



THE SULLIVAN ALLIANCE

**Forming State Alliances to Diversify the
Health Professions***

Louis W. Sullivan, M.D.

July 30, 2012

New Orleans, Louisiana

****Annual Meeting, National Medical Association***

***** Chairman, The Sullivan Alliance***

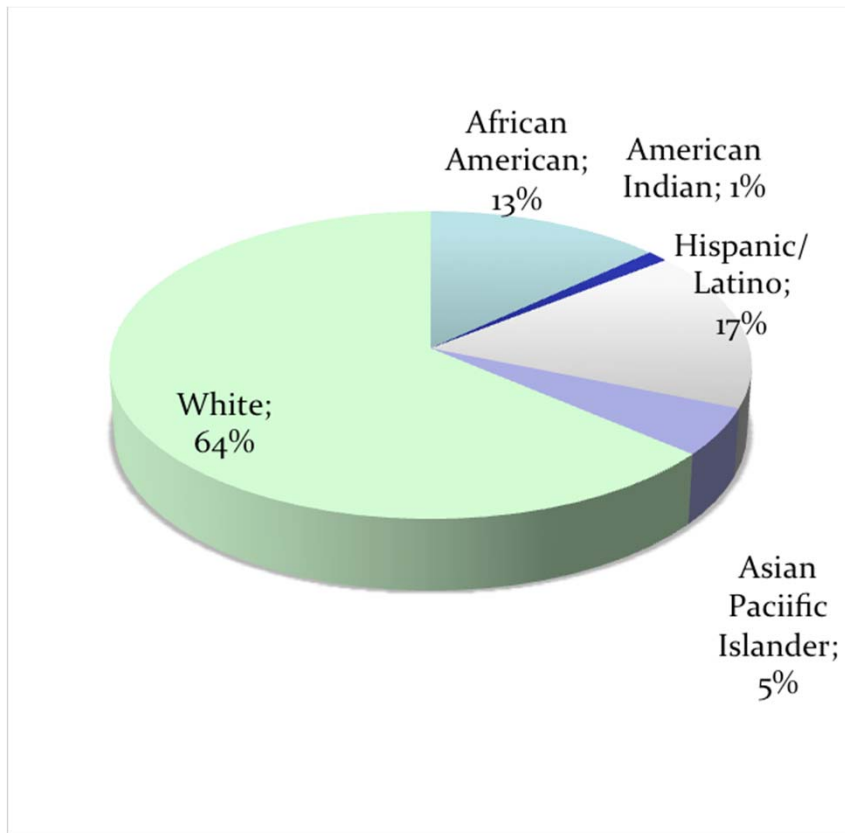
The Problem

Persistent dearth of minorities in health professions despite increased awareness and national interventions

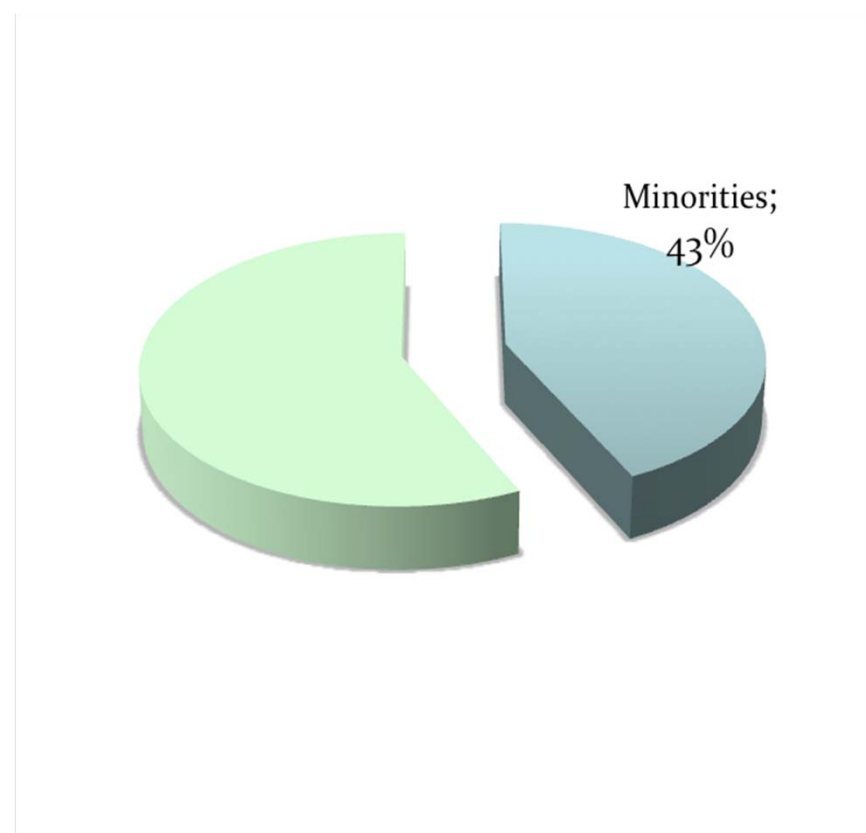
	2000	2010
➤ Physicians	6.1 ⁰ %	12.3 ⁰ %
➤ RNs	7.4 ⁰ %	11 ⁰ %
➤ Dentists	6.8 ⁰ %	7 ⁰ %

U.S. Demographics

US Census 2010



Persons under 20*



* In 2011, 50.4% of all U.S. newborns were non-white (Census QuickFacts, 2011)³

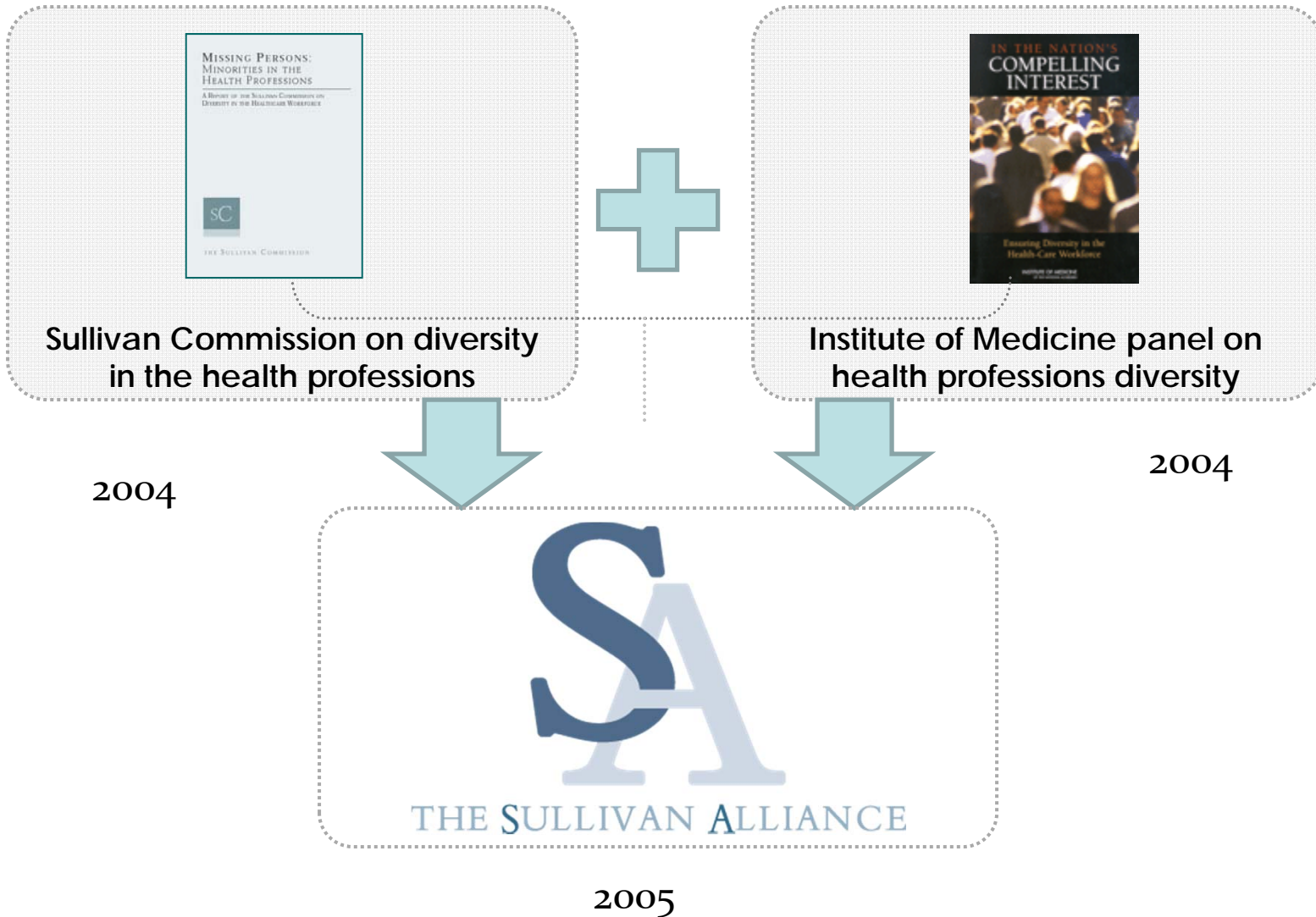
The Sullivan Commission Report

Missing Persons: Minorities in the Health Professions

The Sullivan Commission put forth **37 recommendations** based upon 3 overarching principles:

1. **Culture** of health professions' schools must change in order to increase diversity in the health professions;
2. **New and nontraditional paths** to the health professions should be explored;
3. **Commitments** must be at the highest levels of our government and in the private sector.

Transforming Health Professions



The Mission of the Sullivan Alliance

The Sullivan Alliance is committed to increasing diversity in the health professions in order to help reduce racial and ethnic health disparities:

- Providing national leadership
- Increasing awareness
- Spurring action

The Focus of the Sullivan Alliance

- Medicine
- Nursing
- Dentistry
- Psychology
- Public Health

Why State Alliances?

- Insufficient federal focus or commitment
- States directly involved in addressing the:
 - Health access needs of citizens
 - Education gaps
- Commitment within the academic community to identifying and nurturing students, faculty and administrators of diverse backgrounds
- Formalizing the relationships inter- and intra-campus results in real change...a direct increase in the number of qualified students committing to graduate studies within the health professions
- More efficient use of resources – sharing resources

What Is a State Alliance?

- Formal collaboration between higher education institutions, MSIs and majority schools, dedicated to developing a more robust, diversified healthcare workforce pipeline for their state, and therefore, the nation

Sullivan Alliance – Existing Initiatives

- State Alliances
- The U.S.-Caribbean health disparities research partnership
- Expanding the oral health workforce to include mid-level dental providers

State Alliances: Sullivan Alliance Support

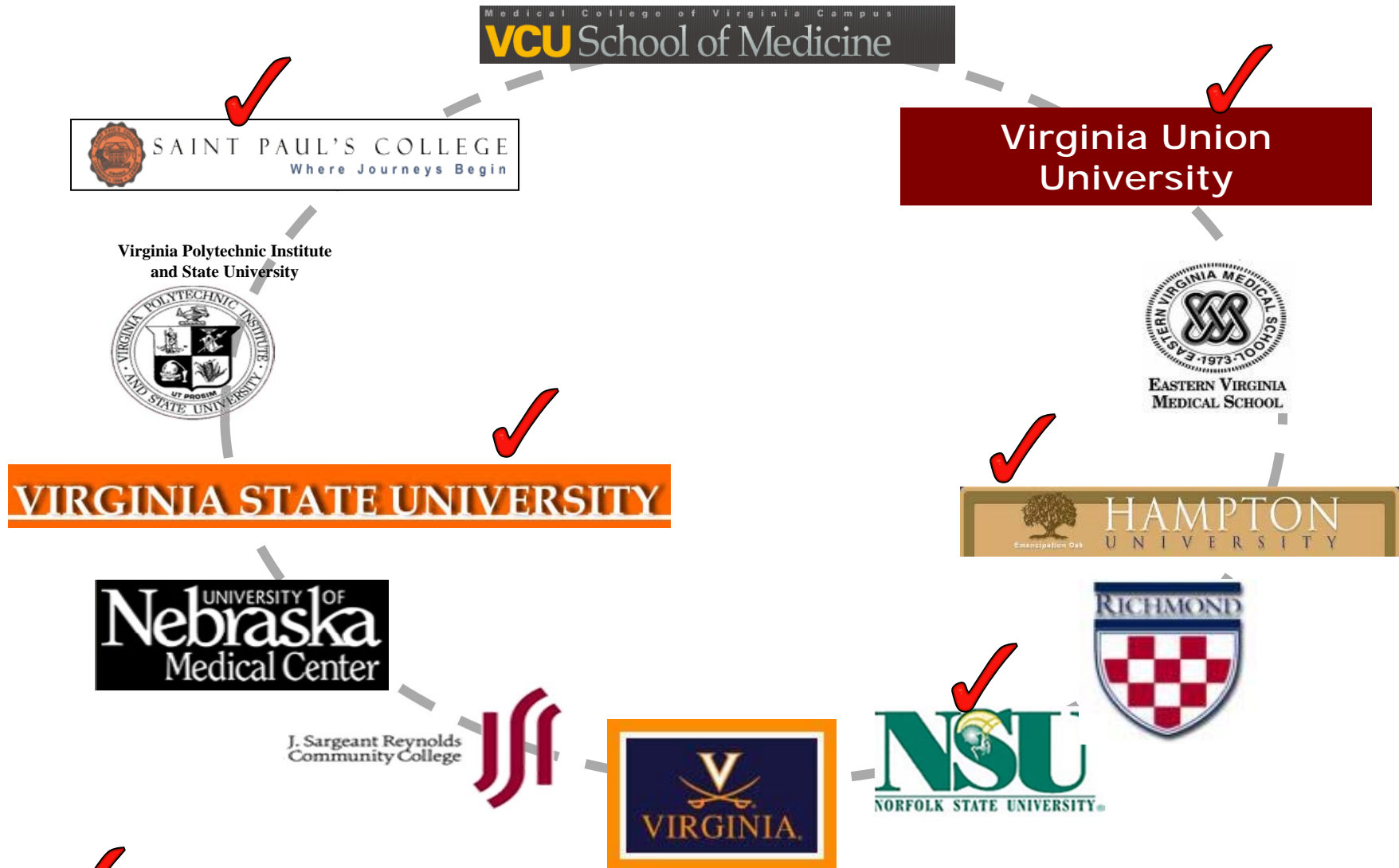
- Planning
- Leadership availability
 - Participation in organizing/launch meetings and/or events
- Full Alliance membership access
- Startup funding strategies
- Research support
- Web support – creating a virtual community
- Legal consultation – 501(c)3
- **Link to webcast on “Alliance 101”**
- <http://www.webcastgroup.com/client/start.asp?wid=0680515084079>

Sullivan Alliance - State Alliances

2012



THE VIRGINIA – NEBRASKA ALLIANCE



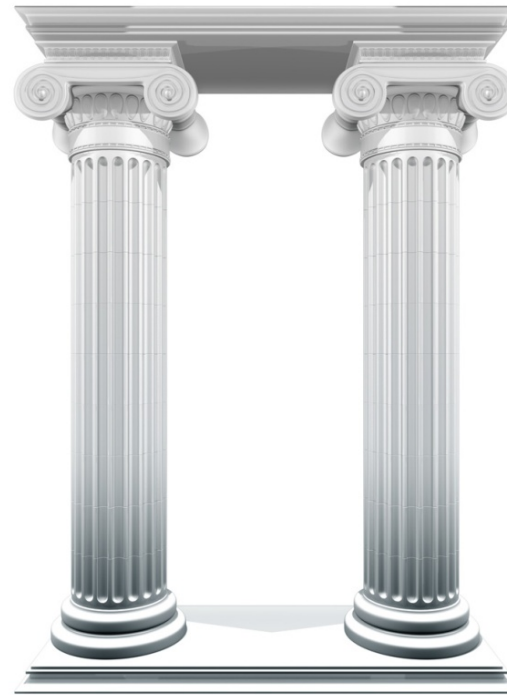
The Four Pillars of the VA-NE Alliance

**Student
Cultivation**

**Faculty
Enhancement**

**Research
Collaborations**

**Educational
Collaborations**



Programs Offered by the VA-NE Alliance

- SMDEP
- Summer MCAT Preparation
- Summer Research Opportunities (College)
- Summer Research Opportunities (High School)
- BS to MD
- Faculty Exchange Program
- Faculty Development Fellowship

MCAT Preparation Course Score Change Before and After Course

c

	Pre-Test	Post-Test	Actual MCAT
Mean	17.5	20.1	23.3
Median	17	19	23

Composite score - 2008

N= 35 students 2007-2008

Major Benefits Noted

- Networking opportunities (85% still keep in touch with program and peers)
- Building test taking skills
- Gaining insight into research projects
- Availability of mentorship

Capturing Best Practices

National Leadership Symposium on Health Professions Diversity

March 13, 2007, Washington, DC

- The Sullivan Alliance brought together approximately 55 leaders from the more successful health professions institutions to:
 - Identify the most important lessons learned from effective strategies for increasing diversity in the health professions; and
 - Build a foundation for ongoing dialogue and resource sharing to enhance diversity
- Three themes emerged:
 - Leadership and accountability
 - Pipeline programs
 - Accreditation standards

Rocky Mountain Collaborative to Transform the Health Professions Workforce

April 20-21, 2009



In collaboration with the
Western Interstate Commission
of Higher Education (WICHE)

Held at the University of
Colorado, Denver, Anschutz
Medical Campus

Colorado
Idaho
Montana
North Dakota
New Mexico
Wyoming

Maryland Alliance Signing Ceremony



May, 2010

Sullivan Alliance – Future Plans

- Continue to pursue alliances and partnerships with academic institutions
- Inform policy related to education, health and workforce issues
- Increase awareness of health workforce issues
- Contribute to research related to understanding and resolving barriers
- Serve as a resource for data, research and best practices
- Partner with national associations such as AMA, NMA, NHMA, AMSA and others



Dr. Sullivan with students participating in activities of the VA-NE Alliance

Our Work Has Been Supported By the Following:

The National Institute on Minority Health and Health Disparities



The W.K. Kellogg Foundation



The Aetna Foundation



The California Wellness Foundation



The Robert Wood Johnson Foundation



Our Contact Information

1940 Duke Street, Suite 200
Alexandria, Virginia 22314
Phone: 1.703.486.5772
Fax: 703.229.4191

Webpage: <http://www.thesullivanalliance.org>
Facebook: The Sullivan Alliance
Twitter: @SullivanAllianc
Linkedin: The Sullivan Alliance
Email: info@thesullivanalliance.org