



Diversifying the Health Workforce Through Educational Pathways

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Vice Chancellor and Diversity & Inclusion Executive Officer

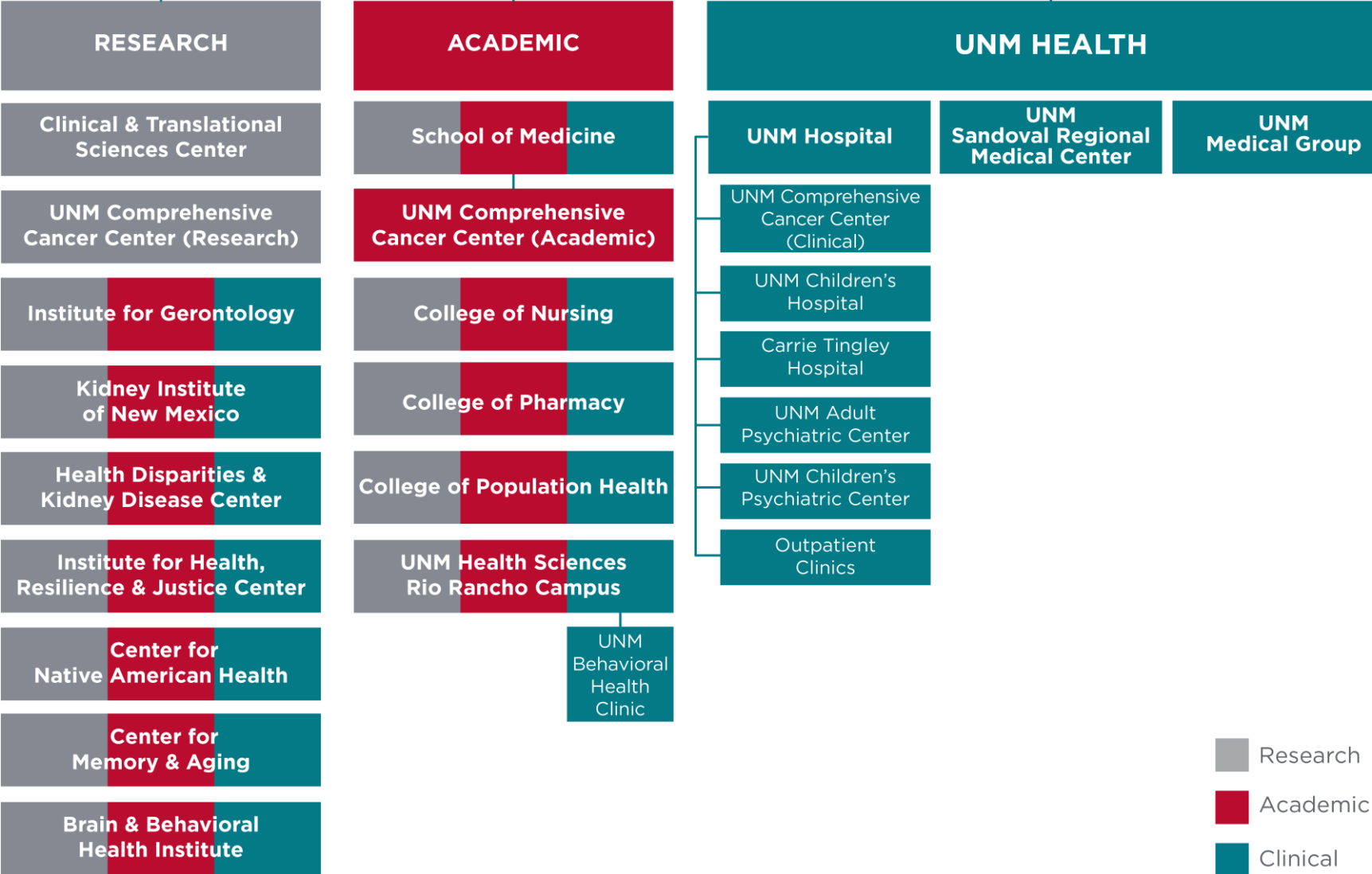
HSC Endowed Professorship for Equity in Health

Professor of Family & Community Medicine

Executive Director, UNM Combined BA/MD Degree Program



UNM Health Sciences Center



New Mexico

The Land of Enchantment



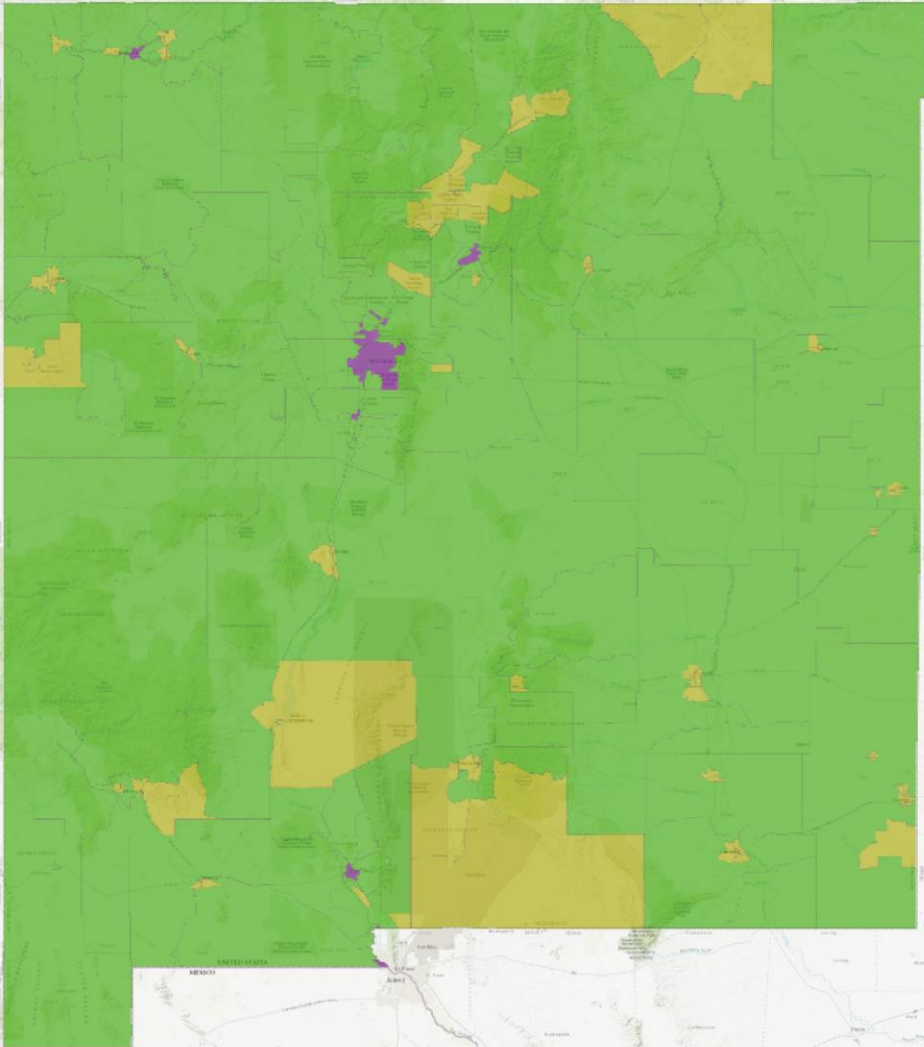
URBAN



SMALL TOWN RURAL









LARGE TOWN RURAL



Growing New Mexico's Diverse Health Care Workforce

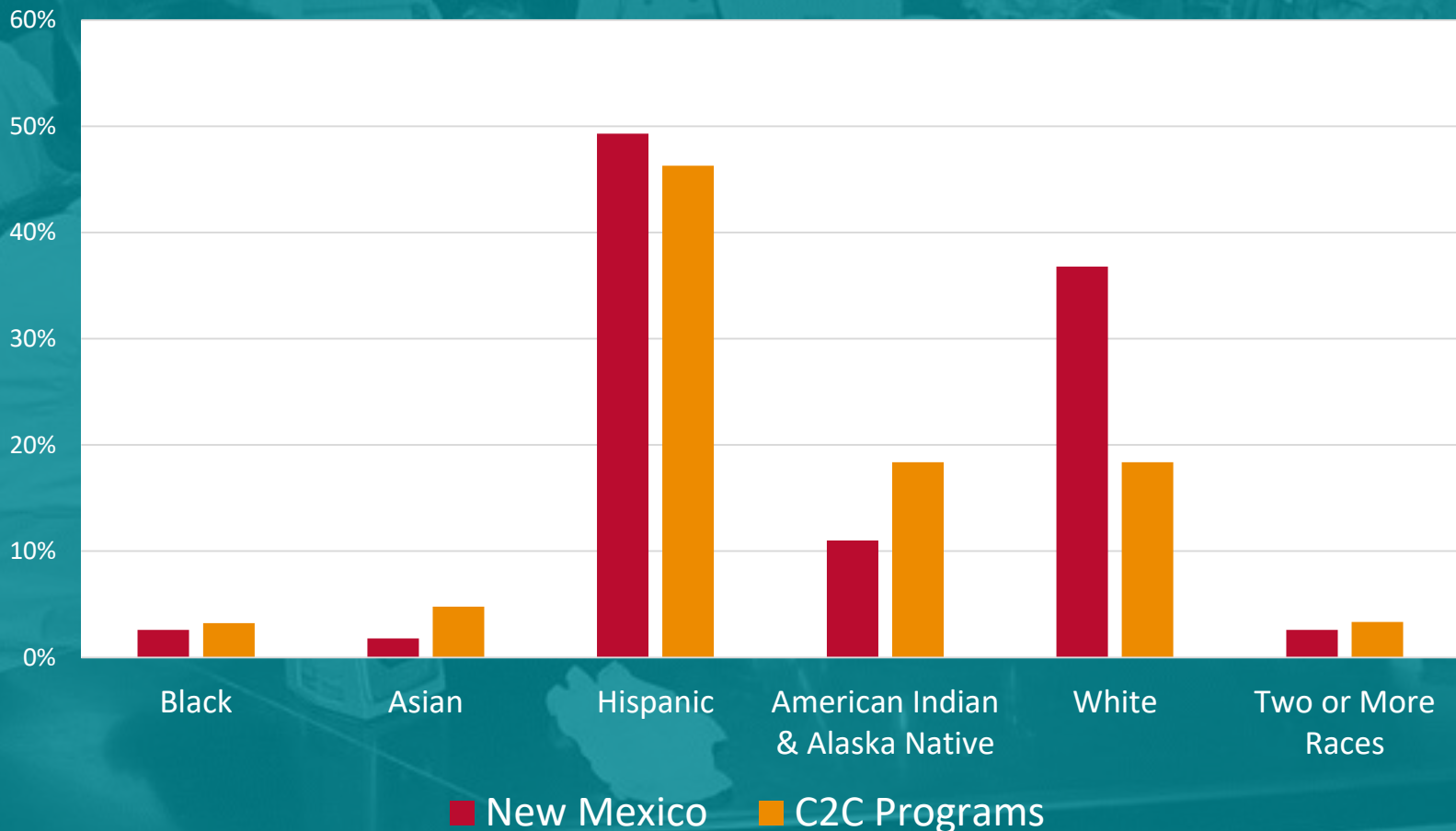


hsc.unm.edu/diversity/

-  **Elementary School**
-  **Middle School**
-  **High School**
-  **Undergraduate**
-  **Pre-Professional**
-  **Professional**

	Professional Ambassadors
	Premedical Enrichment Program (PrEP)
 	New Mexico Clinical Education Program
 	Test Prep (DAT, MCAT, PCAT, GRE)
	Ambassadors
	Undergraduate Health Sciences Enrichment Program (UHSEP)
 	Professional Achievement Training for Transdisciplinary Health (PATH) Emerging Leaders
	Health Careers Academy (HCA)
	Black Healthcare Career Expo
 	Dream Makers Health Careers Program (DMHCP)
	Summer of STEAM-H
  	Building Outstanding STEAM-H Students (BOSS)

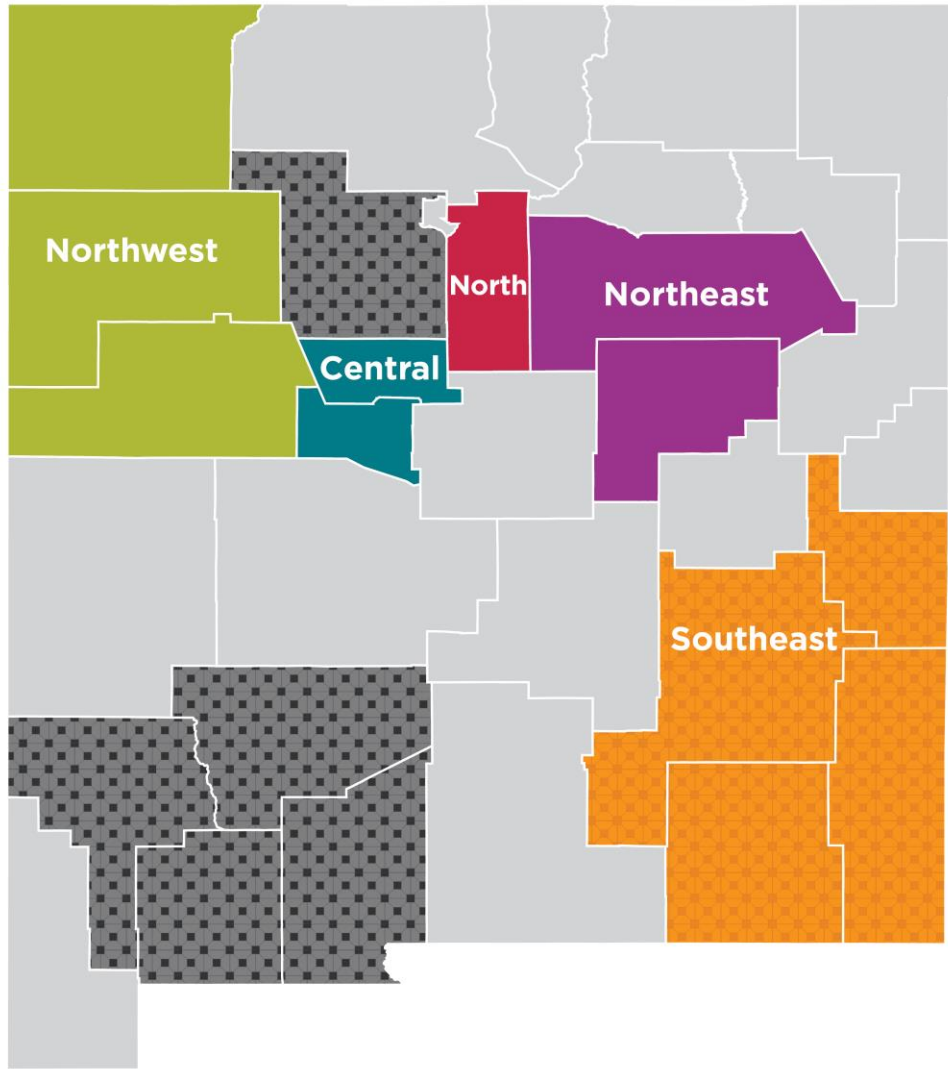
Race & Ethnicity New Mexico vs. C2C Programs



2011 – 2019

2571 *Students served*

57% *First-generation college*



71% of programs are in rural areas

COMMUNITIES to CAREERS

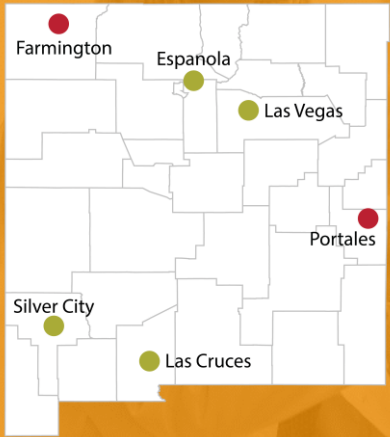
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REGIONAL HUBS

- Established Hubs
- Pending Hubs
- Other Program Sites

COLLEGE OF PHARMACY

Doctor of Pharmacy
Early Assurance Program (EAP)



■ Current Partners
■ Potential Partners

- 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 Prog.

55% URM Current PharmD students

COLLEGE OF NURSING

Indian Health Services' American Indians Into Nursing grant

Increase number of AI/AN who deliver health care 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

SCHOOL OF MEDICINE

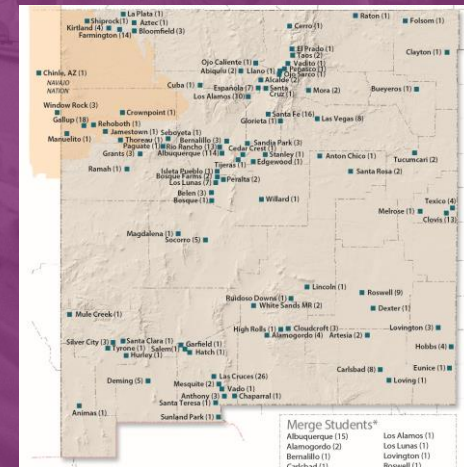
Combined BA/MD
Degree Program

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



BNGAP

Building the Next Generation
of Academic Physicians
www.bngap.org

*BNGAP's mission is to help diverse trainees become aware of,
interested in and prepared to explore academic careers*

2,000+

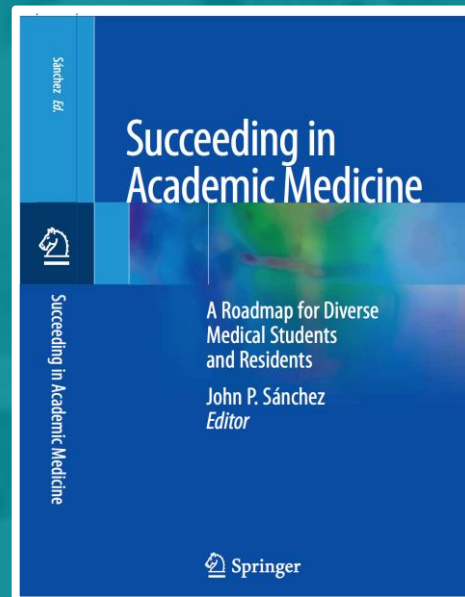
*trainees, the majority being self-identified
women and/or URM*

54%

of medical students & residents were URM

300+

diverse faculty facilitators



National Center for Pre-Faculty Development

25 Inaugural Members





~Dr. Erika Garcia
Family Practice Clovis, NM
Clin Ed, UHSEPI, UHSEP II
UNM Med School & Residency



Communities to Careers

*FROM DIVERSE PROGRAM PARTICIPANT
TO RURAL COMMUNITY PRACTITIONER*



"The biggest impact that is immediately felt in my community is that I am filling a cultural void with Spanish speaking individuals, especially females."