



THE SULLIVAN ALLIANCE

Forming State Alliances to Diversify the Health Professions*

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Louis W Sullivan, MD

Chairman

**The Sullivan Alliance to Transform the
Health Professions**



Abstract

Diversifying the nation's health professions is essential to developing a culturally responsive health workforce. It has been demonstrated that the intellectual, cultural, and civic development of all students is enhanced by learning in an ethnically and racially diverse educational environment. Moreover, a culturally and linguistically diverse workforce enhances communication, increases trust and improves the quality of interactions between patients and providers.

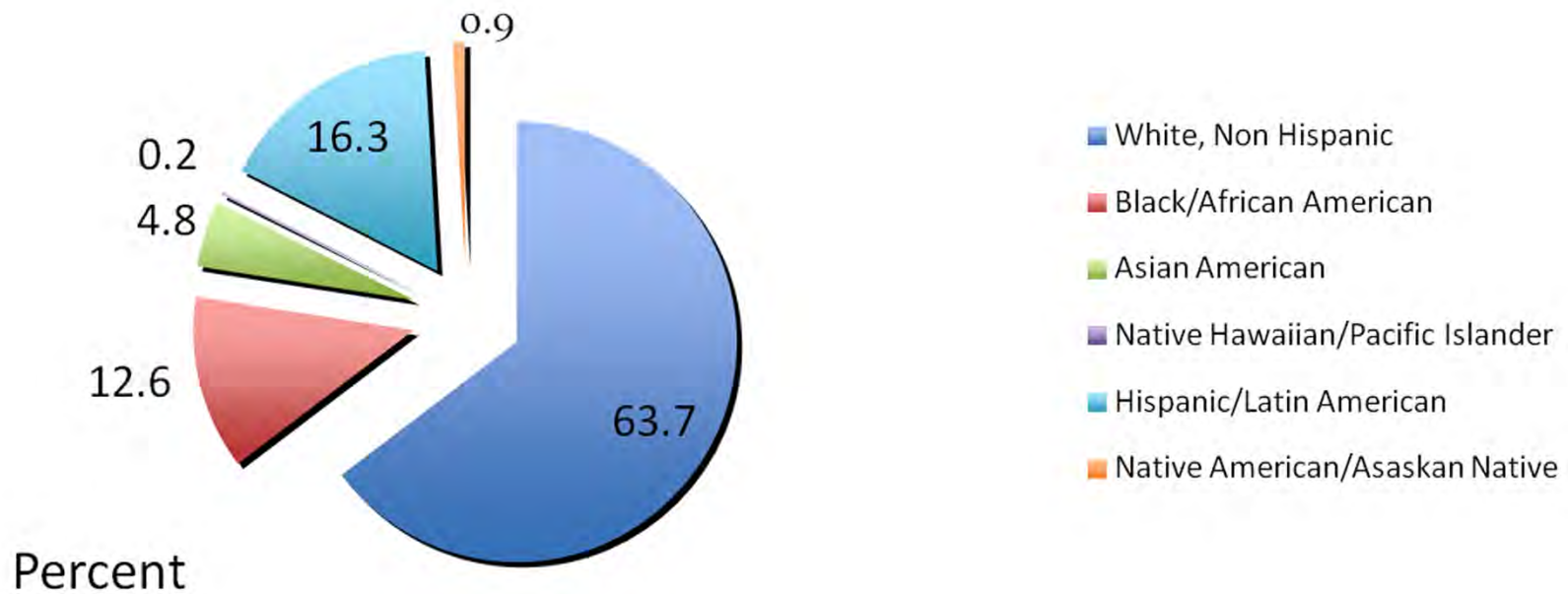
Total Physicians by Race and Ethnicity 2008

N = 954,224

	<u>Number</u>	<u>Percentage</u>
White	519,840	54.5
Black	33,781	3.5
Hispanic	46,507	4.9
Asian	116,412	12.2
NA/AN	1,594	.16
Other	13,019	1.3
Unknown	223,071	23.4

Source: American Medical Association, 2010

Ethnic and Racial Demographics U.S. Population - 2010

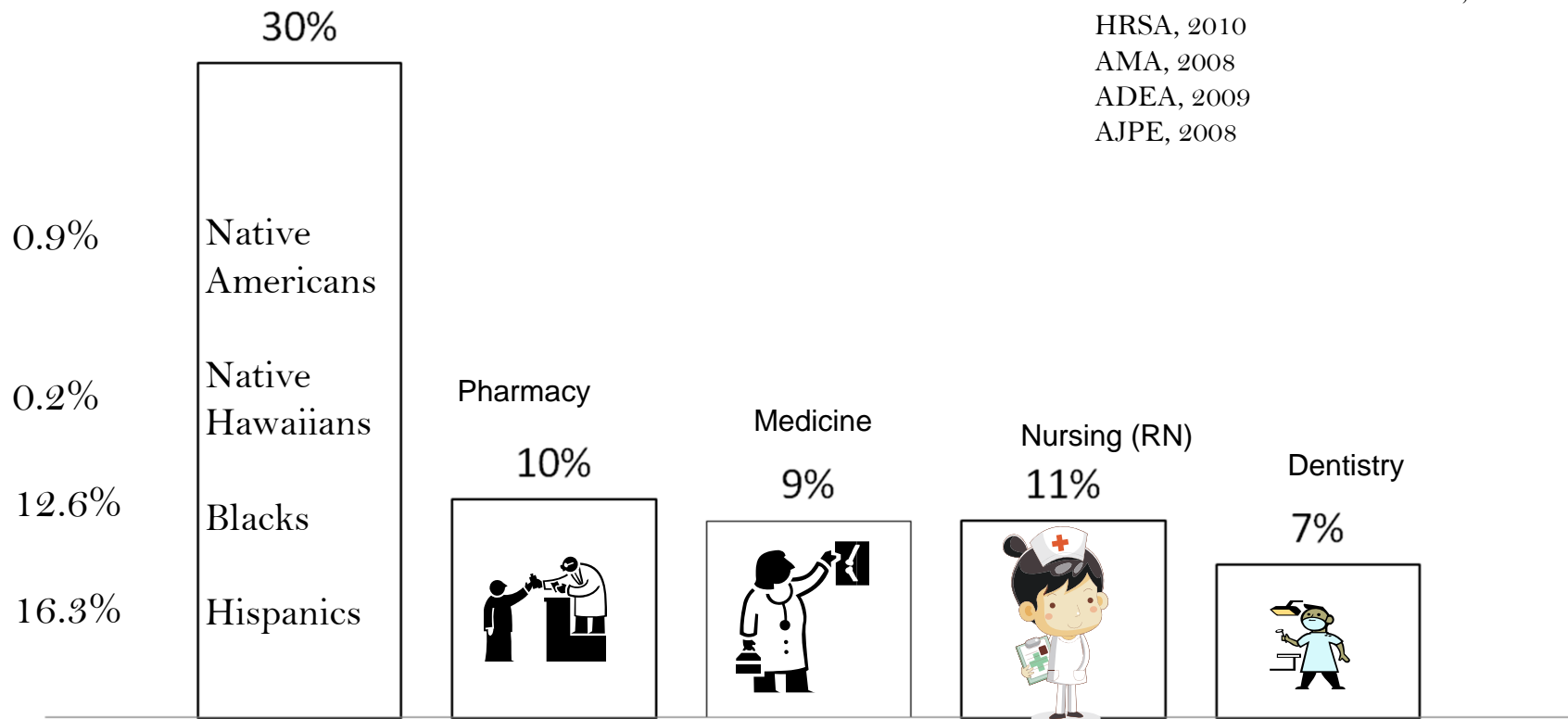


Source: U.S. Census, 2010

Note: Hispanics/Latin Americans can be of any racial group

Underrepresented Minorities (URMs) are Vastly Underrepresented in the U.S. Health Professions

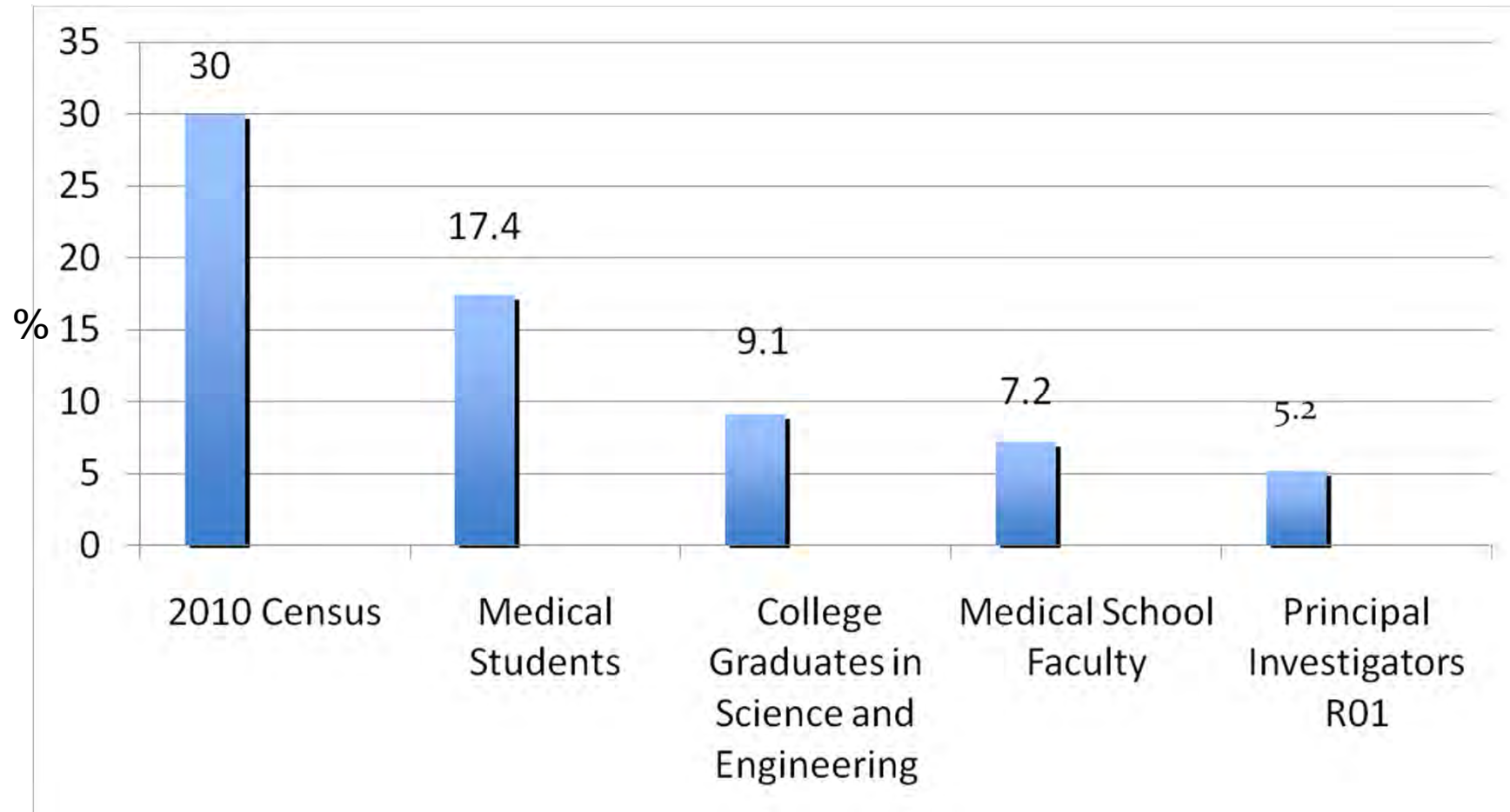
Source: U.S. Bureau of Census, 2010
HRSA, 2010
AMA, 2008
ADEA, 2009
AJPE, 2008



URMs in the
General Population

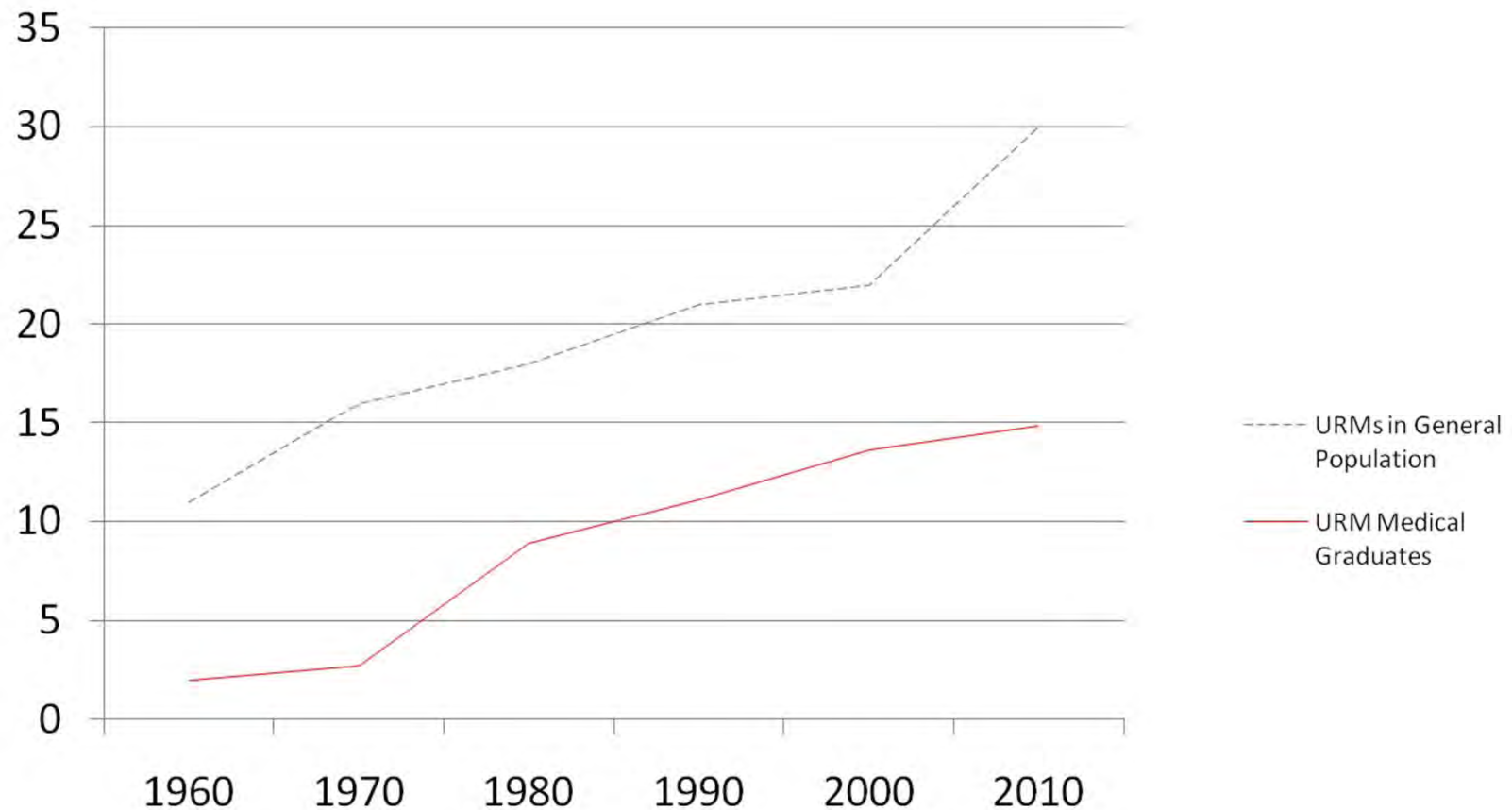
URMs in the Health Professions

URMs Are Underrepresented in Science, Engineering and the Academy



Sources: Kington R., 2009; AAMC 2010; Census 2010

Trends in URM Graduation From U.S. Medical Schools 1960-2010



Source: AAMC

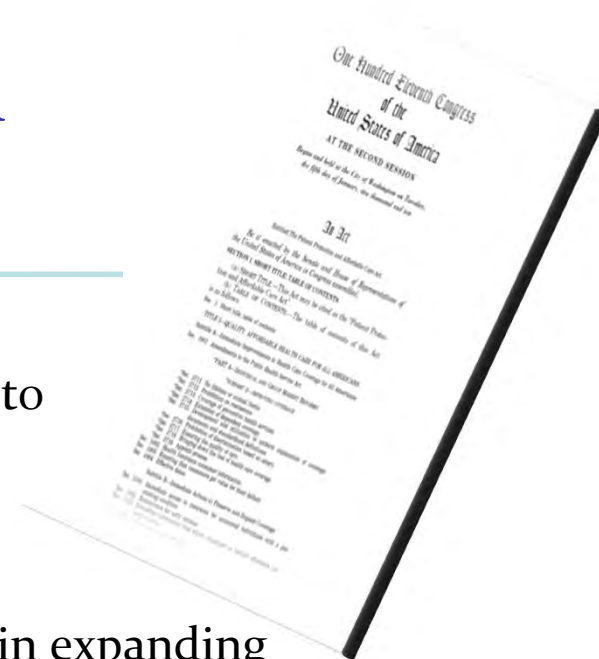
The Case for Workforce Diversity

- Increased access to care
- Increased quality of care
- A more linguistically and culturally competent workforce
- Increased research creativity and problem-solving
- Enhanced “home grown” options to address health professions workforce shortages

The Patient Protection and Affordable Care Act

Commits \$940 billion over 10 years to expand coverage to nearly 32 million uninsured Americans including:

1. Mandatory acquisition of health insurance by 2014
2. Creation of a new insurance marketplace, resulting in expanding access to coverage and formation of state-based exchanges
3. Sweeping insurance market reforms:
 - New regulations imposed on health plans, preventing insurers from denying coverage for *any* reason
4. Fundamental changes to Medicare, expansion of the Medicaid program, and reform of Part D
5. Health IT, prevention and wellness initiatives across the health care system



Who Will Provide Care? Projected Critical Shortages of Health Professionals



By 2025 the U.S. will need an additional

160,000



Physicians

250,000



Public Health Workers

1,000,000



Nurses

Source: HRSA, Health Workforce Studies, 2010

By 2020 Minorities Will Comprise 40% of the U.S. College Population



Missing Persons: Minorities in the Health Professions - 2004

The Sullivan Commission's report concluded that "the fact that the nation's health professions have not kept pace with changing demographics may be an even greater cause of disparities in health access and outcomes than the persistent lack of health insurance for tens of thousands of Americans."

Challenges to Increasing Racial and Ethnic Diversity in the Health Professions

- Strengthen K-12 educational system
- Better career counseling and mentoring programs in K-12 and undergraduate colleges
- Re-affirm the nation's commitment to equity and equal opportunity
- Reduce the cost to the student of a health professions education
- Better collaboration and articulation between programs

Transforming Health Professions



The Mission of the Sullivan Alliance

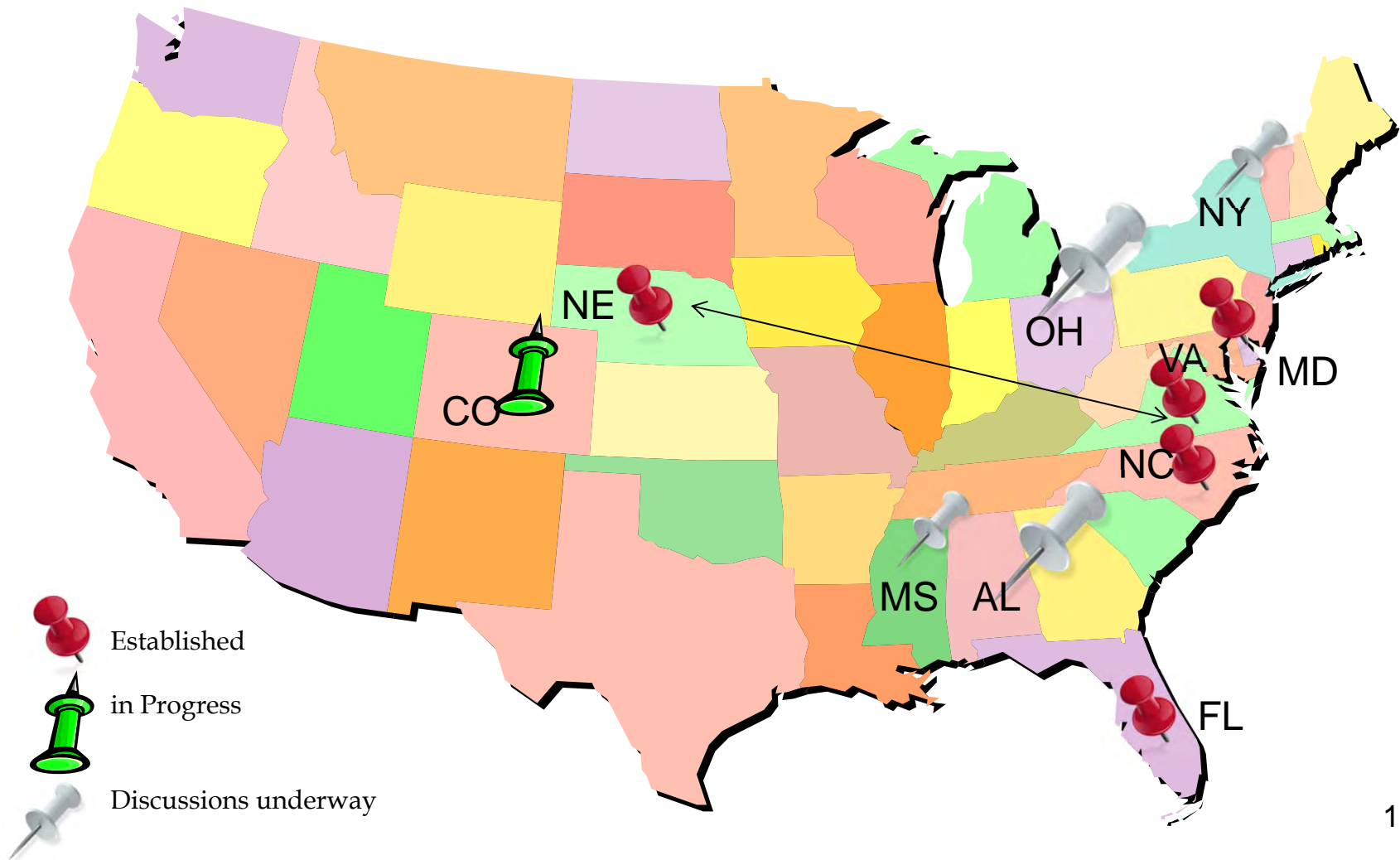
The Sullivan Alliance is committed to increasing diversity in the health professions in order to help reduce racial and ethnic health disparities:

- Providing national leadership
- Increasing awareness
- Spurring action

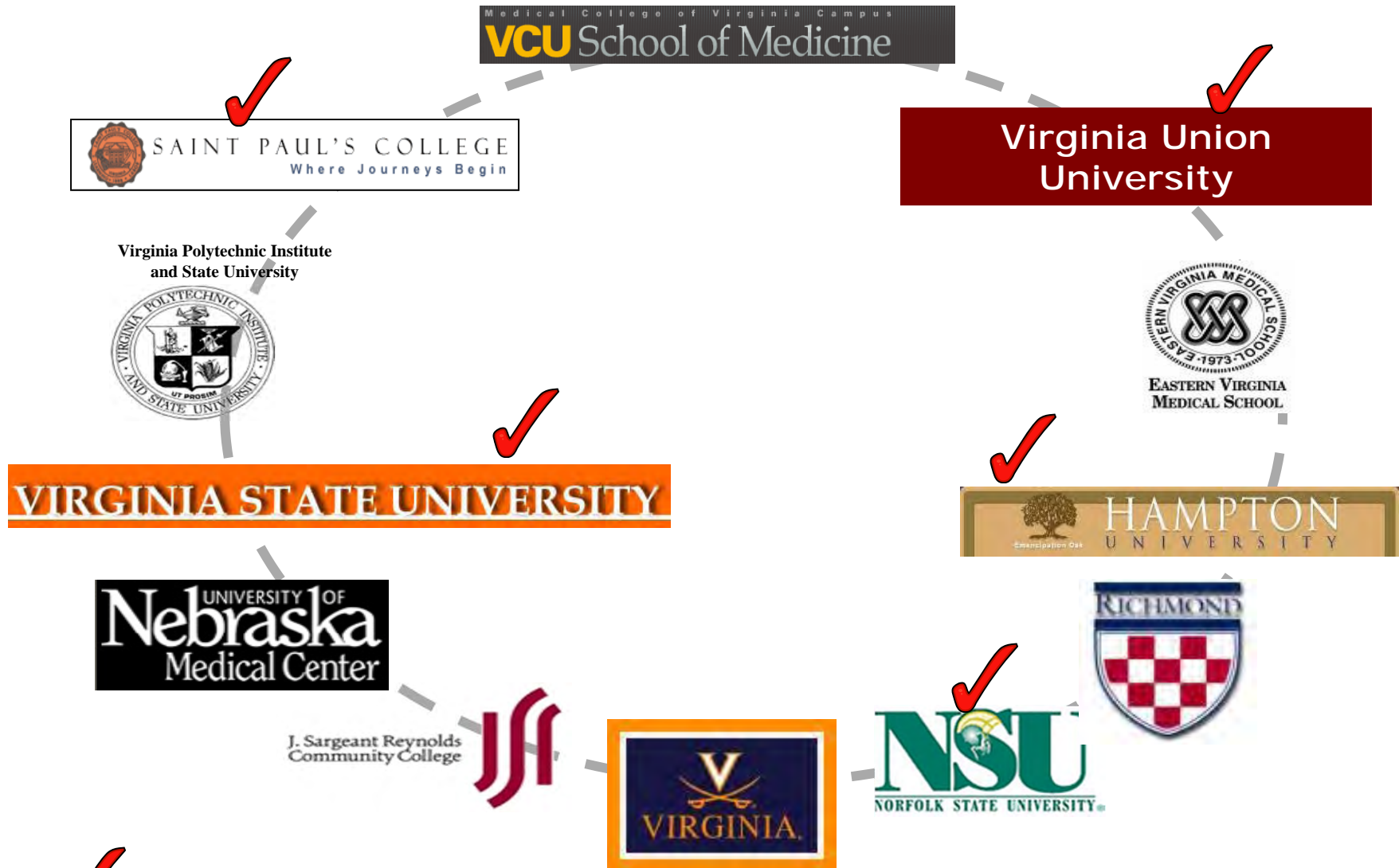
The Alliance's Approach

- Early cultivation of students as they pursue professional careers in the basic sciences, the health sciences and other disciplines, through mentorship and the building of professional networks
- Administrative and programmatic mechanisms to stimulate the sharing of talent and technical expertise among and between the faculty of Alliance institutions
- Identification and implementation of collaborative strategies for securing research support
- Collaborative strategies among member institutions to secure research funds, infrastructure, training, and program development

Sullivan Alliance - State Alliances



THE VIRGINIA – NEBRASKA ALLIANCE

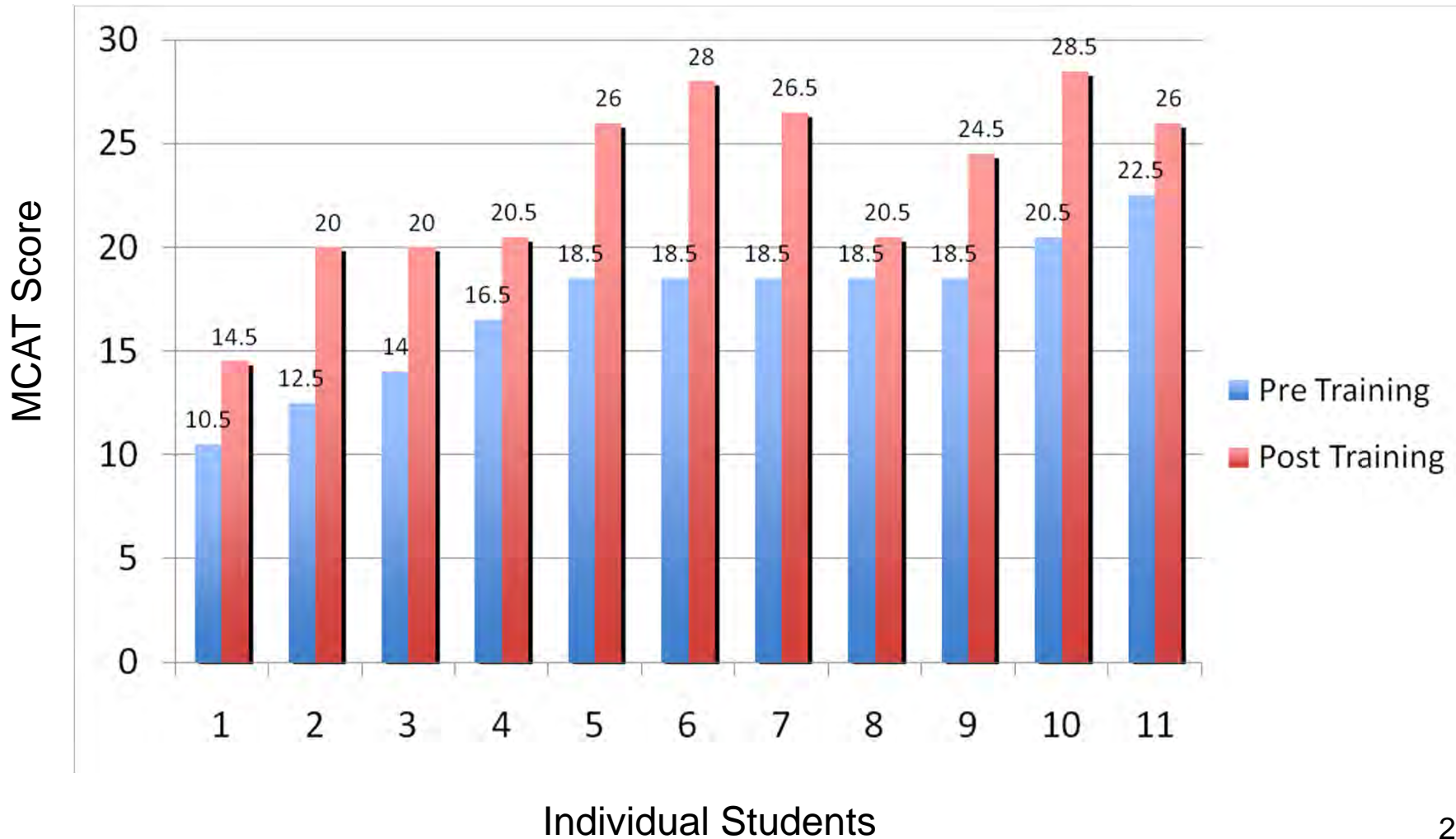


Programs Offered by the VA-NE Alliance

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

MCAT Score Improvement

Sullivan Alliance Summer Enrichment Program
University of Richmond, 2010



Career Paths of Alliance Graduates

* This is not all inclusive; not all programs track students

Program	#	
Medical School	24	EVMS UNC Chapel Hill Howard University Meharry Medical College VCU UNMC University of Wisconsin University of Florida
Doctoral Program in Pharmacy	2	
Doctoral Program in Sciences	1	
Fisheries and Wildlife Graduate Program	1	
Graduate Program in Medical Administration	1	

Conclusions

Achieving diversity in the health professions will occur in an environment that strives to strengthen the entire educational pipeline through a series of sustainable and integrated efforts. Partnerships between minority and majority schools and between undergraduate and graduate institutions can prove most beneficial. This prevents duplication and waste and builds on a shared vision among all participating institutions.

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