

CONNECTING PIPELINES TO PATHWAYS FOR HEALTH EQUITY

NEOMED-CSU Partnership for Urban Health: Urban Primary Care Pathway
(Program date: 2010-2019)

NORTHEAST OHIO MEDICAL UNIVERSITY COLLEGE OF MEDICINE

KEY POINTS

The Urban Primary Care Pathway (UPCP) is a six-year pathway consisting of a two-year pre-medical program followed by a four-year medical school program:

- ✓ The **Mission** is to create a pipeline for Cleveland-based students under-represented in medicine to become urban primary care physician leaders
- ✓ The **Vision** is to be a national leader in educating primary care physicians from minority and under-represented backgrounds to practice in urban settings
- ✓ The program is a six-year pipeline for students to enter Northeast Ohio Medical University's College of Medicine after completing two years of undergraduate pre-medical requirements at Cleveland State University (CSU)
- ✓ Recruitment focuses on students under-represented in medicine. Requirements include:
 - GPA \geq 3.0
 - GRE/MCAT no minimal score requirement
 - 500 MCAT required upon promotion to NEOMED College of Medicine Recruitment
- ✓ Six-year immersion in urban community healthcare related activities

ISSUES AND CHALLENGES

Develop a program that focuses on increasing the number of primary care physicians from under-represented backgrounds to practice medicine in Cleveland. There are 16 geographic areas, with a shortage of primary healthcare providers (Health Professional Shortage Areas) in Northeast Ohio, and almost half of these areas are in Cleveland.



THE NORTHEAST OHIO MEDICAL UNIVERSITY COLLEGE OF MEDICINE (NEOMED-COM) APPROACH

The Urban Primary Care Pathway (UPCP) program's goal is to address the shortage of primary care physicians from underrepresented backgrounds in urban areas. We focused on student desire to practice primary care in an urban setting and developed a program with recruitment criteria that allows for the acceptance of individuals with no MCAT or GRE score minimum.

The pipeline program was advertised on the NEOMED-COM and AAMC websites. However, most of our applicants came to us as a result of information sessions, from media outreach, and through the local communities and colleges in Northeast Ohio.

By establishing alternative criteria for program entry, participant selection was based mostly on student desire to practice primary care in an urban setting. The students received twenty-four months

of academic support and test-taking strategies to complete their requirements for promotion to the medical school.

Students who were promoted to the medical school had a higher retention rate. The uniformity of the classes and financial aid availability eliminated barriers that impacted success at the undergraduate level. Additionally, students were provided with supplemental academic support to bridge possible knowledge gaps.

Program Implementation Challenges

The pre-medical phase retention was much less than the medical phase retention. There was considerable variability in instruction quality with the undergraduate pre-med requirements. Additionally, many students had competing demands, such as full-time employment, that interfered with study time.





RESULTS/OUTCOMES

Data for participants who entered the program from 2012-2016:

- A total of 172 participants were accepted in the six-year early assurance pathway to NEOMED from CSU. Key demographic indicators of participants included:
 - > 50 (29%) URM
 - > 133 (77%) Post-Baccalaureate—traditional and career changer
 - > 103 (60%) Female
- Of the 172 participants who entered the program in the pre-medical school phase between Fall 2012 and Fall 2016, 120 (70%) have either graduated or are matriculating at multiple medical schools. This includes:
 - > 44 earned MDs from NEOMED;
 - > 54 matriculating at NEOMED; and
 - > 22 who withdrew or were terminated in the pre-medical school phase of the program and matriculated to other medical schools.

UPCP Program Attrition for 172 participants

- Pre-Medical School Phase Attrition at CSU: 63 (36.6%)
 - > 22 (12.8%) withdrew/terminated and matriculated to other medical schools
 - > 41 (23.8%) withdrew/terminated and did not matriculate to other medical schools
- Medical School Phase Attrition at NEOMED: 11 (6.4%)
- Total UPCP Program Attrition at CSU & NEOMED: 74 (43%)
 - > UPCP Program Attrition excluding those who matriculated to other medical schools: 52 (30.2%)

AUTHORS:

Sonja Harris-Haywood MD, MS
Director NEOMED CSU Partnership for
Urban Health
College of Medicine
NEOMED

Laurie Murphy, MBA, MS
Director of Special Projects
College of Medicine
NEOMED



Association of Academic Health Centers®
Leading institutions that serve society

1400 Sixteenth Street, NW, Suite 720
Washington, DC 20036
202.265.9600

aahcdc.org

The AAHC Case Studies in *Connecting Pipelines to Pathways for Health Equity* are an initiative of the AAHC Chief Academic Officers executive leadership group in partnership with the AAHC Sullivan Alliance.