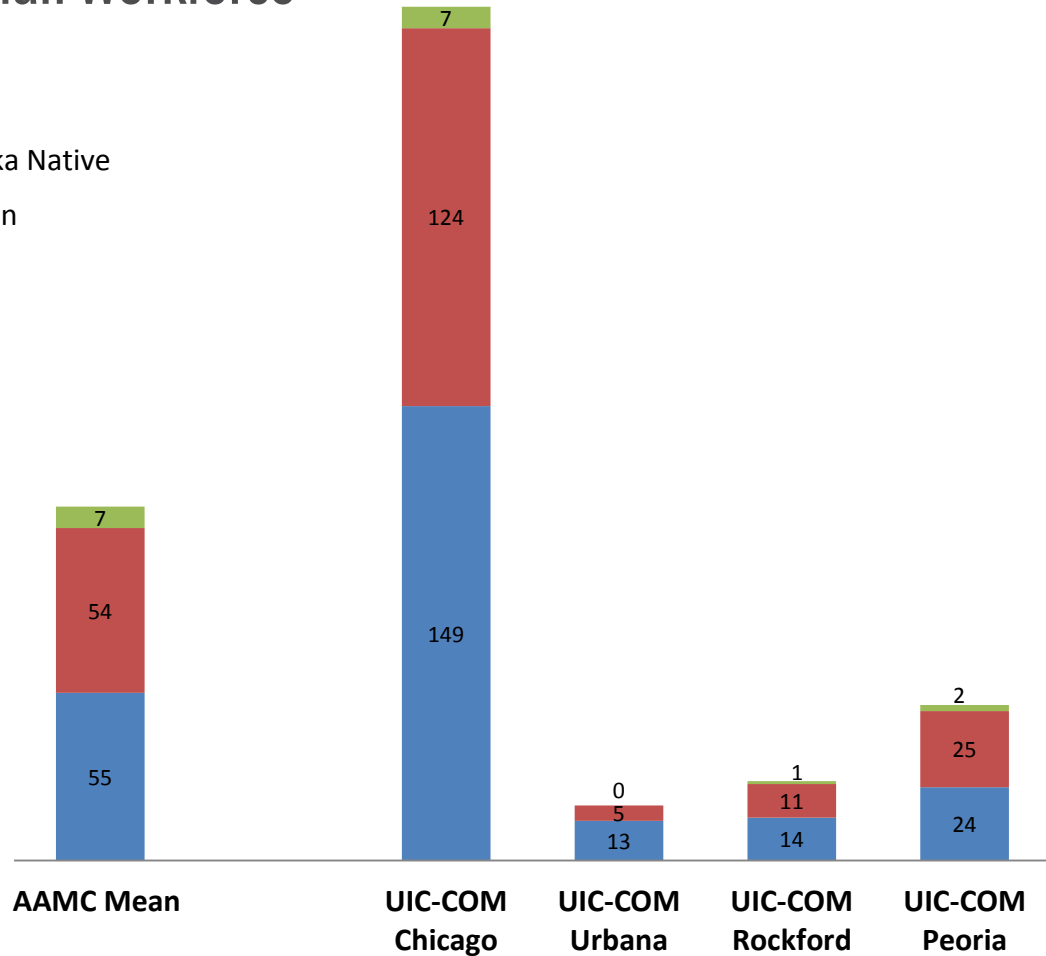




## UNDERREPRESENTED MINORITY STUDENT COMPARISON

### Preparing a Diverse Physician Workforce

- American Indian or Alaska Native
- Black or African-American
- Hispanic or Latino

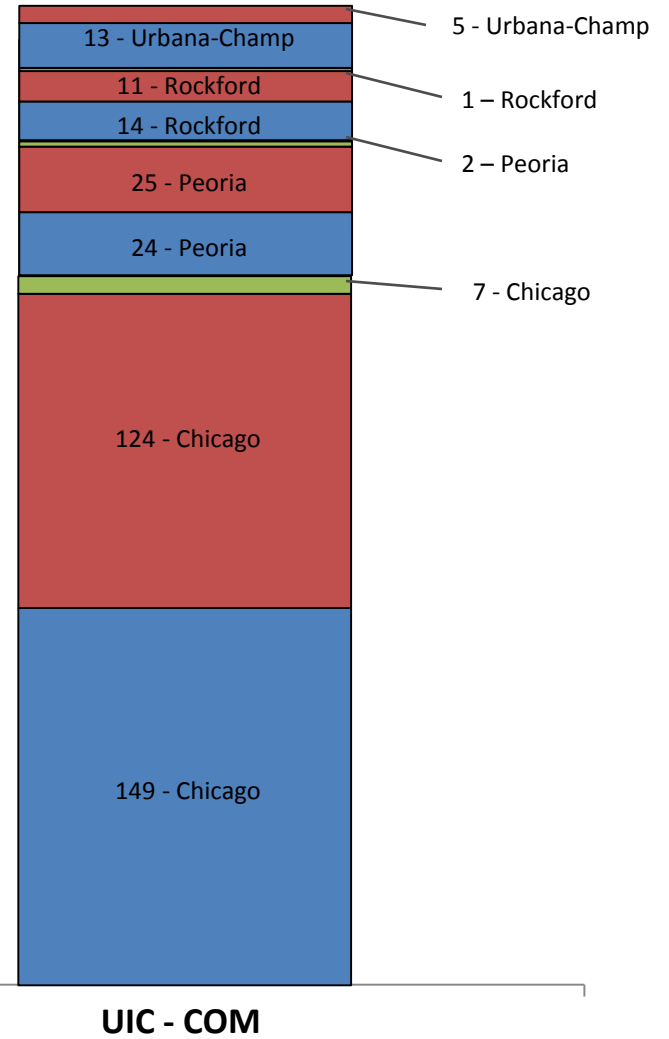




## UNDERREPRESENTED MINORITY STUDENT COMPARISON

### Preparing a Diverse Physician Workforce

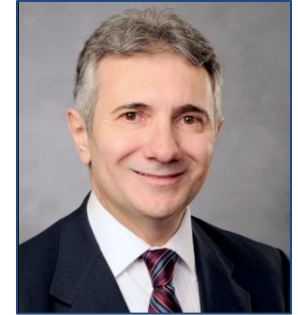
- American Indian or Alaska Native
- Black or African-American
- Hispanic or Latino



AAMC Mean

UIC - COM

## HISPANIC CENTER OF EXCELLENCE



Jorge Girotti

### Medicina Scholars

- 100 Latino college students currently in program (60% enrolled at UIC)
- 21 scholars successfully transitioned to medical school

### Medicina Academy Apprenticeship Program

- 67 participants from 5 CPS high schools

### Latino Health Sciences Enrichment Program at UIC

- 56 high school student from 26 CPS schools, including UIC College Prep School took part of this 6 week program

### Summer Undergraduate Health Disparities Research Fellowship

- 47 Latino/a undergraduates have participated in research with medicine, nursing, and public health faculty

### Summer Medical Student Research Program

- 209 medical students participated since 1998 (15 last year)



## COM URBAN HEALTH PROGRAM (UHP)

Previously known as Medical Opportunities Program

### History

- Created in 1969 as a result of community outcry regarding the disparate educational and health outcomes of African Americans, Native Americans and Hispanics.
- Focused initially in Chicago and expanded throughout Illinois and beyond in 1978.
- Provided a variety of programs and services for students who are underrepresented in medicine (URiM):
  - African Americans
  - Native Americans
  - Latinos
  - Disadvantaged backgrounds



Moving from solely competing for talent to cultivating it...



Princess Currence

## Admissions

- Bridge Programming
  - Post-baccalaureate Admission Program (PAP)
  - Summer Pre-matriculation Program (SPP)
  - Faculty Investment
  - Seamless transition
- Pre-med advising
- Monitor Admission rolls/Application Completion
- Admissions Subcommittees
- Holistic Application Review

## Medical Student Development Program

- All 4 sites (Dean and Regional Dean support)
  - Staff dedicated to success of students
- Supportive environment “sense of community”
  - Peer Education Program
- Academic Component started in 1996, retention rate rose from 78% to 97%
  - Holistic student development
  - Longitudinal intrusive counseling
  - 100% match in Chicago
- Community Connection/Service
- Leadership Development
- Faculty Investment
  - M1 Faculty also have FTE in UHP



## GRADUATE EDUCATION IN MEDICAL SCIENCES (PhD and MD/PhD)

- Addressing need to diversify faculty and biomedical research workforce
- Initiatives
  - Office of Graduate Diversity Programs
    - Recruitment
    - Academic support
    - Professional development
  - Bridge to the Doctorate
    - Purpose to increase diversity in STEM and basic biomedical sciences
    - Academic and financial support for PhD study in STEM and basic biomedical sciences
    - 16 PhD and MD/PhD candidates support since 2006; 9 have successfully defended their thesis; 3 are still working towards PhD



James Francher, MD/PhD candidate





## POSITIVE IMPACT OF COM STUDENT DIVERSITY

- **Curricular programs (UMED, GMED, RMED)**
  - Diverse clinical training population base
- **Student organizations**
  - Philanthropic efforts for scholarships
- **Graduate Education in Medical Sciences (GEMS)**
  - Pipeline for future researchers
- **Service to the State**
  - Student Run Free Clinic at Community Health
  - Student-led fundraising for programs treating the underserved (e.g., CHUI)
  - James Jordan Boys and Girls Club Science Mentorship Program (Bridge to the Doctorate Fellows and GEMS Gives Back)



Janai Carr, MD/PhD, 2013 alumna with mentor  
Dr. Pradip Raychaudhuri, Professor of Biochemistry



## URM STUDENT AWARDS



- **URM – National Medical Fellowships, Inc**
  - Since 2008, NMF has supported 32 medical students from the University of Illinois College of Medicine in the financial support to the amount of \$248,000, the highest total award to any one medical school.
- **Alpha Omega Alpha Honor Medical Society (AOA)**
- **Leadership positions in national/regional organizations**



Thank you for your attention

