“Growing Our Own”
UC Riverside’s Approach to Diversifying the Healthcare Workforce

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Regional Need

Issues:

- Currently 10% of the state’s population and still growing rapidly
- Nearly 40% of physicians approaching retirement within 10 years
- Growth in elderly patients with chronic care needs
- The geographic region contains a large percentage of underrepresented minorities (URM), defined as Hispanic, Native American, African American and Pacific Islander
- Riverside and San Bernardino counties are predicted to experience the highest growth in demand for health care services

As a result of the physician shortage, California will be challenged to attract and retain the physicians which may impact the state’s ability to provide access to care.

Source: Key Physician Data by State, Association of American Medical Colleges Center for Workforce Studies Report, January 2006.
The mission of the UCR School of Medicine is to improve the health of the people of California and, especially, to serve Inland Southern California by training a diverse workforce of physicians and by developing innovative research and health care delivery programs that will improve the health of the medically underserved in the region and become models to be emulated throughout the state and nation.

Accepting the first class of 50 students - August 2012
The UCR Advantage

- History of undergraduate student diversity
- Recruits heavily from regional high schools and community colleges
- UCR/UCLA Thomas Haider Program in Biomedical Sciences
- Development of student success pathway programs
Division of Biomedical Sciences

- Free-standing campus unit with Dean, Associate Dean, 14 ladder-rank basic science faculty, and ~120 volunteer clinical faculty. The Division is responsible for administration of:

- UCR/UCLA Thomas Haider Program in Biomedical Sciences – 24 students/yr selected from UCR undergraduates who complete yrs 1 and 2 of medical school at UCR before matriculating to UCLA to complete their MD training (new integrated human disease-based curriculum)

- Mission Statement: “To train physicians for distinguished medical careers in service to the people of California with an emphasis upon the needs of the underserved, inland and rural populations”
Division of Biomedical Sciences
Diversity (Disadvantaged) Pathway Programs Overview

- Health Science Partnership
- FastStart
- Medical Scholars Program (MSP)
  - UCR Alums
  - Postbac Program
  - UCR/UCLA Haider Program, UC PRIMEs & other SOMs
- Med School Grad School Allied Health
- High School graduates
- UCR undergrads
- Community College Outreach
- Biomedical Research Grad Programs
- UCR SOM

UCR/UCLA
Haider Program,
UC PRIMEs & other SOMs

UCR
undergrads

UCR
Alums

Med School
Grad School
Allied Health

Community
College
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Biomedical
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FastStart

Health Science Partnership
The FastStart Summer Academy

- an intensive, residential, 5-week summer academic preparation period designed for 24 socio-economically and/or educationally disadvantaged students before they begin college at UC Riverside
- provides daily instruction in math, chemistry and biology to prepare students for these key courses in their first year as science majors
- students live together in the dorms and develop close relationships with peers, peer-counselors, staff, and faculty
- students also participate in workshops on study skills and “survival skills” for navigating the university, attend seminars by faculty and physicians, visit local hospitals, and network through social and educational activities forming support groups which will help them as they begin their university careers

Funded by The California Wellness Foundation, private sponsors, and the Division of Biomedical Sciences
The **FastStart** Summer Academy

**Goal:**
- to increase the graduation rate and career success of disadvantaged students who aspire to medical or other allied health careers

**Outcomes:**
- *FastStart* students have pass rates of ~90% for the introductory Chemistry and Biology classes (compared to ~75% and ~65% respectively for non-*FastStart* students)
- *FastStart* students are almost twice as likely to graduate from UCR with a science degree than non-*FastStart* students
- Out of the first 5 *FastStart* classes which have now graduated, 23 students (~20%) have been accepted into medical school
The Medical Scholars Program

Mission Statement: The goal of the UC Riverside Medical Scholars Program (MSP) is to increase the diversity of UC Riverside students who succeed in their BS or BA training and achieve their goal of entering medical school, allied health disciplines, or biomedical research careers.

MSP is a community of students who support each other in all their activities.
Who is this program for?

UCR undergraduate students from any major and who are
• first generation to college and/or educationally/economically disadvantaged
• committed to pursuing a career in medical, graduate or allied health field
• dedicated to helping underserved communities

UCR enrolls more students (on a % basis) who depend on federal, need-based Pell Grants than any of the nation’s top 100 universities [U.S. News & World Report, Oct. 2010]
The Medical Scholars Program

➢ Academic Support program – special classes, workshops, study groups, need-based scholarships, etc.
➢ Academic/career/personal counseling by faculty and staff and peer mentors
➢ Academic and summer research internships as well as clinical internship experiences
➢ Career development activities – career planning and leadership training
➢ Social/community development activities

This program is made possible due to generous funding support from the Howard Hughes Medical Institute, The California Endowment, private sponsors, and the Division of Biomedical Sciences at UC Riverside
Academic Enrichment and Support

- Freshmen Advising Workshops – how to survive and thrive on campus
- Workshops on study skills, test taking strategies, time / life / stress management, etc.
- Study groups for mathematics, chemistry, biology, physics classes as well as some upper division classes with MSP academic coaches
- Partnership for Success Scholarships
Advising

- One-on-one academic / career / personal counseling with faculty or staff members
- All freshmen assigned a peer mentor
- All incoming transfer students assigned a transfer ambassador
- Quarterly advising nights
- MSP Center “closers” – impromptu advising and academic coaching support
- Specialized timeline planning workshops
Summer Research Experience

With funding support from HHMI and the generosity of a private sponsor, MSP is able to offer opportunities for students to participate with a UCR faculty mentor in a lab. The 8-week summer experience provides a generous stipend and on-campus housing.

Linda Williams
Mike
Elizabeth
Sneha
Steven
Margret

Stuart
Rosa
Carlo
E.J.
Ky-Phuong
Career Development

- Health Professions Seminars
- Healthcare Disparities Course
- Improving Reading Comprehension and Verbal Reasoning Class
- Course in leadership and civic engagement
- Dinners with physicians and faculty
- Graduate and Medical School Admissions Workshops
- Medical and Graduate Student panels
- Career planning workshops
- Motivational guest speakers
- MCAT / DAT / GRE partial scholarships
Teams

You can build leadership and/or teamwork skills when you join an MSP team

Types of Teams:

- Social team
- Recycling team
- Historical team
- Library team
- Book Club
- Fitness Team
- Computer maintenance team
- Advertising/Publicity team

AND MORE!!

MSP Historical Team

Jose, Juddy, Regina, Margret, Stephanie, Aaron, Vanessa
Social Events

MSP is not only about hard core studying – we love to give ourselves small breaks within the academic quarters to maintain our sanity!

Various social activities put together by the students and staff:

- Movie night
- Ice Skating
- Birthday celebrations
- Biomed pizza Fridays
- Study breaks

Movie night to see Pan’s labyrinth

Ice Skating

A birthday celebration at El Torito!
IT’S ALL ABOUT COMMUNITY!

😊 Study place for students
😊 A home away from home
😊 A place to meet other students
😊 A small library with textbooks and study guides
😊 Computers and printers
42 Students graduated in June 2010 – 37 BS degrees, 5 BA degrees

2010 Professional and Graduate School Acceptances
• 11 entered Medical School; 6 entered Graduate School
• 6 entered Premedical Postbaccalaureate Programs
• Several placed in competitive internships
• Most of the other students are applying this year to medical school, graduate school, postbac program, nursing program, MPH, etc.
MSP Core Principles - 1

- Provide key resources for transition to UCR
- Provide community center – foster community spirit
- Build peer-based “community of learning” – academic coaches for key science courses
- Provide peer-based academic and career advising (horizontal and vertical mentoring) for both current students and alumni
- Get students “invested” in UCR as soon as possible
MSP Core Principles - 2

- Provide key resources at transitional stages at UCR to improve career success
- Provide “cultural and social capital” needed to succeed
- Foster student-centered leadership
- Be supportive
- Listen to the students
Supporting and Enriching the Lives of UCR Students
Division of Biomedical Sciences
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UCR Health Sciences Partnership (HSP) for Disadvantaged Student Development

- A collaboration between UCR and 8 area high schools through their Health Academy and/or After School Programs
- UCR students (primarily science majors) mentor high school students in an effort to enhance the pathway for students who seek and are prepared for college
- ~20 to 25 undergraduate students from UCR, as well as 3 to 5 medical students from the Haider Program, participate
- ~100 students per high school; 8 high schools currently involved.
Community College Outreach

- Partnership with UCR community college outreach efforts
- Special workshops presented by MSP students and staff at local community colleges concerning health careers, summer research opportunities, etc.
- STEM Summer Institute – in partnership with Moreno Valley Community College, 25 students spend 3-5 days on UCR campus in dorms meeting faculty, visiting laboratories, hearing presentations on admissions, registration, financial aid, majors, campus resources, etc.
UCR Premedical Postbaccalaureate Program

Recruits 6-8 disadvantaged students/year with BS/BA degrees who want to be physicians for underserved populations, and who would benefit from individualized academic and mentorship support.

This 1-year program includes:
- An intensive summer MCAT preparation and learning skills program (7– 8 weeks)
- Enrollment in upper division science courses during the academic year (full-time)
- Guidance throughout the medical school application process
- Participation in our Student Run Health Clinic and/or internship opportunity with local Community Clinics
- Special seminars, workshops and advising sessions throughout the year