Reflections on Inclusiveness: 
The Pipeline

Maria L. Soto-Greene, MD, MS-HPEd, FACP
Vice Dean and Professor of Medicine
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.
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

Pre-college
- Product of teenage parents, divorced when I was ten.
- Part of the uninsured, poor who felt rich because of family
- 2nd in family to finish high school
- Critical turning point – ASPIRA – assisted and guided me on college applications

College
- Recipient of Educational Opportunity Fund/Educational Opportunity Grant
- Medical Technology
- Critical turning point – Course: Black Community Health
- Identified through Title VII HCOP: Mentorship led to pursuit of a career in medicine

Medicine
- Medical School: Became Co-lead Teaching Assistant in the HCOP program for pre-matriculated students
- National Medical Fellowship recipient
- Critical turning point: Internal Medicine Residency – became Chief Resident
- Invited to be faculty: cared for the critically ill and emergency patients
- PI for HCOE, HCOP, RWJF grants – continued to re-imagine the pipeline from the lens of someone impacted by Title VII funding
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

<table>
<thead>
<tr>
<th>Program</th>
<th>Average Yearly Enrollment</th>
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<tbody>
<tr>
<td>Science Medicine and Related Topics 6th-12th</td>
<td>180 (80% URM)</td>
</tr>
<tr>
<td>HCOE Summer Youth Scholars Program 11th-12th</td>
<td>25 (100% URM)</td>
</tr>
<tr>
<td>Pre-Medical Honors 10th-12th</td>
<td>215 (37% URM)</td>
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</tbody>
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## SYSP Outcomes

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

- **77** Accepted to Graduate School
- **9** Accepted to Post-Baccalaureate
- **17** Dual Degree programs: Master’s Program/MD
- **2** Post-Baccalaureate/MD

32 have graduated and entered residency training