

Start Early: Sparking the Interest in Health Professions



Robert E. Taylor, M.D., Ph.D.,
FACP

Dean, Howard University College of Medicine
Washington, D.C.

The Healthcare Workforce Crisis • 8/11/09



Howard University College of Medicine

- Founded in 1868
- Approximately 70% of student body being United States underrepresented minorities and a substantial number being from foreign countries
- Over 4,000 living alumni, making up a large percentage of black physicians practicing in the United States



Howard University College of Medicine

Mission Statement

Howard University College of Medicine provides students of high academic potential with a medical education of exceptional quality and prepares physicians and other health care professionals to serve the underserved. Particular focus is on the education of disadvantaged students for careers in medicine. Emphasis is placed on developing skills and habits of life long learning and producing world leaders in medicine.

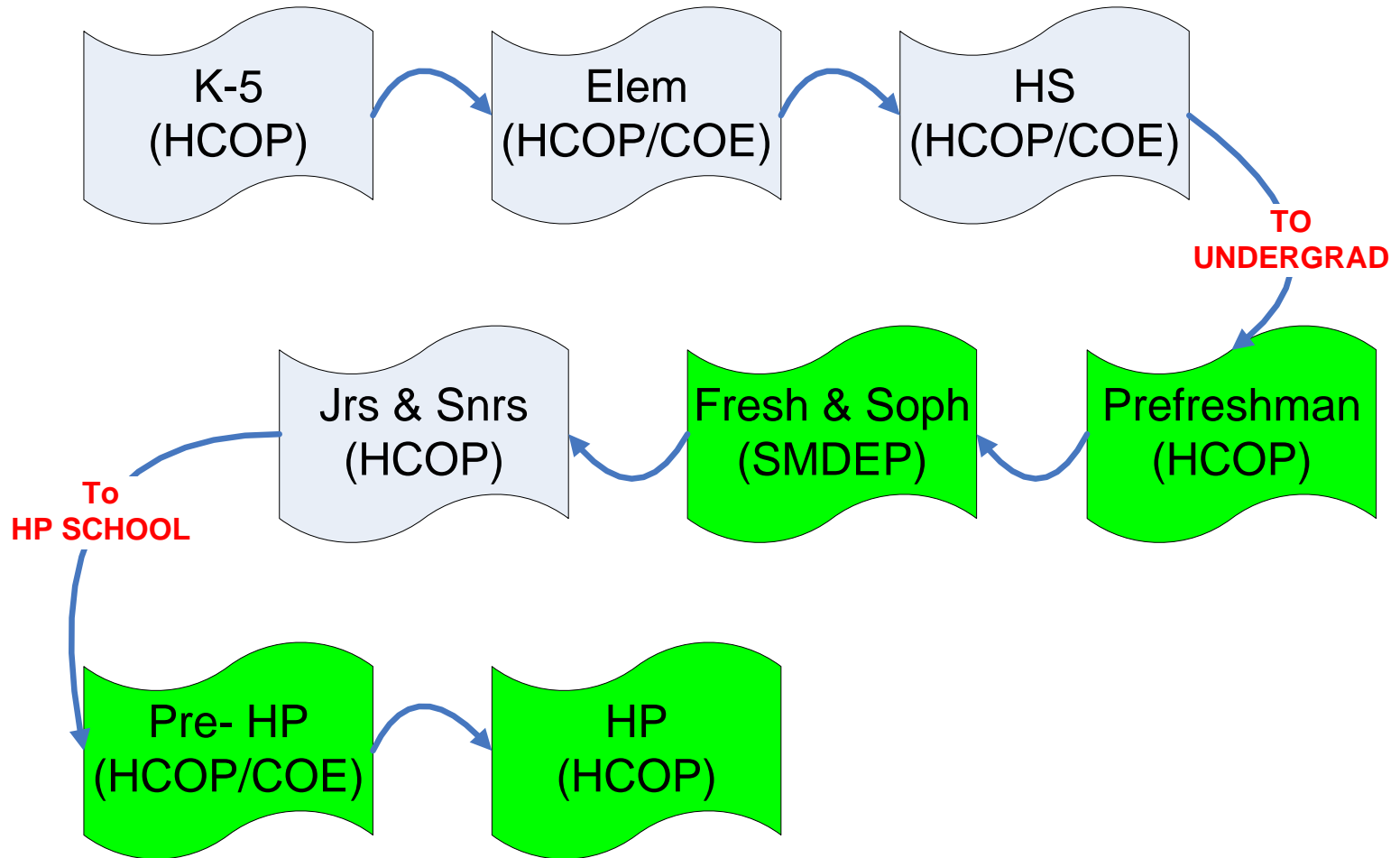


Mission Statement (cont.)

Special attention is directed to teaching and research activities that address health care disparities.

The College of Medicine also seeks to improve the health of America and the global community through public health training programs and initiatives. Our mission also includes the discovery of new knowledge through research. Lastly, the College supports the education and training of postgraduate physicians, other health care providers, and graduate students in the biomedical sciences.

Our Pipeline





Highlights

- **HCOP & SMDEP:** Partnerships with HU Colleges of Dentistry, Medicine and Arts and Sciences (COAS), Area Elementary and High Schools and church/community based after-school programs
- **COE:** College of Pharmacy, Nursing and Allied Health Sciences (COPNAHS)
- Respond to academic, economic, cultural and social barriers/needs
- Introduction/exposure to health careers



Highlights, continued

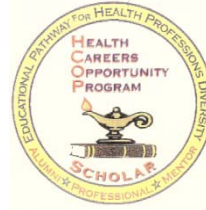
- Local for K-12 for stability and yearly nurturing, but nationwide flexibility for upperclassmen
- Training in research & cultural competency
- Skills training/workshops along with academic reinforcement, financial aid information and limited clinical exposure at Howard University Hospital

Grades K – 5 (HCOP)



- Health Professions Discovery Programs
- COAS Partner provides folders of definitions and descriptions to various health professions to assist teachers in partner schools induce interest in HP
- Posters of health professionals are displayed in classrooms
- Class visits and judging of science fairs

Elementary (HCOP)



- Health Professions Discovery Programs
- COAS conducts Science Discovery Day in the spring on HU campus
- Supplementary after-school labs in 3 partner elementary schools
- Four-week summer program at HU: physics, molecular and microbiology, mathematics, & communications



Grades 6-8 (COE-COPNAHS)

- Middle School Summer Kids-In-Health Enrichment Program
 - Six week program to encourage and inform students at an early age of HP careers and to assist them in planning and preparing for secondary education
 - The Program has adopted the (NIH) Healthy Behavior Curriculum
 - Students must exhibit leadership skills as well as mathematics/science and technology aptitude



Grades 6-8 (COE-COPNAHS)

- **Middle School Kids-In-Health Symposium**
 - Selected middle school students from D.C., Maryland and Virginia are assembled to learn from and engage with current minority health professionals and graduate health professional students
 - Health professionals from Howard University, the United States Department Agriculture, National Institutes of Health, National Sciences Foundation, Department of Health and Human Services and area hospitals participate as panelists



High School (COE-COPNAHS)

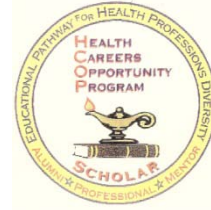
- Six-week summer program for 30 National Achievement Scholars and high achieving mathematics/science students who express interest in HP
- Integrates (NIH) *Healthy Behavior Curriculum*
- Offers continued exposure to HP careers & sustains the HP pipeline

High School (HCOP)



- Health Professions Discovery Programs
- HP Awareness workshops
- Supplementary after-school labs in 2 partner high schools & church after-school program
- Four-week summer program at HU: chemistry, biology, mathematics, & communications

Undergrad - Prefreshman (HCOP)



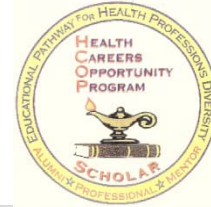
- Six-week summer program for 40 disadvantaged pre-matriculating HU freshmen-reduce 1st year attrition in courses prerequisite to HP: chemistry, biology, mathematics & English
- Cultural competency, learning skills, library skills, research principles, health careers exploration, and dissemination of financial aid information



Undergrad – Freshmen & Soph (SMDEP)

- **Summer Medical & Dental Education Program (SMDEP)** Six-week program sponsored by the **RWJF** to strengthen the overall academic preparation of URM, disadvantaged, and low-income rising freshman and sophomore students who express interest in admission to medical/dental school: organic chemistry, physics, biology, precalculus/calculus
- Career development, learning skills, financial aid workshop, clinical exposure

Undergrad – Juniors/Seniors (HCOP)



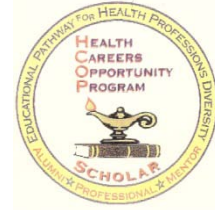
- MCAT/DAT Test Preparation courses
- Seven-week summer program for 30 disadvantaged students to increase rate of admission to HP schools: biochemistry, anatomy, neuroscience
- Admissions & financial aid workshop, clinical exposure, cultural competency, learning & test-taking skills, research principles & health careers exploration



HP School – Pre-HP (COPNAHS)

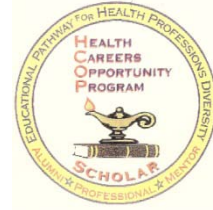
- **Pharmacy Professional Advancement Prog.**
 - Eight-week on-site summer program for students with ≥ 3.0 GPA who are interested in the Doctor of Pharmacy (Pharm. D.) degree: anatomy, biochemistry, pharmacy math, microbiology, physiology and pharmacy statistics
 - Intensive curriculum designed to strengthen and enhance the academic potential of students focusing on a career in the health professions
 - Seminars on test-taking, study & time-mgmt skills

HP School – Pre-HP (HCOP)



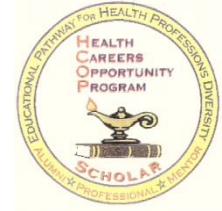
- **Medical-Dental Preliminary Academic Reinforcement Program (PARP)**
 - Six-week structured summer program to facilitate the entry to the College of Medicine or Dentistry
 - Conditionally accepted pre-matriculating disadvantaged students using the first year curricula of the respective schools
 - Successful completion of this program assures admission to the College of Medicine or Dentistry

HP School – Pre-HP (HCOP)



- PARP Outcomes
 - 100% (237/237) have attained admission to the College of Medicine or Dentistry at Howard University and medical or dental schools at other universities
 - PARP students ,admitted to the COM, graduation rate was not statistically different from that of non-PARP students

HP School – Pre-HP (HCOP)



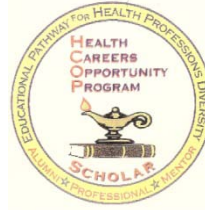
- PARP Exemplars
 - Khara Simpson, M.D. (2009)
 - Alpha Omega Alpha
 - Highest ranking student in her class
 - Postgraduate training: Johns Hopkins University Hospital in Obstetrics-Gynecology
 - Edward Brown, DDS (2008)
 - Postgraduate training: Dental Research Fellowship at Harvard School of Dental Medicine

HP School-(HCOP)



- Medical Student Taught Academic Review Sessions (**MedSTARS**) Program
 - MedSTARS leaders selected on the basis of academic performance and personal traits
 - Provides academic reinforcement sessions of material presented in the first two years of the medical curriculum utilizing group review sessions and individual sessions upon request

HP School – (HCOP)



- **Student Academic Support Program (SASP)**

Provides counseling and mentoring as needed, and guided reviews and mentoring sessions for disadvantaged dental students with academic difficulties during the school year

- **Summer Directed Study Program (SDSP)**

Provides structured review for first and second year medical students who have performed unsatisfactorily in one or two courses

Successful completion of courses assures promotion to the succeeding academic year

HP School– (HCOP)



- SDSP Outcome

- 75.8%(175/231) of students enrolled in SDSP, admitted to the COM from 2000 to 2008, have graduated or are currently enrolled



- HCOP activities supported by a grant from the Department of Health and Human Services Health Resources and Services Administration (1 D18HP05284-01-00)



Thank you for your attention

Robert E. Taylor, M.D., Ph.D., FACP
Dean of the College of Medicine, Howard Univ.

The Healthcare Workforce Crisis • 8/11/09