

The background of the slide is a solid red color with a large, faint, circular seal of Rutgers University overlaid. The seal features a sunburst design and the text 'RUTGERS UNIVERSITY' around the perimeter.

RUTGERS

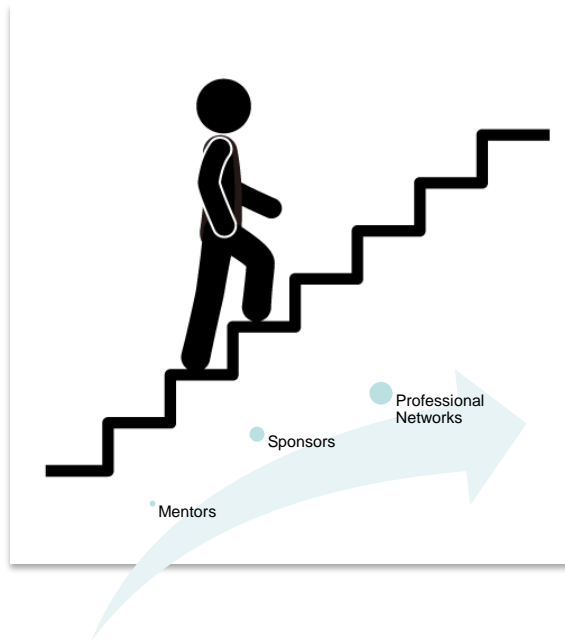
THE STATE UNIVERSITY
OF NEW JERSEY

Reflections on Inclusiveness: The Pipeline

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Director, Hispanic Center of Excellence
Rutgers New Jersey Medical School

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Dr. Soto-Greene's Journey



Undergrad: Douglas College (Women's College)

Medical School: New Jersey Medical School

Residency: New Jersey Medical School/ Internal Medicine, Chief Resident.

Qualifications: Board Certified in Internal Medicine and past added qualifications in Emergency Medicine and Critical Care Medicine.

Faculty Positions: Assistant Prof, Asso. Prof, and Full Prof with tenure, Medicine

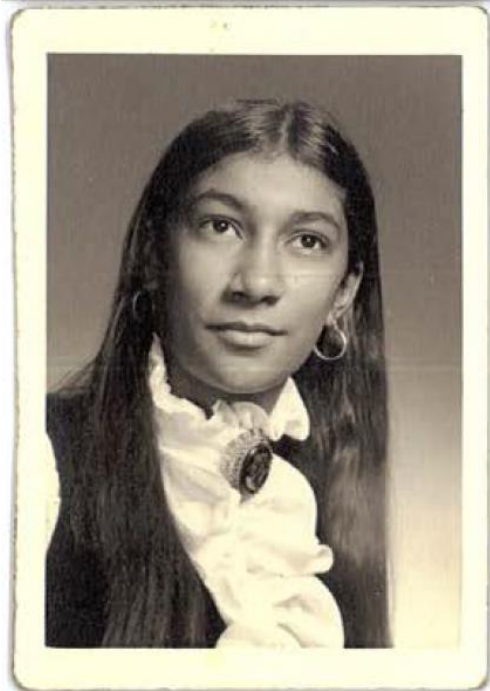
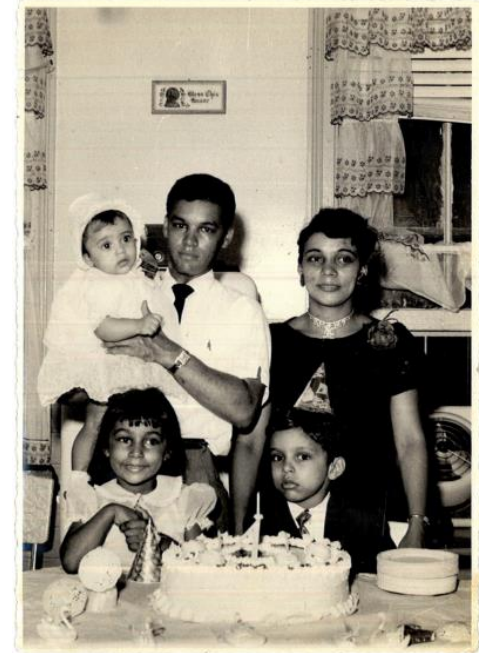
Decanal/Administrative: Director Medical Intensive Care Units, Assoc. Dean for Special Programs, Senior Assoc. Dean for Education, Chief of Staff (University level), Vice Dean.

Special training: AAMC MinFAC, ELAM for Women, Master's in Health Professions Education, Council of Dean's Fellow.

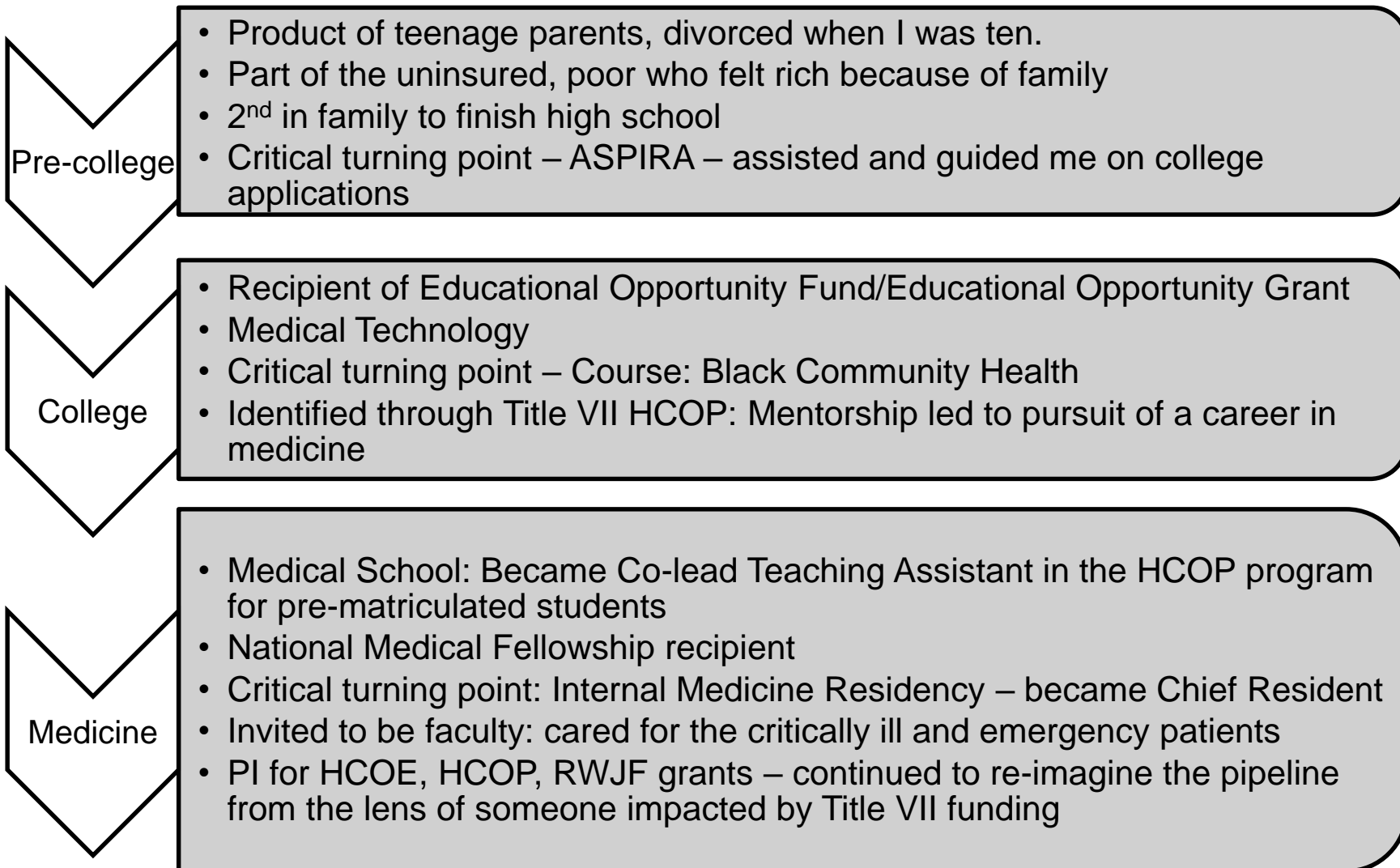
Interests: Health Workforce Diversity from pre-college to faculty levels, Cultural Competence/Health Equity/Bias.

Grant History: HRSA HCOE and HCOP, NIH, RWJF SHPEP and other small grants.

Service: Board Member - BNGAP, HSHPS; AAMC, GDI Steering Committee Past Chair, ACGME Diversity and Inclusion Planning Group to name a few.



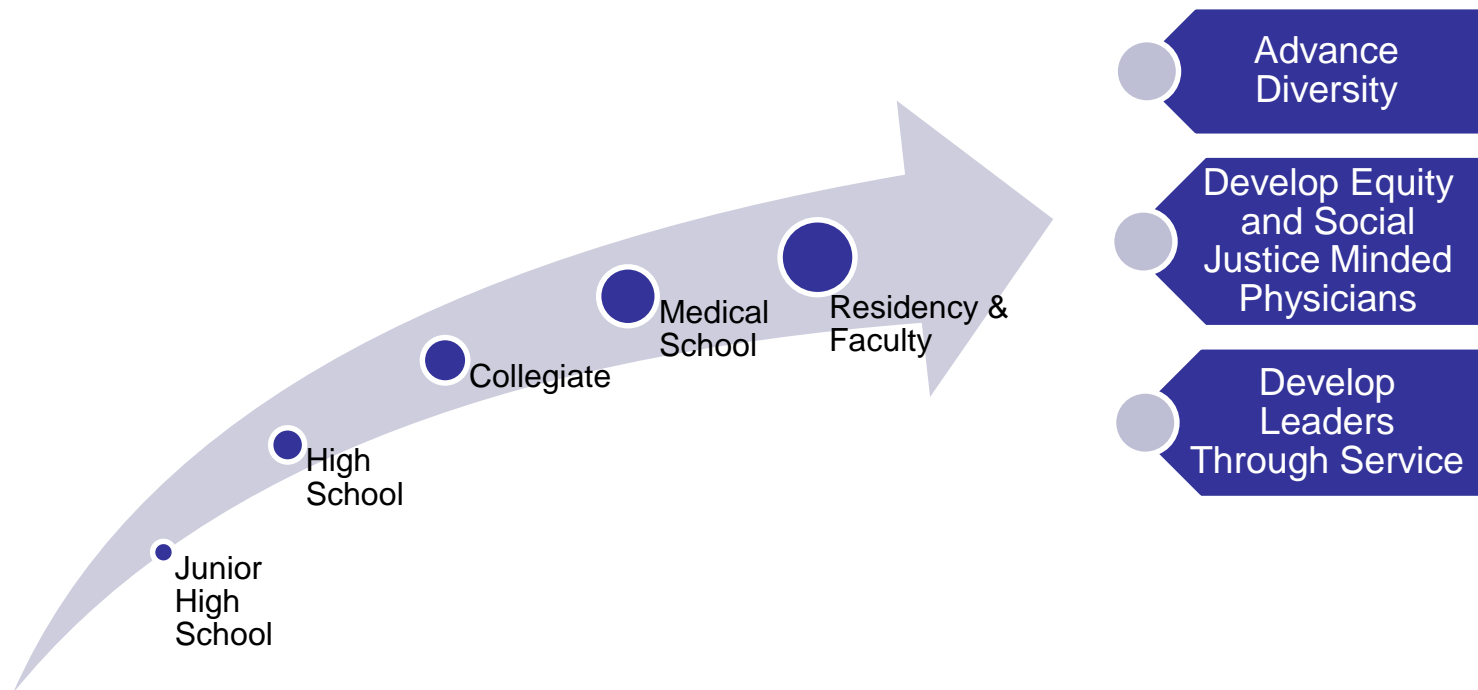
Milestones



New Jersey Medical School (NJMS) Pathway Activities to Inclusiveness

- NJMS' commitment to minorities and disadvantaged students began with a formal pledge to the city under the 1968 "Newark Agreements", to provide educational and employment opportunities to its largely disadvantaged residents.
- This has contributed to the refinement of institutional policies and programs and extensive partnerships which include our own health profession schools.
 - **Pipeline Development**
 - 6th grade through faculty level
 - **Leadership Alignment**
 - Deans, Chairs and Chiefs
 - **Setting**
 - Institutional Climate

Growing Our Own Pipeline



Shared vision among the North East Regional Alliance Partners

Pre-College

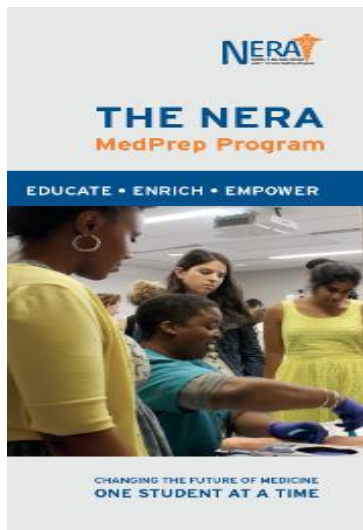
Program	Average Yearly Enrollment
Science Medicine and Related Topics 6 th -12 th	180 (80%URM)
HCOE Summer Youth Scholars Program 11 th -12 th	25 (100% URM)
Pre-Medical Honors 10 th -12 th	215 (37% URM)



SYSP Outcomes

SYSP Year	Total number of Scholars	Average SAT scores (Actuals)	Average NJ State SAT for Hispanics	Total enrolled in College	Total Graduated
2012	25	1738	1351	23	23
2013	26	1596	1343	26	26
2014	26	1664	1350	26	Still in progress
2015	27	1703 (19 students)	1520	27	Still in progress

What is the Northeast Regional Alliance (NERA) MedPrep Program? Educate, Enrich, Empower!



NERA Members:

- CMCA/Icahn School of Medicine at Mt Sinai
- Columbia School of Physicians and Surgeons
- Rutgers New Jersey Medical School
- Manhattan Staten Island AHEC
- Hofstra Northwell School of Medicine

A federally funded initiative that brings together 4 Medical Schools and 1 community-based organization to conduct a 3 level cohort-based program to expand health careers preparation for underrepresented as well as educationally and economically disadvantaged students with the goal of increasing competitiveness for medical school.

Vision: to increase the diversity of the physician workforce in order to better address the healthcare needs of our nation.



The project is supported by the Health Resources and Services Administration, HCOP Grant # D18HP29036.

NERA MedPrep Outcomes

The 3-level summer **NERA Program** from **2008** through **2017**:

- 778 NERA collegiate participants are in the NERA pipeline
- **362** students have graduated from our NERA program

176
Accepted
to Medical
School



32 have
graduated
and
entered
residency
training

