

Health Forum of West Michigan Talent Pipeline

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> Objective

Discuss how the MSU College of Human Medicine is positioned to meet the talent needs of healthcare

Communicate current efforts

- the medical school curriculum
- partnerships
- initiatives



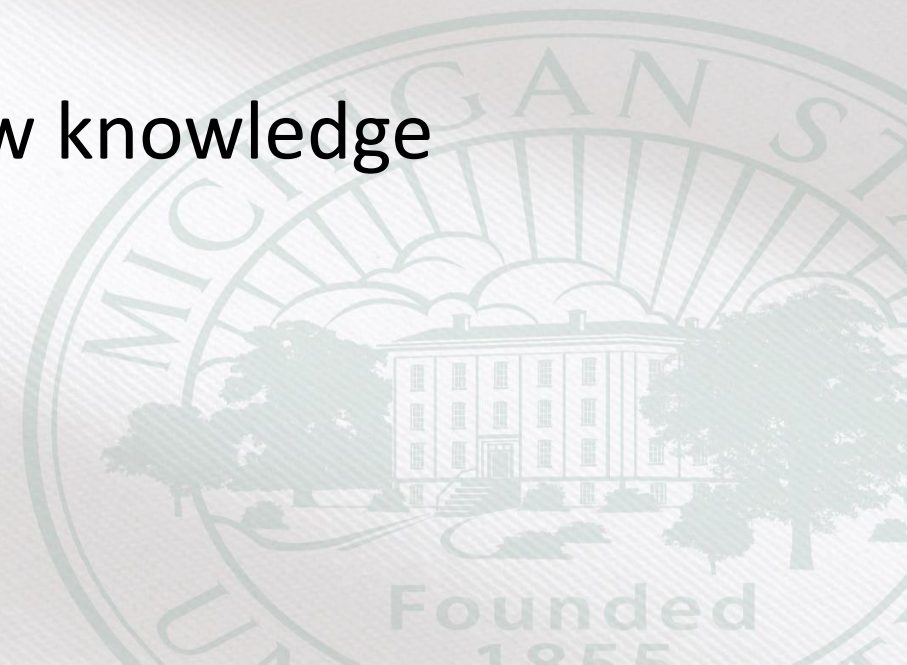
> Mission

Educating exemplary physicians and scholars

Promoting the dignity and inclusion of all people

Responding to the needs of the medically underserved

Discovering and disseminating new knowledge



- **No Needless Deaths**
- **No Needless Pain or Suffering**
- **No Helplessness in Those Served or Serving**
- **No Unwanted Waiting**
- **No Waste**
- **No One Left Out**

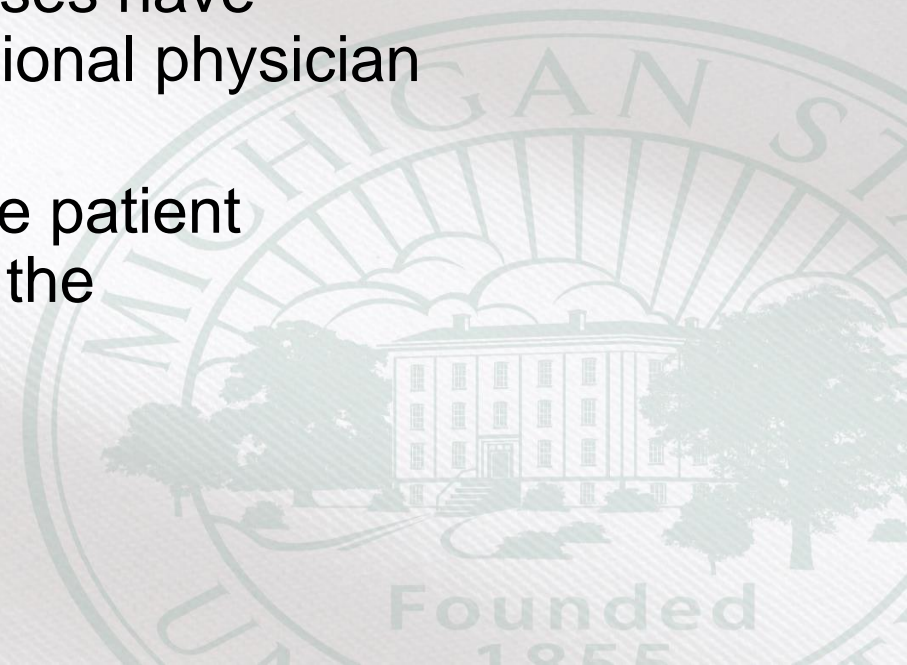
United States will face
a **shortage** of between
40,800-104,900 **physicians** by
2030.



➤ MSU Impact on Local Physician Workforce

• Journal of Academic Medicine 2017

- First longitudinal study demonstrating effect of community-based medical school on the state and local physician workforce (1972-2011)
- Distributed medical education campuses have significant effect on the long-term regional physician workforce;
- Students' long term choices reflect the patient populations and specialty patterns of the communities where they learn



Community Campuses & Clinical Sites



> Students across the State

August 2017

- 337 in Grand Rapids
- 252 in East Lansing
- 103 in Flint
- 57 in Southeast Michigan
- 23 in Upper Peninsula
- 22 in Traverse City
- 19 in Midland



> Grand Rapids Campus

First- and Second-Year Students

- 100 students/year

Third- and Fourth-Year Students

- 85 students per year
- Campus includes clinical rotations:
 - Spectrum Health (Butterworth and Blodgett)
 - Mercy Health Saint Mary's
 - Holland Hospital
 - Pennock Hospital
 - Mary Free Bed
 - Pine Rest
 - Physician offices in Kent and Ottawa Counties



> Grand Rapids Campus

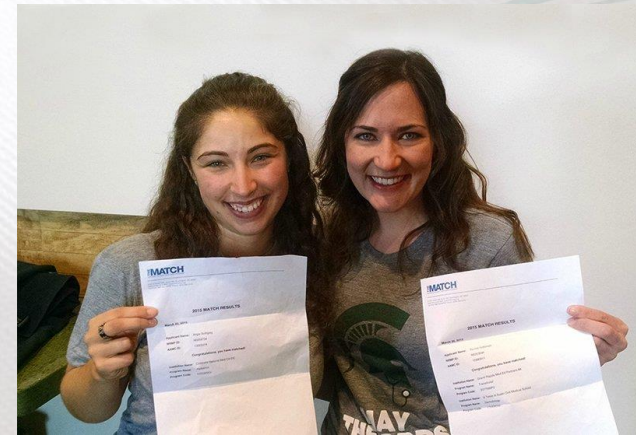
More than 1,500 clinical faculty in
Grand Rapids

1,420 medical school students have
graduated from the Grand Rapids
Campus

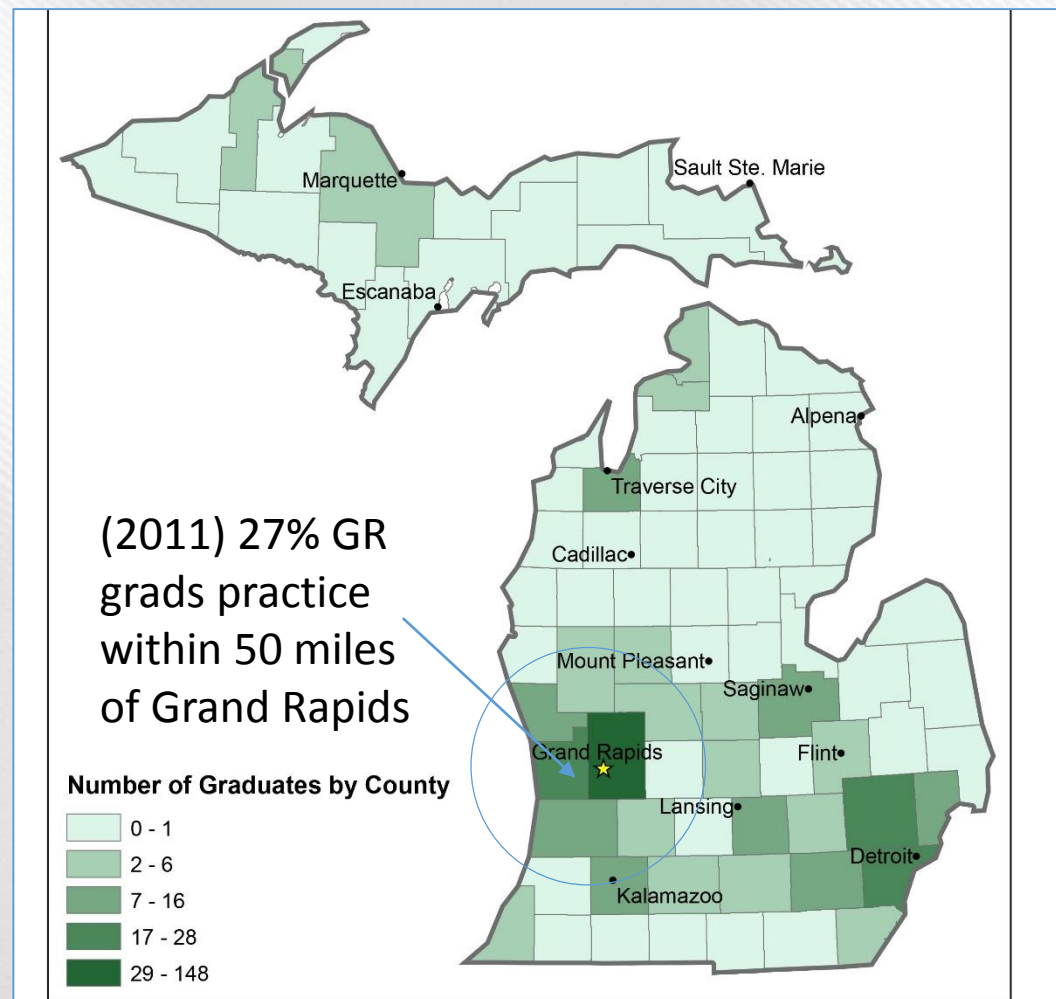


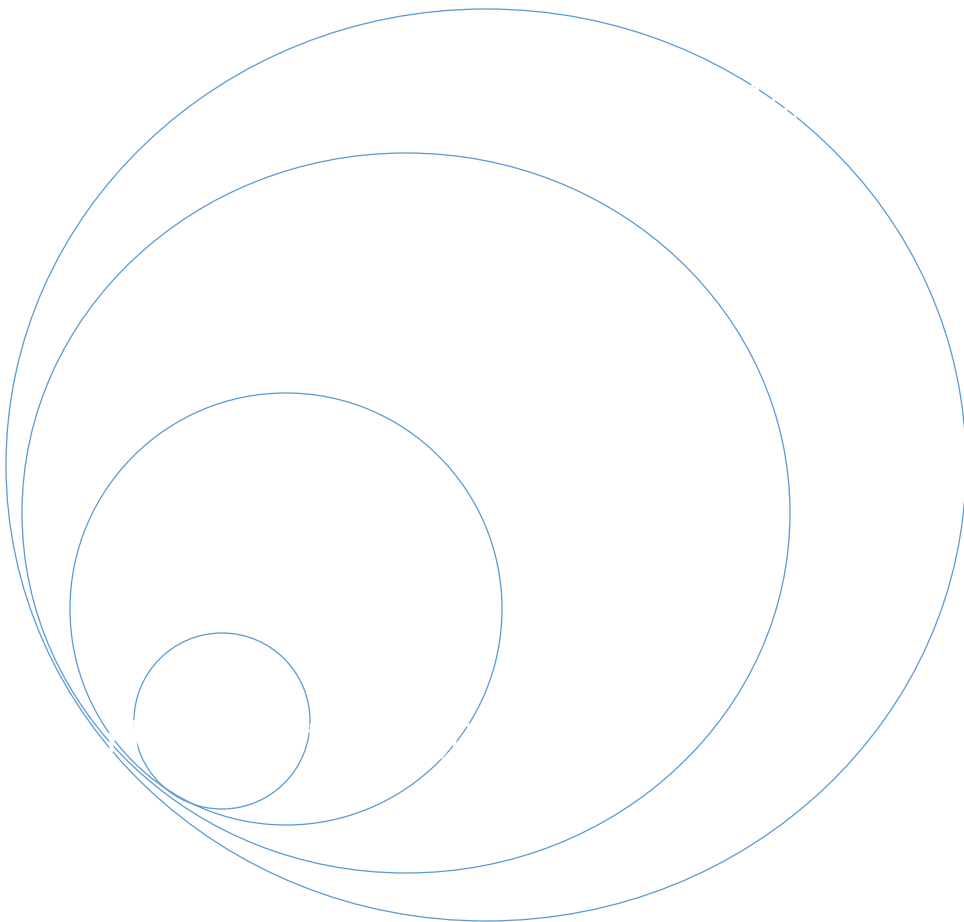
2017 Match Results

- 200 MSU medical students placed in residency programs
 - 96.2% of Spartan MDs matched into a residency (vs. 94% of MDs matched nationally)
 - 39.5% Spartan MDs (79) matched in Michigan
 - 42.5% Spartan MDs (85) will enter a primary care residency (i.e. medicine, family medicine, pediatrics, and medicine/pediatrics)



Grand Rapids Campus: Practicing Spartan MDs





Who is most important member of this team ?

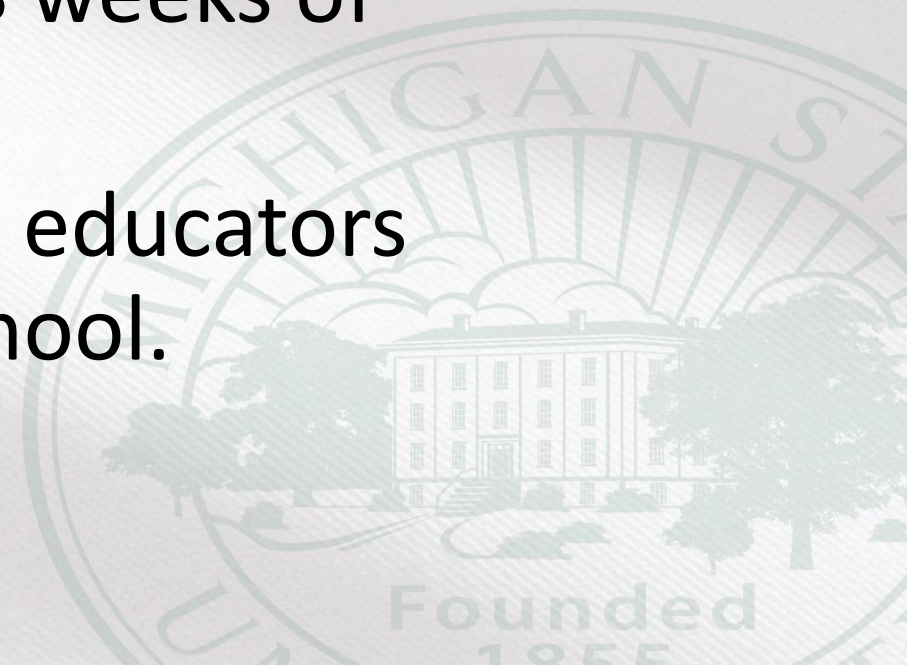


> Shared Discovery Curriculum

MSU CHM has one of the most diverse and intensive series of inter-professional experiences in the country.

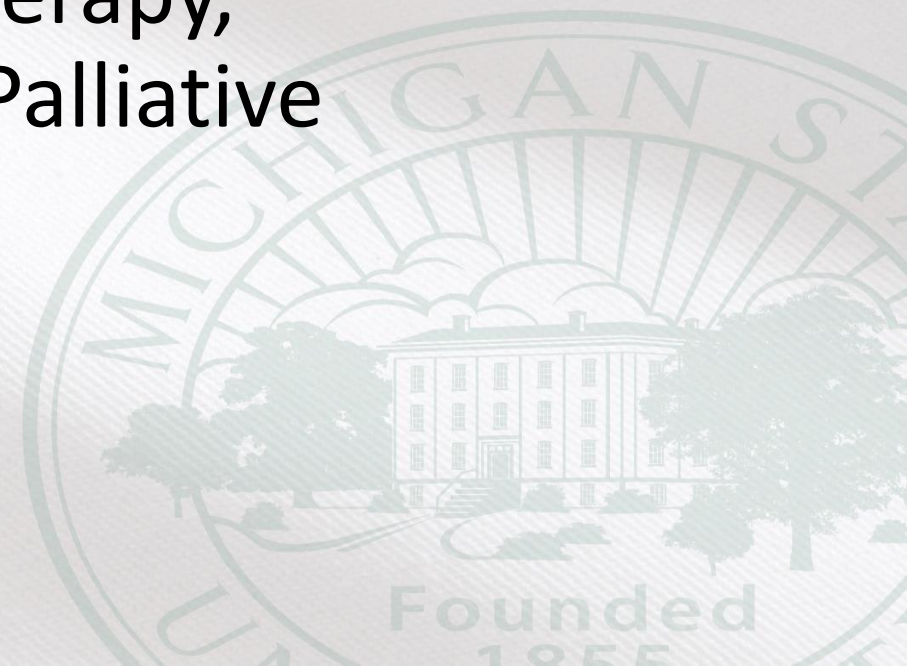
CHM students are training to function as Medical Assistants in the first 8 weeks of school

Work both as MA's and patient educators in their first year of medical school.



> Shared Discovery Curriculum

2nd year - Traditional rotations in
Emergency Medicine, Adult Wards,
Pediatrics, and outpatient Ob/Gyn
Rotations with Respiratory Tech,
Pharmacy, Nursing, Physical Therapy,
Nutrition, Case Management, Palliative
Care

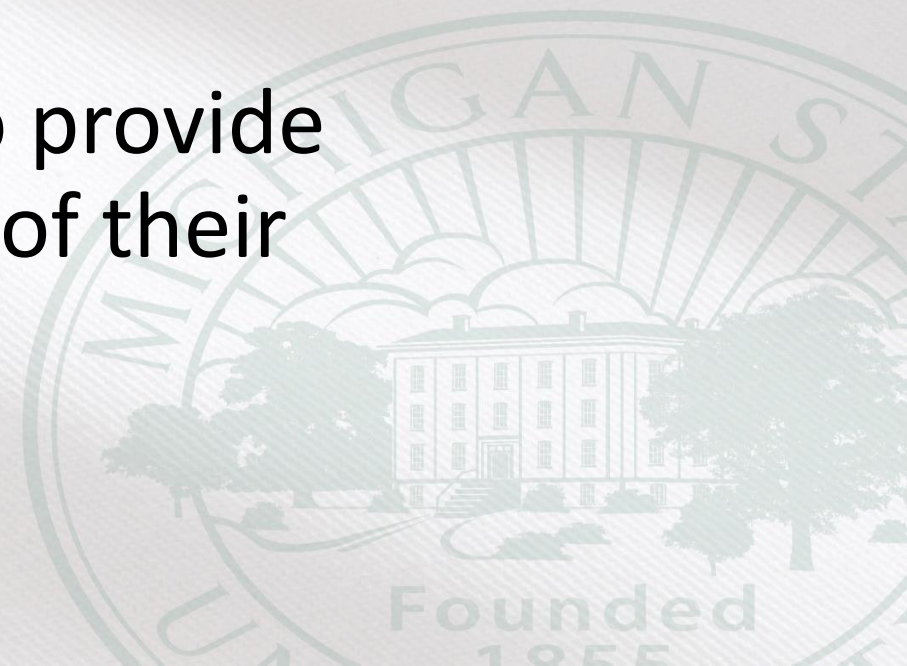


> Curriculum

2-4 hours of preparatory simulation for each of these rotations.

Simulation development with other professional students

We have a PGY1 evaluation of team/interprofessional skills to provide feedback to program directors of their incoming residents





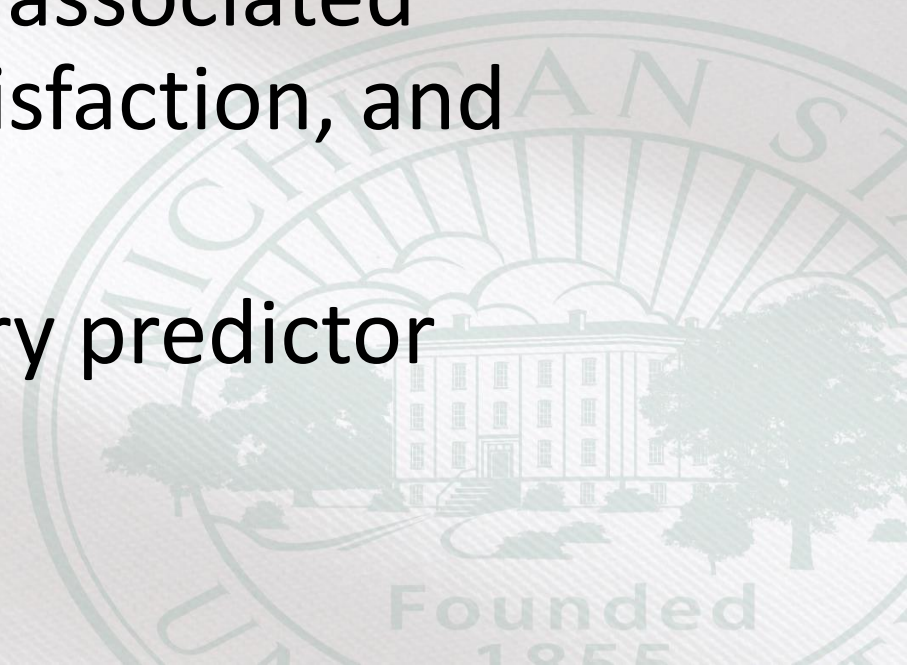
> physician-patient relationship

Physician-patient relationship is strengthened when patients see themselves as similar to their physicians

- personal beliefs, values, and communication


Perceived personal similarity is associated with higher ratings of trust, satisfaction, and intention to adhere.

Race concordance is the primary predictor of perceived ethnic similarity




Pipeline Programs for School Children





Reach Out to Youth (ROTY) Program
Exposes elementary students from
disadvantaged backgrounds in the Grand
Rapids Public Schools to medicine
Interactive day of hands on activities to
what being a physician will mean





Health Science Scholars Institute

Summer academy with follow up academic year seminars targeting juniors and seniors in greater Grand Rapids area

- under-represented in medicine
- expose students to higher level science and application of science in medical cases format

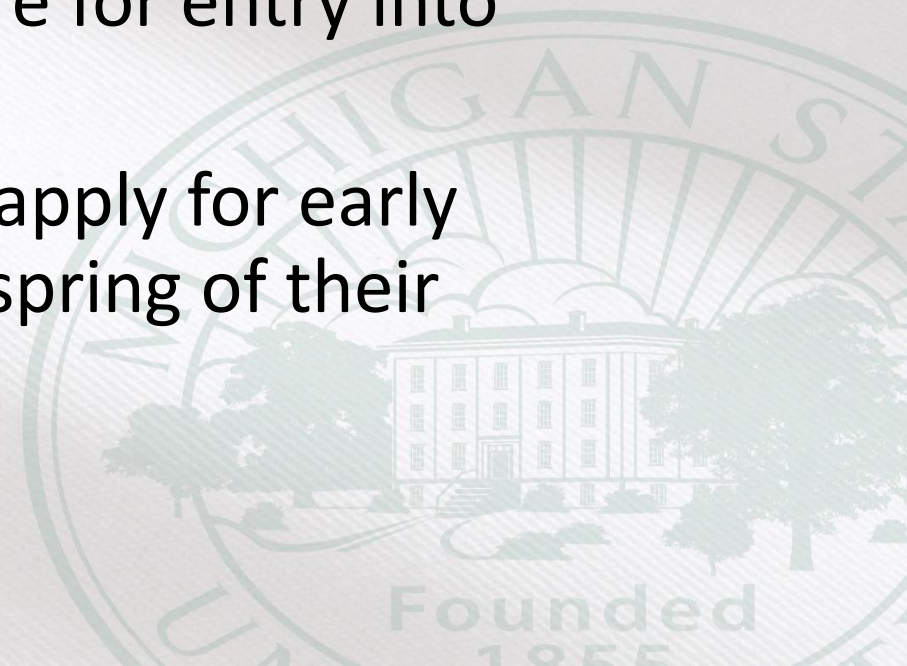


Early Assurance Program

Formal partnership agreements with select undergraduate institutions

Encourage students from disadvantaged backgrounds and students with an interest to serve the underserved to maximize their undergraduate academic experiences as they prepare for entry into medical school.

Endorsed program participants may apply for early admissions to medical school in the spring of their junior year.



➤ Early Assurance Program

Programs in West Michigan include:

Grand Valley State University

Aquinas College

Calvin College

Grand Rapids Community College linked
to GVSU

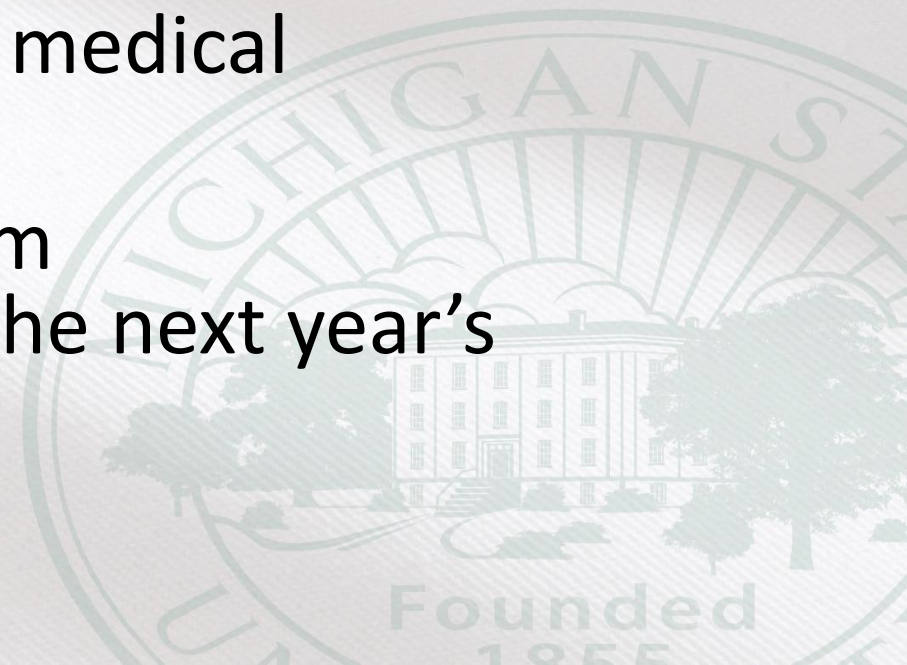


➤ Advanced Baccalaureate Learning Experience (ABLE) Program

Formal post-baccalaureate program for small cohort of students from disadvantaged backgrounds that are recommended by the Committee on

Admissions for an intense upper division science year prior to entry into medical school.

Students who meet the program requirements are admitted to the next year's entering class.



> Class of 2021 - Pipeline Programs

18 students entered via MSU's Early Assurance Program; including:

- 2 students from Calvin College
- 6 students from Grand Valley State University (including one from Grand Rapids Community College through MSU's pipeline program)

15 from the Advanced Baccalaureate Learning Experience (ABLE) Program



White Coat Ceremony – Class of 2021



➤ holistic admissions process

Emphasize academic metrics, attributes and experiences

Enrollment is diverse in response to the future health care needs:

- Fifty percent (50%) female students
- twenty percent (20%) students from rural backgrounds;
- twenty-five percent (25%) students from groups that are underrepresented in medicine;
- Forty percent (40%) students who are from disadvantaged backgrounds



> Class of 2021

191 first-year students started August, 2017:

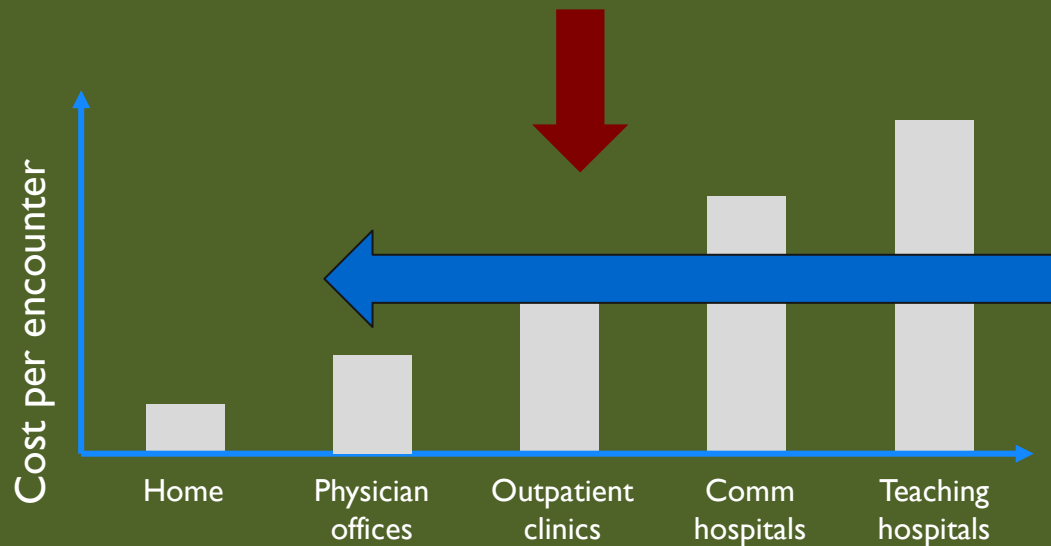
- 7,135 applications
- 87 men and 104 women
- Age range 21-40
- 76% from Michigan
- 29% underrepresented in medicine
- 45% race/ethnicity other than white
- 46% disadvantaged (low income, first generation college)
- 25% rural, low density counties



Shifting Care Settings

Make each setting more efficient
– *Innovating for efficiency*

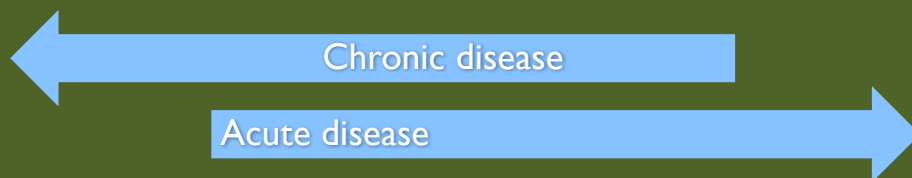
Decision Support and big data
Diagnostic and treatment speed and accuracy



*Innovating down and
to the left*

Achieve highest quality care in
lower cost settings
– *Innovate for
quality and cost*

Hospital to Home



Shifting chronic care,
creating acute capacity
– *Innovate for sustainability*

> Grand Rapids Academic Partnerships

Aquinas College

Calvin College

Grand Valley State University

Grand Rapids Community College


Hope College

Ferris State University Pharmacy Program



Questions?





Minority doctors are more likely to work with underserved and indigent populations

- populations who bear disproportionate rates of disease
- have the most limited access to care



➤ sense of affinity and understanding

patient-physician concordance- feeling a sense of familiarity enhances communication and patient satisfaction




White Coat Ceremony – Class of 2021



Pipeline Programs for School Children





The more underrepresented minorities in a medical school's student body, the more likely it is that students (regardless of their own race) will “rate themselves as highly prepared to care for minority populations”

