Forming State Alliances to Diversify the Health Professions*

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*Annual Meeting, National Medical Association
** Chairman, The Sullivan Alliance
The Problem

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

<table>
<thead>
<tr>
<th>Profession</th>
<th>2000</th>
<th>2010</th>
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</thead>
<tbody>
<tr>
<td>Physicians</td>
<td>6.1%</td>
<td>12.3%</td>
</tr>
<tr>
<td>RNs</td>
<td>7.4%</td>
<td>11%</td>
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<tr>
<td>Dentists</td>
<td>6.8%</td>
<td>7%</td>
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</table>
U.S. Demographics

US Census 2010

- White: 64%
- Hispanic/Latino: 17%
- African American: 13%
- American Indian: 1%
- Asian Pacific Islander: 5%

Persons under 20*

- Minorities: 43%

* 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

Sullivan Commission on diversity in the health professions

Institute of Medicine panel on health professions diversity

THE SULLIVAN ALLIANCE

2005
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-campuses 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”
THE VIRGINIA –NEBRASKA ALLIANCE

= HBCU
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**

<table>
<thead>
<tr>
<th></th>
<th>Pre-Test</th>
<th>Post-Test</th>
<th>Actual MCAT</th>
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<tbody>
<tr>
<td><strong>Mean</strong></td>
<td>17.5</td>
<td>20.1</td>
<td>23.3</td>
</tr>
<tr>
<td><strong>Median</strong></td>
<td>17</td>
<td>19</td>
<td>23</td>
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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
• 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
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