Diversifying the Health Workforce Through Educational Pathways

Valerie Romero-Leggott, MD
Vice Chancellor and Diversity & Inclusion Executive Officer
HSC Endowed Professorship for Equity in Health
Professor of Family & Community Medicine
Executive Director, UNM Combined BA/MD Degree Program
New Mexico
The Land of Enchantment

- Urban
- Small Town Rural
- Large Town Rural
# Growing New Mexico’s Diverse Health Care Workforce

## Communities to Careers

### Elementary School
- Professional Ambassadors
- Premedical Enrichment Program (PrEP)
- New Mexico Clinical Education Program
- Test Prep (DAT, MCAT, PCAT, GRE)

### Middle School
- Ambassadors
- Undergraduate Health Sciences Enrichment Program (UHSEEP)
- Professional Achievement Training for Transdisciplinary Health (PATH) Emerging Leaders

### High School
- Health Careers Academy (HCA)
- Black Healthcare Career Expo
- Dream Makers Health Careers Program (DMHCP)

### Undergraduate
- Summer of STEAM-H
- Building Outstanding STEAM-H Students (BOSS)

### Pre-Professional

### Professional
**Metrics**

**Race & Ethnicity**

New Mexico vs. C2C Programs

- **2011 – 2019**
- **2571** Students served
- **57%** First-generation college

![Bar chart comparing race and ethnicity in New Mexico vs. C2C Programs](chart.png)

- Black
- Asian
- Hispanic
- American Indian & Alaska Native
- White
- Two or More Races

Colors:
- Red: New Mexico
- Orange: C2C Programs
71% of programs are in rural areas

COMMUNITIES to CAREERS

hsc.unm.edu/diversity/

REGIONAL HUBS

Established Hubs
Pending Hubs
Other Program Sites
The University of New Mexico Health Sciences Center

**COLLEGE OF PHARMACY**

Doctor of Pharmacy
Early Assurance Program (EAP)

- Ensures UNM undergraduates can secure an accessible path to the profession of pharmacy.
- Special access to a Pre-Pharmacy Advisor

64% URM in the Early Assurance Program
55% URM Current PharmD students

**SCHOOL OF MEDICINE**

Combined BA/MD Degree Program

Address the state's physician shortage by admitting a diverse class of high seniors committed to serving NM communities

Partnership between the UNM College of Arts & Sciences and the UNM School of Medicine. 100% funded by the NM State Legislature.

60% URM
68% Rural

**COLLEGE OF NURSING**

Indian Health Services' American Indians Into Nursing grant

Increase number of AI/AN who deliver healthcare services to American Indian and Alaska Native (AI/AN) communities.

- Recruit & Retain
- Scholarships & Stipends
- Skill Development
- AI/AN Service

11% AI/AN in New Mexico
<1% AI/AN in US nursing workforce
7% AI/AN UNM CON
BNGAP’s mission is to help diverse trainees become aware of, interested in and prepared to explore academic careers

2,000+ trainees, the majority being self-identified women and/or URM

54% of medical students & residents were URM

300+ diverse faculty facilitators

National Center for Pre-Faculty Development
25 Inaugural Members
“The biggest impact that is immediately felt in my community is that I am filling a cultural void with Spanish speaking individuals, especially females.”