

2016

Pipeline Programs

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As stated by the American Association of Medical Colleges, “a medical education program must develop programs or partnerships aimed at broadening diversity among qualified applicants for medical school admission”. Minority doctors comprise about 6 percent of the total U.S. physician population, a number that has not changed since the 1960s, says Traci R. Trice, MD, assistant dean for diversity and student diversity programs. “If you look more specifically at certain populations, particularly black males, the numbers have even gone down,” she notes. Yet African Americans comprise about 15 percent of the general U.S. population and Hispanics or Latinos make up about 17 percent. “Part of it is knowledge, part is financial and part is not having mentors in those communities,” says Trice.

Summer Enrichment - The Jeff STEP-UP Program

In the summer of 2015, SKMC conducted the inaugural Jeff STEP UP – Jefferson Summer Training and Enrichment Program for Underrepresented Persons in medicine. This program is an eight week, highly selective, intensive and comprehensive summer enrichment program for college and college graduate students from groups traditionally underrepresented in medicine. It is designed specifically for students who are about to apply to medical school and is intended to enhance the student’s chances of acceptance. The program includes a Medical College Admissions Test (MCAT) preparation course through Princeton Review, workshops in the medical school application, admissions interview skills enhancement, shadowing opportunities with physician faculty in a variety of medical specialties, CPR certification and education in a variety of medical topics.



Participants interact with SKMC medical students and faculty on a daily basis. The program is provided at no charge to selected students. In the 2015 inaugural year, twelve URM students successfully completed the program.

In 2016, to increase its national presence, STEP-UP will be expanded from a commuter to a residential program. In addition to local students, the program will draw students from colleges across the country. Currently, SKMC has existing relationships with Historically Black Colleges and Universities (HBCU) such as Lincoln University, Delaware State University, and Xavier University of Louisiana and with the United Negro College Fund (UNCF) that will assist the search for qualified candidates.

STEM-UP Delaware

In 2015, Delaware’s community college – Delaware Technical Institute – was awarded a five-year, \$2.4 million grant from the U.S. Department of Health and Minority Affairs to develop a middle school and high school pipeline program – STEM-UP Delaware - designed to increase the number of underrepresented minority (URM) physicians practicing in the state of Delaware. STEM-UP Delaware is a collaborative effort between Delaware Technical Institute, the Sidney Kimmel Medical College, Nemours Children’s Health System and Christiana Care Health System. SKMC, as the medical school for the state of Delaware, serves as the medical school for this statewide, novel program and will provide resources, guidance and leadership to the program. With this partnership, SKMC’s pipeline program reach becomes regional. It is expected that STEM-UP Delaware will also serve as pipeline for URM students to the Colleges of Nursing, Pharmacy, Population Health, Health Professions and Graduate Biomedical Studies at Thomas Jefferson University.

Future DOCS Program

Office of Diversity & Inclusion Initiatives Newsletter, Vol. 6, Iss. 1, Art. 3

SKMC's Office of Diversity and Inclusion Initiatives collaborates with Philadelphia area high schools in the Future DOCS Program (FDP). Started in 2001, FDP is a nine-week informational and experiential program for underrepresented minority and/or educationally/economically disadvantaged high school juniors and seniors interested in careers in the sciences. It is designed to provide underrepresented minority and/or educationally/economically disadvantaged high school juniors and seniors with information and resources to assist them in considering a career in medicine and the medical fields.



Over the course of the program, which meets once a week, FDP students participate in both didactic as well as interactive sessions that provide health education as well as healthcare career opportunities. The main highlights of the student experience are the visit to the Human Anatomy Laboratory and the Clinical Skills Simulation Center under the guidance of SKMC medical students and faculty and visits to various areas of the hospital to provide a glimpse of real time health care. Faculty physicians talk with students about life as a physician in various medical specialties. To further round out the FDP students' education in health care careers, participants learn about careers in Nursing, Pharmacy, Biomedical Sciences, Occupational Therapy, Physical Therapy, and Radiologic Sciences through a panel sessions with representatives from those areas. At the start of the program, the 60 high school students and 15 SKMC medical students are divided into small groups that remain intact for the duration of the program to promote the development of career guidance relationships for the program and beyond.

Thirty-five feeder schools and programs include School District of Philadelphia High School: Cristo Rey High School (a private, work-study high school for URM and economically disadvantaged students), Philadelphia Mastery Charter Schools, Breakthrough Philadelphia (an academic enrichment program), and Upper Darby High School.

An LGBTQ Pipeline Program

A collaboration between Helen Fitzpatrick, Director of the Office of LGBT Affairs for the City of Philadelphia, Keri Bergin and JeffLGBTQ, and Dr. Bernie Lopez, Associate Dean for Diversity has been formed to develop an LGBTQ Pipeline Program for Philadelphia high school students. The program will be designed similar to the Future Docs program and will serve as a feeder to the STEP-UP Program.

Health Sciences Pipeline Program Task Force

In 2013, the President of Thomas Jefferson, along with his senior leadership staff, developed the strategic plan to transform health care and education for the future called the Blueprint for Strategic Action (BSA). In the Forward Thinking Education portion of the BSA, a Health Science Pipeline Program Task Force (HSPPTF) was created in 2014 with representation from all six of Jefferson's colleges. The task force was charged with the "development of pathways along the continuum of learning to increase the interest and pool of diverse and qualified health professionals through community outreach, workforce development and the creation of strategic partnerships with emphasis on mentorship and recruitment of diverse populations" to reflect the needs of our Philadelphia region. Programs will begin to create interest in STEM education at the elementary school level and to prepare students at the middle school, high school and college level for the rigors of health sciences and

medical education.

The HSTPPTF has overseen the development of new pipeline programs such as the Future Health Professionals Program, the STEP-UP Nursing Program and the middle school Saturday Academy. SKMC has played a prominent role in the development of the TJU pipeline program. Both Drs. Bernie Lopez (Associate Dean for Diversity and Community Engagement) and Traci Trice (Assistant Dean for Diversity and Student Diversity Programs) are members of the HSPPTF where they lend their experience and expertise from the STEP-UP and Future Docs Program.

In November 2015, the Dr. Lopez and two faculty members from the Jefferson College of Nursing (Shawana Moore and Jennifer Bellot) began collaboration to create and develop STEP-UP Nursing. Modeled after the STEP-UP Medicine, this program will serve as the nursing school preparation program for underrepresented minority high school students for the Jefferson College of Nursing. A formal collaboration between The Jefferson College of Nursing and the Academy of Public Health at The Franklin Learning Center (a public high school in Philadelphia) has been developed specifically for this program. The target date for implementation is the fall of 2016.

Faculty Initiatives

New URM faculty welcome meeting

SKMC is committed to the career development of all faculty at Jefferson but recognize that those from a racial or ethnic group that is underrepresented in medicine, a woman in a specialty in which women are underrepresented and/or those who self-identify as lesbian, bisexual, gay, transgender, or questioning sexual identity may have unique concerns such as reducing isolation or finding a mentor with a similar background. Dr. Karen Novielli, Vice Dean for Faculty Affairs and Professional Development, along with Dr. Bernie Lopez, Associate Dean for Diversity and Community Engagement, meet individually with new faculty from these groups. The meeting allows Drs. Novielli and Lopez to get to know the faculty member and provide mentorship and resources to assist in faculty development and connect to the organization.



Faculty Development – Unconscious Bias Workshop

Dr. Bernard Lopez, Associate Dean for Diversity and Community Engagement, conducts a twice yearly workshop on unconscious bias as part of the comprehensive SKMC Faculty Development Program.

Support for minority and women faculty development

The SKMC Office of Faculty Affairs and the Office of Diversity and Inclusion Initiatives provide financial support for faculty underrepresented in medicine (including underrepresented minorities, LGBT and women in certain medical specialties) to attend faculty development conferences. SKMC faculty have attended the following American Association of Medical Colleges (AAMC) conferences:

- Minority Career Faculty Development Seminar
- Early Career Women Faculty Development Seminar
- Mid-Career Women Faculty Development Seminar
- Joint Professional Development Conference for the Group on Faculty Affairs and the Group on Diversity and Inclusion