

# Parity: Past, Present and Future Challenges for Underrepresented Minorities in Medical Education

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AAMC Physician Workforce Research Conference  
April 30, 2009

## MEDICAL EDUCATION FUTURES STUDY

EXAMINING MEDICAL EDUCATION'S ROLE IN REDUCING DISPARITIES, INCREASING  
ACCESS AND IMPROVING HEALTH IN AN ERA OF HEALTH CARE REFORM



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SCHOOL OF PUBLIC HEALTH  
AND HEALTH SERVICES

SUPPORT PROVIDED BY THE JOSIAH MACY JR. FOUNDATION

# Acknowledgments

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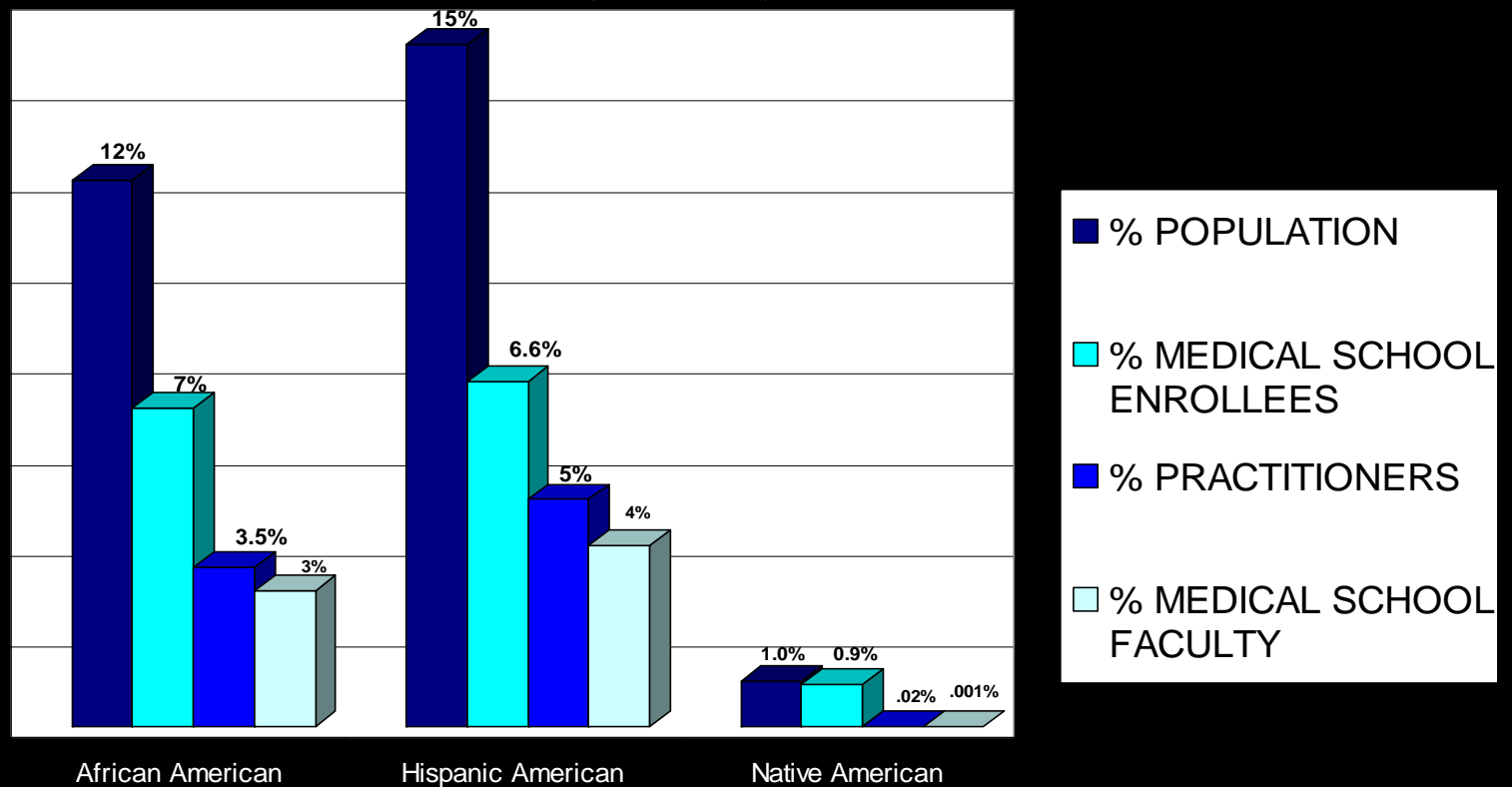
# Introduction: The Problem

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- Significant disparities exist for racial and ethnic minorities in their representation in the U.S. physician workforce.
- URM defined as African American, Hispanic American and Native American
- As of 2004, URMs comprised approximately 28% of the U.S. population but accounted for only 8.6% of the practicing physicians
- Census projects URMs will comprise 39% of the U.S. population by 2050

# Where Are We Now?

Figure 1: Percentage of U.S. Medical School Enrollees, Practitioners, and Medical School Faculty Compared to Representation in U.S. Population by Race/Ethnicity, 2004



Source: U.S. Census Bureau, American Medical Association MAC, Association of American Medical Colleges

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# How Did We Get Here?

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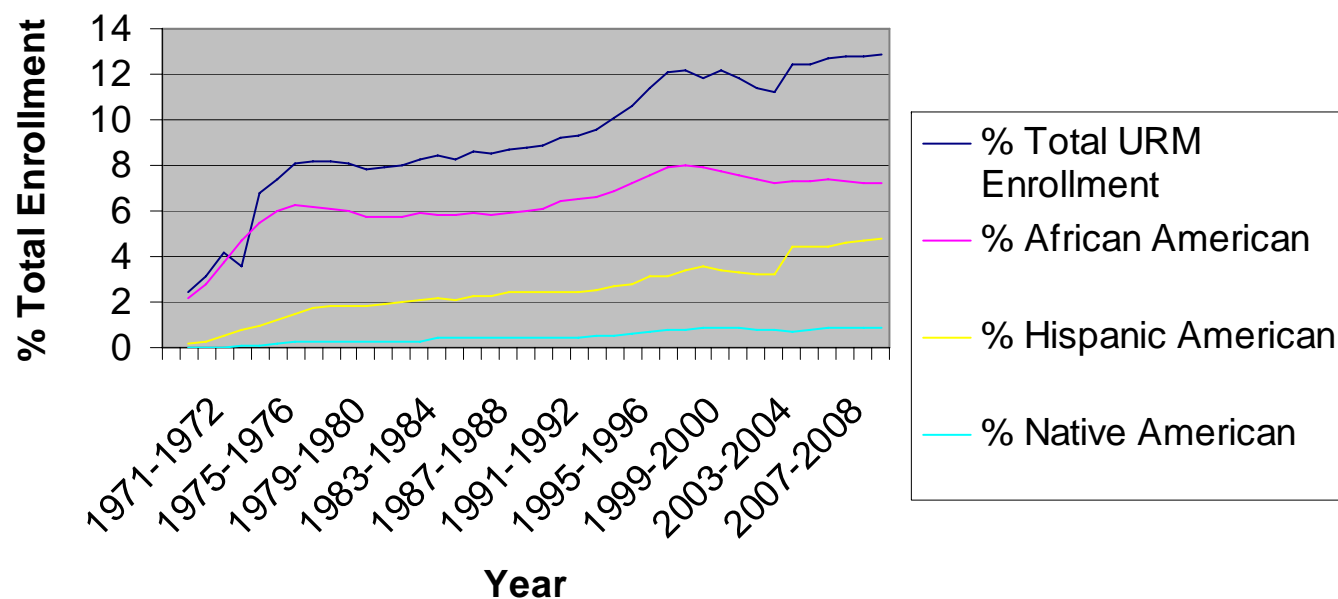


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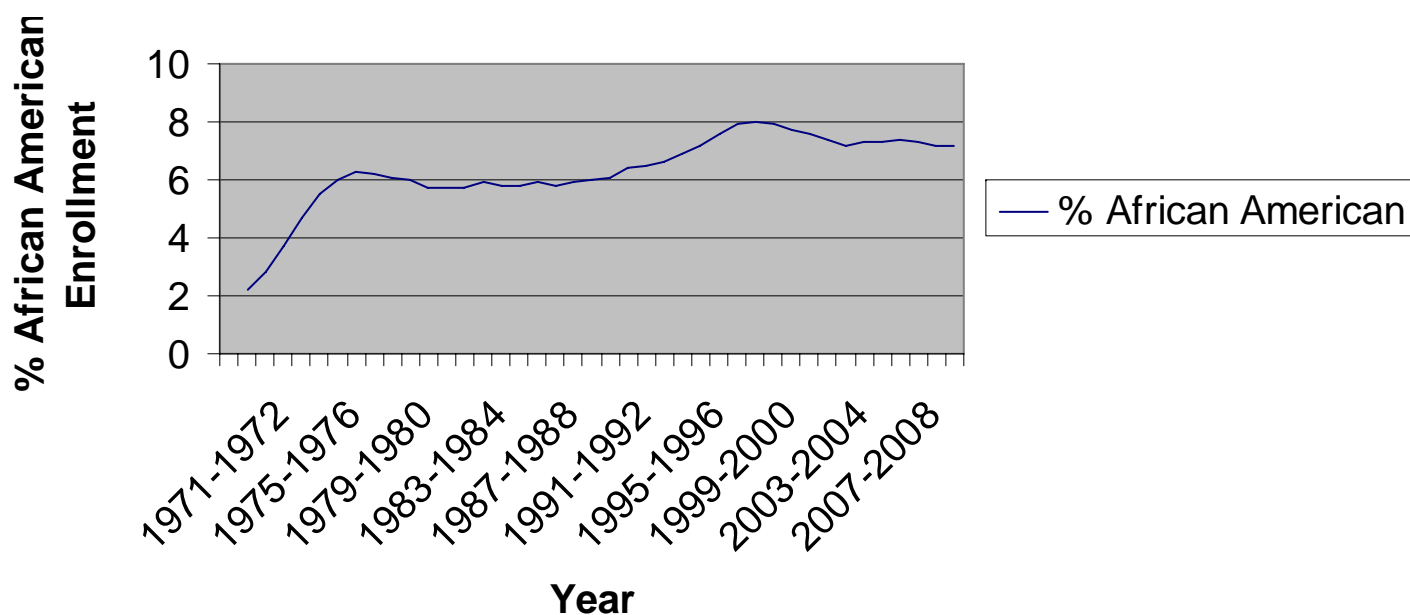
# History of URM Participation in Medical Education

URM Participation in Medical Education:  
1968- Present



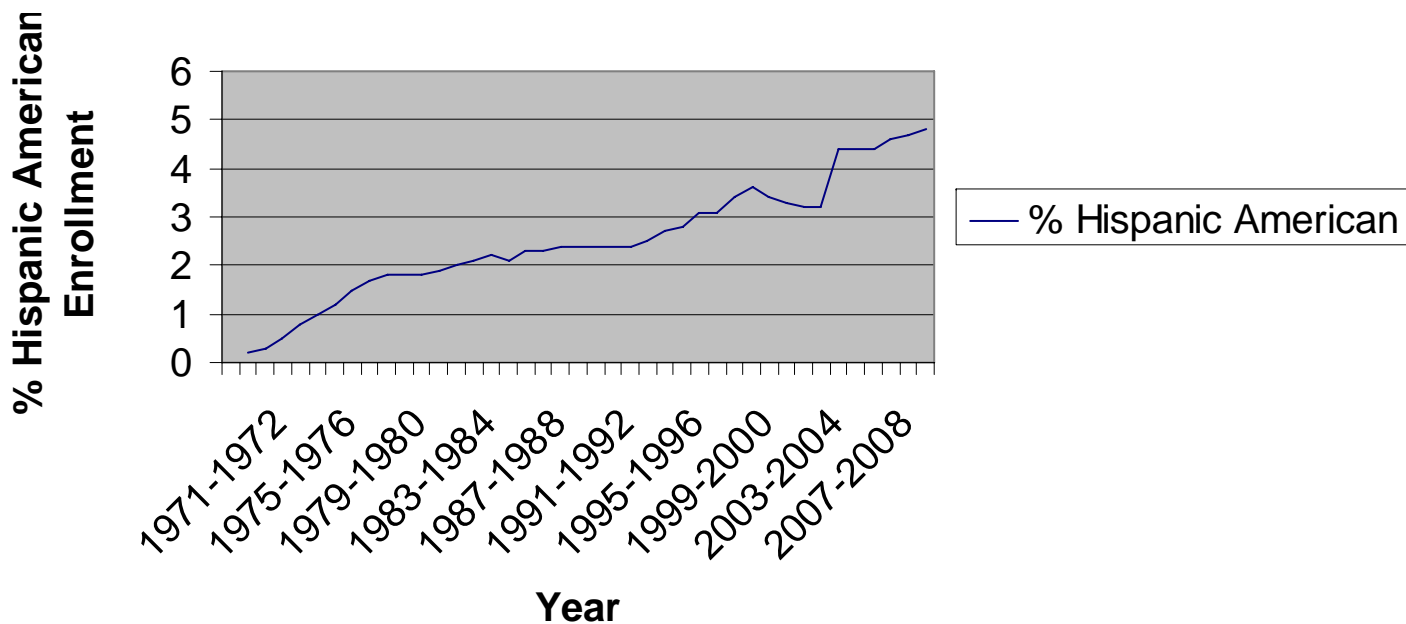
# History of African Americans in Medical Education

**Total African American Enrollment in Medical Education: 1968 - Present**



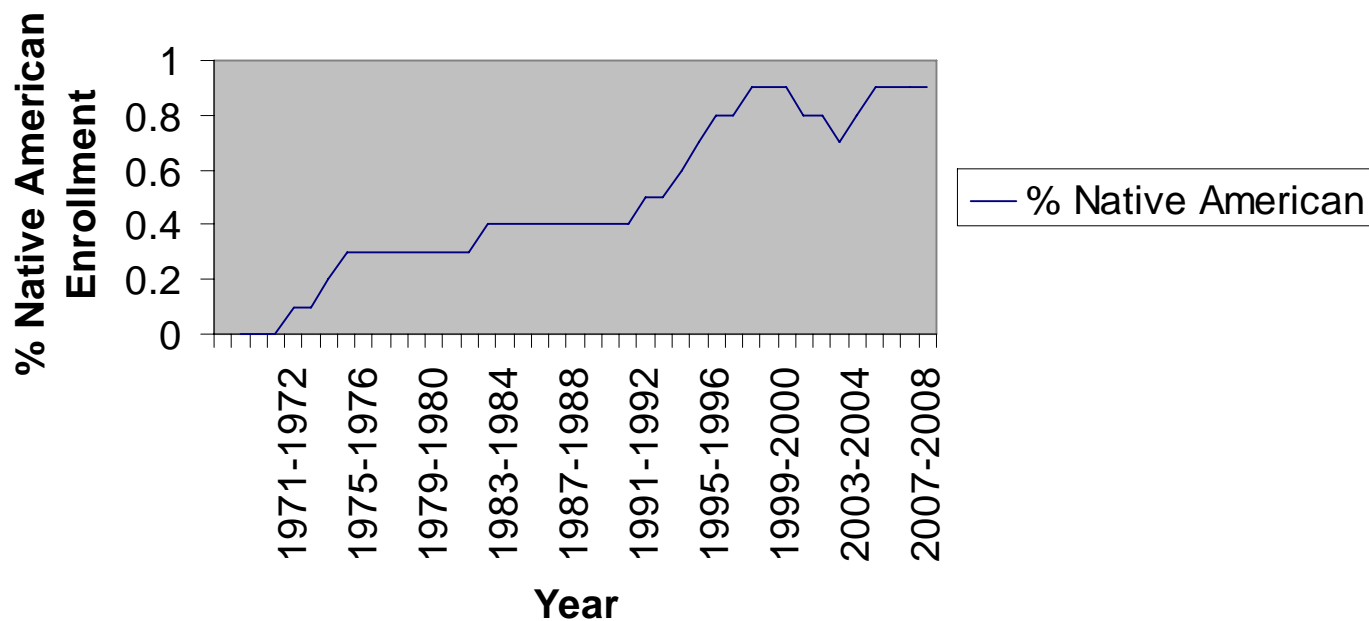
# History of Hispanic Americans in Medical Education

**Total Hispanic American Enrollment in Medical Education: 1968 - Present**



# History of Native Americans and Medical Education

**Total Native American Enrollment in Medical Education: 1968 - Present**



# Early History: The Long Walk to Parity

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- 1847 First African American receives MD degree in the United States
- 1868 Founding of Howard University School of Medicine
- 1876 Founding of Meharry Medical College

# Early History: The Long Walk to Parity

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- 1869-1900 Founding of eight additional black medical schools but do not survive Flexner
- 1910 Flexner Report and subsequent closing of many U.S. medical schools
- 1946 Hill Burton Act provides grants for health facilities but maintains separate but equal provisions and allocates funds disproportionately to middle-income communities

# Federal Funding

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- 1963 Health Professions Education Assistance Act (Title VII of the Public Health Service Act)
- 1965 Higher Education Act of 1963 establishes Minority Serving Institutions (MSIs) under Title III
- 1971 Comprehensive Health Manpower Training Act
- 1972 Special Health Career Opportunity Grants (later the Health Careers Opportunity Program)

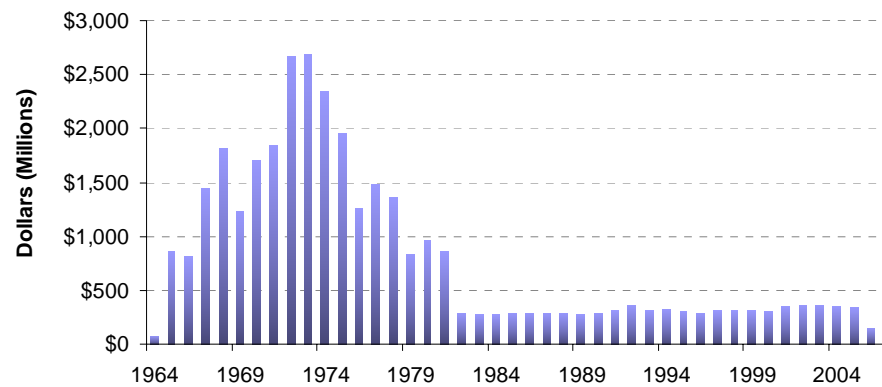
# Federal Funding (cont)

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- 1978 Title VII establishes Health Careers Opportunity Program (HCOP)
- 1987 Excellence in Minority Health Education and Care Act passed – Centers of Excellence (COE) program established
- 1998 Public Health Service Act reauthorization (HRSA diversity programs, scholarships for disadvantaged)

# History of Title VII Funding

Figure 5: Title VII Funding, 2008 Dollars



Source: Health Resources and Services Administration

# Key Programs: Federal

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- HRSA Bureau of Health Professions (BHPR)
  - Title VII, Title VIII, Faculty Loan Repayment Programs
- Division of Health Professions Diversity - SHCOG (1972), HCOP (1978), Exceptional Financial Need Scholarship Program (1986), COE (1987), Minority Faculty Fellowship Program, Pathways to Health Professions
- HHS Office of Minority Health

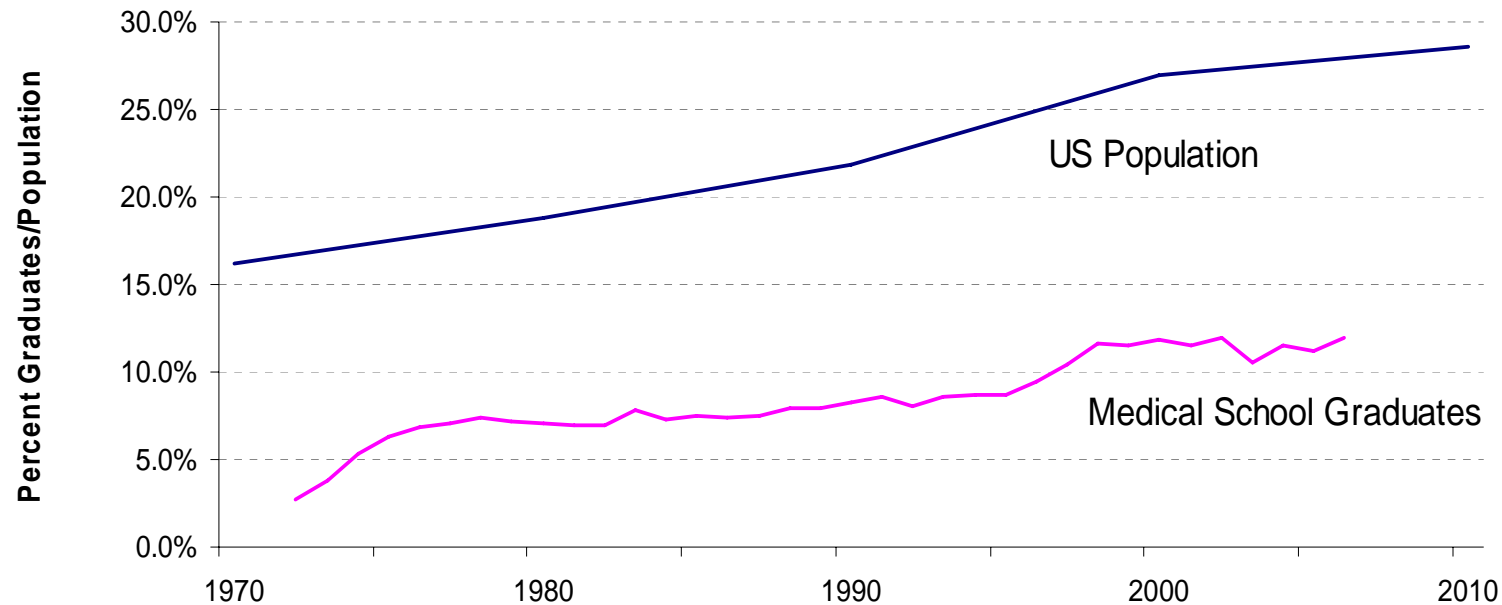
# Key Programs: Non-Federal

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- Josiah Macy, Jr. Foundation (Post-baccalaureate/Premedical Programs from 1968-1972)
- AAMC (Aspiring Docs, Summer Medical and Dental Education Program, Holistic Review Project, Project 3000 by 2000)
- Robert Wood Johnson Foundation/AAMC/Kellogg (Health Professions Partnership Initiative (HPPI) ~1996)

# The Stallout

Minority Medical School Graduates Compared to U.S. Population



Source: US Census, AAMC Databook

# Why The Stallout?

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- Pipeline Issues
- Competing Opportunities
- Debt Adversity
- Affirmative Action Pushback

# Closing the Parity Gap

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- Pipeline enhancement
- Admissions policies
- Institutional solutions
  - Increase # HBCUs, MSIs, HSIs
  - Native American Medical School
- Increased public and private investment

# QUESTIONS?

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## CONTACT INFORMATION

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