Presented at the 2021 ELAM® Leaders Forum

BACKGROUND

The UUSOM has struggled to recruit and retain a diverse workforce and has received two LCME citations for lacking diversity in the last decade.

Conditional acceptance post-baccalaureate programs have been successful at improving diversity among entering medical students.

UUSOM’s timely receipt of a 4-year HRSA award generated revenue for development of a conditional acceptance program for disadvantaged, rural and tribal students.

OBJECTIVES

1. Garner broad endorsement of the vision
2. Develop and build the program
3. Matriculate the first cohort of students

METHODS

- Conduct needs assessment
- Interview leaders from exemplar schools
- Engage critical internal stakeholders in design and execution
- Create curriculum
- Select students

RESULTS

UUSOM Leadership
Admissions, Health Equity, Student Affairs, Curriculum
Faculty Directors & Staff
Exemplar schools

Engage & Collaborate

Vision & Transform

PROMIS²U

Structure & Process

Eligibility Criteria, Selection Process
Committees: Selection & Recommendation, Steering
Approvals: Curriculum, Graduate Certificate (future)

Outcomes & Impact

4 students began program June 2021
Diverse Leadership, Support Staff
Evaluation Plan & Broad Measures of Success (individual, program, immediate, long term)

DISCUSSION

PROMIS²U is unifying our organization, rallying leaders, students, faculty around disadvantaged students and is helping influence our school's approach to workforce planning and recruitment.

NEXT STEPS

1. Graduate certificate approval by 2022
2. Grow program to ~10% incoming class by 2023-2024 (10-12 students/year)
3. Secure hard money to support program
4. Evaluate success and future careers of candidates

CRITICAL PARTNERS

"PROMIS²U Team
Executive Dean, Dean Medical Education, AVP Health Sciences Education
HRSA Team
Admissions, Student Affairs, HEDI, Curriculum
Post-baccalaureate program leaders (MSU, UNM, WSU, OHSU and others)
UU Main campus leadership & staff
My LC – "WELAM"

Engage & Collaborate
Vision & Transform

Structure & Process
Outcomes & Impact

PROMIS²U