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Effectiveness of Enrichment Programs such as STEP UP in Increasing the Matriculation of URiM Students to Medical Schools

Jessica Amoako, Dr. Traci Trice*

Introduction

A healthcare team that resembles the diversity of the US population is important in achieving health equity. The Institute of Medicine reports that the benefits of having diversity in healthcare include better access to care for ethnic/racial minorities, an improvement in patient choice and satisfaction, and better patient-physician relationships. Therefore, healthcare systems can improve the minority patient experience, by pushing for diversity within their healthcare teams.



Introduction

Training more URiM (underrepresented in medicine) people in medicine can lead to a more diverse and culturally competent physician workforce. However, barriers such as lack of educational opportunities have hindered URiM students from matriculation to medical school. Enrichment programs such as STEP UP Medicine was established in 2015 to help break down these barriers. It provides its participants with MCAT preparation, advising, medical skills sessions, clinical shadowing experiences, and networking opportunities.



OBJECTIVE

- Thus, the goal of this project is to assess if a program such as STEP-UP Medicine is effective in improving the medical school matriculation rates of URiM students



Methods

- This was an evaluation study of STEP UP Medicine, an 8 week long summer program focusing on minority or disadvantaged pre-medical students.
- Data was collected through a self-administered online survey using Google forms. The link was sent via email and text messages to past participants from 2015-2020.
- Data results were then compared to the AAMC national averages for application and matriculation rates of Black and Hispanic Students in 2019-2020.

Methods

- *Obtaining Primary Outcomes:*
 - The survey gathered information including sex, race, ethnicity, year of participation, number of medical schools applied to, accepted, and medical school matriculation and additional resources used in conjunction with those provided by STEP-UP Medicine.
- *Obtaining Secondary Outcomes:*
 - For non-matriculated participants, further questions assessed their current career plans.

Results

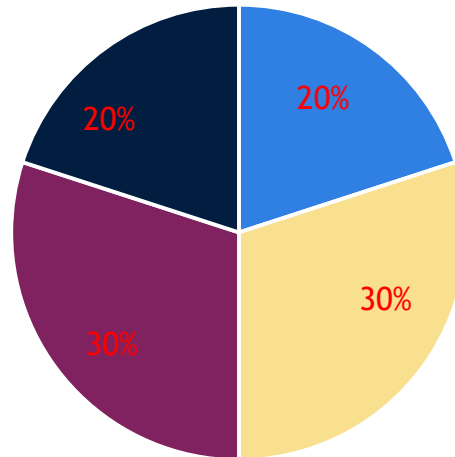
- Findings demonstrated that 38 of 86 participants completed the survey
 - 71.1% of participants identified as female and 28.9% as male
 - 68.4% were Black/African American and 31.6% were Hispanic.
 - 65.8% of respondents applied to medical school, 60% of applicants matriculated into medical school (with 12% of applicants enrolled at SKMC).

Ethnicity	Respondents	Applicants		Matriculants	% Applied that Matriculated
		Number	%		
N=38		Number	%	Number	
Black/African American, non Hispanic	26	16	61.5%	10	62.5%
Hispanic	11	8	72.7%	4	50%
Black, Hispanic	1	1	100%	1	100%
TOTAL	38	25	65.8%	15	60%

Results

Amongst the 10 applicants that did not matriculate, various reasons included current involvement in the 2020 application cycle, choosing other professions, and pursuing other postgraduate programs.

TRAJECTORY OF NON-MATRICULATED APPLICANTS

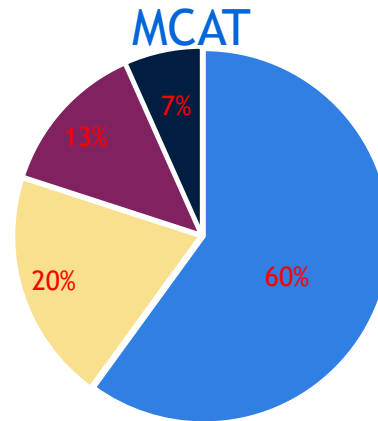


- Not accepted
- Middle of application cycle
- Post graduate program
- Other health Profession

Results

Additionally, extra resources that matriculants used in addition to those provided by the program was also assessed in the survey but 60% of the matriculants did not use any other resources besides those provided by the program.

Additional resources that Matriculants used to prepare for



- NO Other Resources (just The Princeton Review)
- Kaplan
- AAMC Practice materials
- Next Step

Conclusions

- While STEP UP Medicine is a small program and the survey did not have a high participation rate, the program was effective in increasing URiM matriculants into medical school. According to the AAMC, 39.9% of Black and Hispanic applicants matriculated into medical school, whereas STEP UP Medicine had a matriculation rate of 60%. Diversity in medical providers is important and improves access to care and trust between patients and providers of diverse backgrounds.

Conclusions

- Additionally, there appears to “matriculation bias” which we define as the length of time between completion of the program and application to medical school. Thus, to allow for STEP UP Medicine’s success and effectiveness to be accurately accessed, an evaluation study such as this will have to be conducted at least every 5 years.
- Limitations to the study:
 - Low participation rate could be due to participants being uncomfortable with sharing that they did not matriculate or feeling that their responses will not be beneficial if they are in the middle of their application cycle. Responses from those participants could have possibly impacted the results of the study.

Disclosures & Acknowledgments

- NO DISCLOSURES
- This project is supported and assisted by The Office of Diversity and Inclusion Initiatives at SKMC.

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