

UAB School of Medicine Diversity & Inclusion 2021

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Professor and Regional Dean
University of Alabama at Birmingham
Huntsville Regional Medical Campus

Alabama Demographics by Race

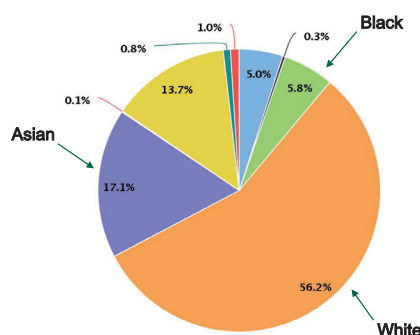
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General Population

68.09% White
26.4% Black or African American
1.89% Two or more races
1.45% Other race
1.36% Asian
0.52% Native American

Physicians

Figure 18. Percentage of all active physicians by race/ethnicity, 2018.



Alabama Has a Diverse Population – We Need a Diverse Physician Workforce

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- CDC Report from October 2019
- Many African Americans and Hispanics prefer their physician understand their culture and background
- Previous studies showed patient satisfaction is higher if physician is of similar race or background
 - This is observed on rounds and reported by students and residents daily

"Black patients sometimes get less effective treatment than similar white patients, and sometimes that's because they don't trust doctors of a different race as much as they do doctors who look like them."

— Nick Patterson
"Health Care Disparities: Black Doctors Have Been Rare, but a Local Physician's Experience May Point the Way Toward Building Numbers"
Birmingham Watch, July 15, 2020

Why So Few African American Physicians?

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- According to AAMC, only 7% of medical students are black nationally
- Black children are not exposed regularly role models for them to consider
- Cost of medical school (plus living) totals \$240k on average
- African Americans have more limited family finances on average
- Time required to train and limited pay until finished deter students

How is UAB addressing this disparity?

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- Dr. Selwyn Vickers was born & raised in Alabama, trained at Johns Hopkins
- Became the first full-time African American faculty member in UAB Department of Surgery in 1994
- Became the first African American Dean of the UAB School of Medicine in 2013
- Championed research on health disparities & diversity, both as a physician and as dean
- Attracted talent and leadership
- Developed the Office of Diversity and Inclusion



Selwyn M. Vickers, MD, FACS
SENIOR VICE PRESIDENT FOR MEDICINE & DEAN
UAB HEERSINK SCHOOL OF MEDICINE

Multi-faceted Efforts to Improve Diversity

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Leadership in Key Areas



Mona Fouad, MD, MPH
SENIOR ASSOCIATE DEAN
DIVERSITY & INCLUSION



Christina Grabowski, PhD
ASSOCIATE DEAN
ADMISSIONS & ENROLLMENT
MANAGEMENT



Carlton Young, MD
ASSISTANT DEAN
MEDICAL STUDENT DIVERSITY &
INCLUSION



Latesha Eloppe, MD, MSPH
ASSISTANT DEAN
MEDICAL EDUCATION DIVERSITY &
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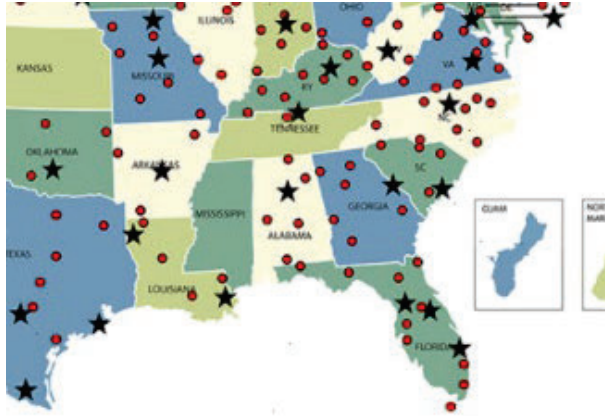
Projects Start in Middle and High School - AHEC

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- Area Health Education Centers

UAB now provides
Physician Leadership in AL

Classroom talks re
Health Fields



AHEC Efforts (continued)

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- Camp LEAP – 1 week for high school students held on UAH campus



12 of 31 from
URiM

Summer Health Professions Education Program

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- Students from underrepresented group – racial, rural or economic
- GPA 2.5
- Freshman or sophomore in college
- Interested in issues affecting underserved
- 5 wk program - food & lodging, \$1700 stipend/travel
- Health lectures / writing skills / critical thinking / Simulation lab / study skills
- Clinical shadowing
- Leadership development skills

RAMP-UP

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- Students from underrepresented background
- Completing freshman year in college
- Interested in medical research
- GPA 3.0
- 2 summer program – 8 weeks each summer - \$4,000 stipend each year
- Paired with a physician scientist to study aging or health disparities
- Collaborate with students & faculty from HBCUs

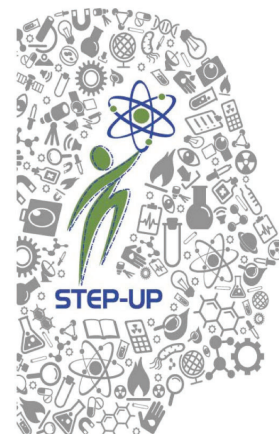


UAB MINORITY HEALTH & HEALTH DISPARITIES RESEARCH CENTER
**RESEARCH IN AGING THROUGH
MENTORSHIP & PRACTICE
PROGRAM (RAMP-UP)**
June 7 - July 30, 2021

Step-UP Summer Research

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- Biomedical research experience for under-represented undergraduate students
- GPA 3.0 in a 2-year or 4-year college
- Interested in a health-related career
- \$5,500 stipend
- 10-week, on-site research experience at UAB
- Trip to present findings at the NIH in Bethesda
- Ongoing mentoring afterwards



VIPMed – Virtual Clinical Experience for Premeds

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- For underrepresented in medicine
- Preference given to Alabama residents
- Program provides
 - Virtual sessions medical education leaders
 - Virtual patient simulation and standardized patient settings
 - Work with physicians using telehealth
 - Mentoring from current medical students and Diversity Ambassadors
 - Mock interviews

VIPMed



Virtual Immersion Pre-Med Program

Are you looking for virtual medically-related experiences during COVID?

The Office of Diversity and Inclusion: Student Affairs is offering a virtual immersion experience for pre-meds.

Huntsville Pre-Medical Internship

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An in-depth experience for rural students interested in medicine – most likely to return to rural Alabama

7 week program

120 hours primary care shadowing

HPMI Applicants:

- Have completed at least 4 semesters of college coursework
- Have an overall GPA of 3.2 or higher
- Have an ACT of 22 or higher; or an MCAT of 492 or higher; or SAT scores higher than 1200
- Be residents of Alabama. Strong preference given to students from rural communities; rural Alabama residents attending out-of-state schools are welcome



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Admissions & Student Affairs

UAB SOM Diversity Efforts in Admissions Process

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- 2017-2020 Dr. Grabowski and her team instituted the following:
 - Acknowledged diversity as a priority
 - Moved to eliminate barriers to admission of URiM students
 - Broadened definition of medical exposure
 - Removed aspects of process that included bias re marginalized groups
 - Added “distance travelled” or barriers overcome criteria
 - Broadened academic metrics to include levels that predict success
 - Unconscious bias training for all interviewers
 - Added diversity and inclusion session during interview day for students
 - Dinner with URM students night before interview

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SCHOOL OF MEDICINE

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UAB SOM URiM Matriculation Data 2007 - 2021



URM Matriculation Data 2007 - 2021

	2012	2013	2014	2015	2016	2017	2018	2019	2020	21
New URM students enrolled by year	10	19	18	19	17	29	30	39	27	35
Total over 5 years	83					160				

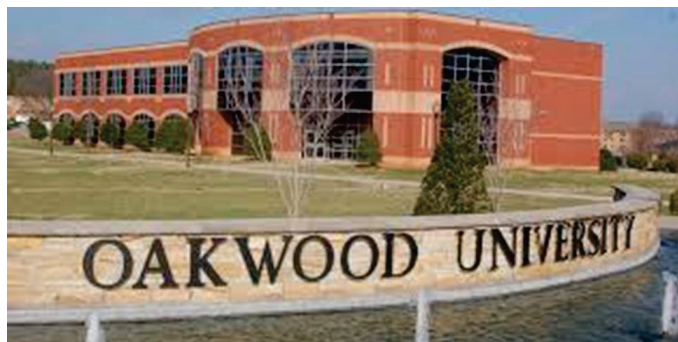
- Increased URM incoming enrollment by 93% in the last five years (2017-2021) compared to the previous five years (2012-2016).

Capturing Local Talent

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Robert Blake, MD
Department of Pediatrics
UAB Huntsville



Early Assurance Admission to Medical School Programs



Early Assurance Programs

- Created in 2021
- Partnerships with Alabama HBCUs
 - Oakwood University in Huntsville
 - Alabama A&M University in Huntsville
 - Tuskegee University in Tuskegee
- Students who complete the program and meet the selection criteria for the School of Medicine earn early acceptance
- **To apply, students must:**
 - Complete their sophomore year
 - Earn a 3.5 undergraduate GPA and minimum 3.5 GPA in science coursework
 - Preference given to Alabama residents



Once in Medical School – The Office of Diversity & Inclusion²¹

- **UAB Connect Mentorship Portal** pairs students with faculty
- **Student Advisory Board** engages student leaders across the school for two-way communication between students and leadership
- **PRIME Mentoring Dinners** - network and build community with URiM faculty and house staff
- **Prayer & Meditation Room** housed in a dedicated space in Volker Hall for quiet prayer and reflection. Created by the Student Senate



Carlton Young, MD
ASSISTANT DEAN
MEDICAL STUDENT DIVERSITY & INCLUSION

Resident & Faculty Efforts

Resident Recruitment and Support (URiM)

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- **UAB Connect Mentorship Portal** pairs house staff with faculty from similar backgrounds
- **URiM Housestaff Committee** promotes the recruitment of qualified URiM resident candidates
- **Away Rotation Program** gives URiM students from other medical schools chances to complete a four-week rotation at UAB
- **Second Look Weekend** includes a reception, followed by on-site visits, Diversity Grand rounds, and a much anticipated School of Medicine Diversity Fair.

Faculty Initiatives & Events

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- **Racial Justice Priorities** – foster a collaborative environment that welcomes and celebrates all people
- **Visiting Scholars Program** supports efforts to bring visiting professors and prospective faculty members of URiM background
- **Dean's Excellence Award in Diversity Enhancement** annually recognizes outstanding contributions made by junior and senior faculty members
- **UAB Medicine Diversity Fair** highlights the cultures, backgrounds, and experiences present at UAB Medicine with multicultural food booths designed and presented by the departments across the institution

Summary:

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- Efforts to increase diversity at UAB School of Medicine are multi-faceted
- We are serious about this issue
- Great strides have been made in the correct direction
- There is still a long way to go
- We applaud the efforts of universities and organizations working towards a more diverse medical workforce in the USA

Thank you!

Feel free to reach out:
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Questions?



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