

California State University

Improving Health Professions Pathways and Best Practices

California Statewide Summit Meeting
January 15, 2009
California State University
Office of the Chancellor

Project Overview: Goals and Objectives

- Develop an action plan to:
 - Promote and enhance the successful enrollment of CSU students from underrepresented groups (URG) into health professions programs which lead to degrees in nursing, medicine, dentistry, pharmacy, allied health, and public health; thereby increasing the numbers and diversity of the state's health professions workforce.

Health Professions' Summit Goals

- **GOAL 1:** To gather input from the broadest possible range of stakeholders relevant to the goals of increasing health professions diversity and numbers
- **GOAL 2:** That each meeting attendee will commit to actions to build health professions diversity and numbers
- **GOAL 3:** To obtain specific lists of actions, resources, and appropriate personnel/stakeholders, relating to the formation of the action plan to increase health professions diversity and numbers



CSU's Role in California's Workforce: Numbers and Diversity

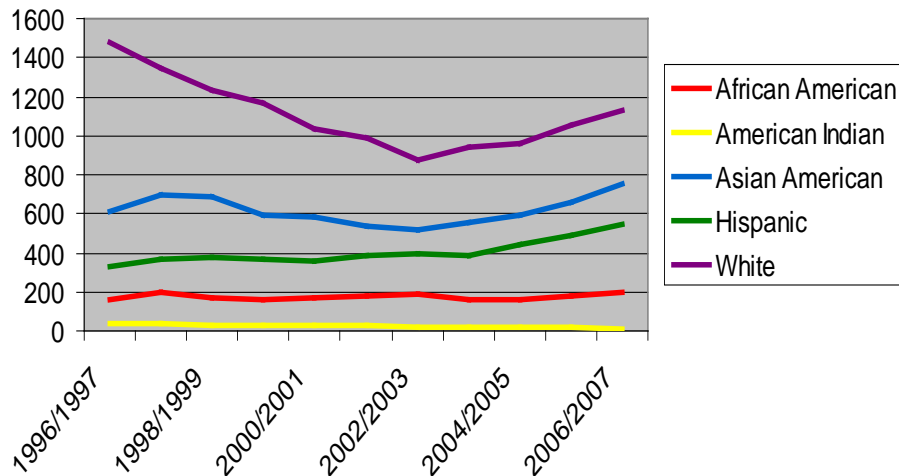
- The CSU is the largest, most diverse, public higher education system in the United States: with close to **450,000** students in 2008.
- The CSU granted close to **90,000** degrees in 2006-2007.
- ***The CSU graduates more African American, Hispanic, and American Indian students than all other California universities combined.***

California State University: Health Professions Degree Programs and Workforce Development

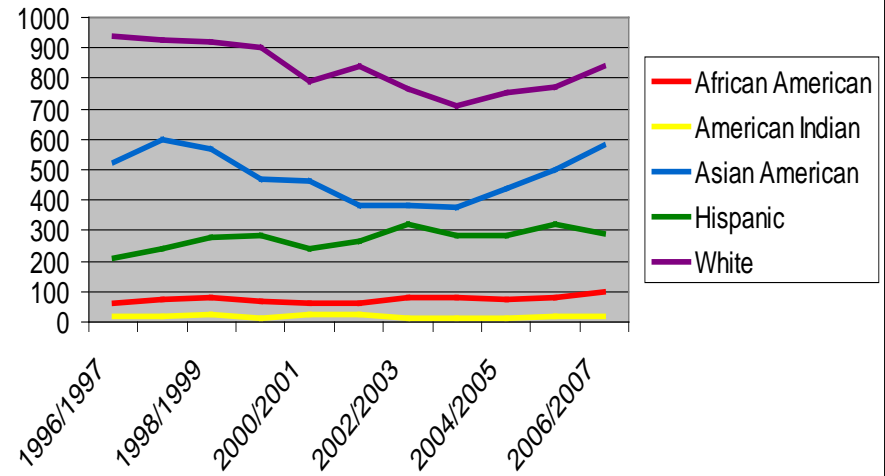
- CSU prepares 44% of the state's bachelor's degree graduates in the life sciences, which include such fields as biotechnology and a variety of health professions.
- CSU contributes the majority of the state's graduates in health professions' related fields:
 - 92 % in health professions and related sciences
 - 64% in nursing
- The CSU also contributes to the state's future doctors, dentists, pharmacists, nurses, and other highly trained health professionals in terms of sending its well-qualified graduates on to medical, dental, nursing, pharmacy, and other health professions schools

CSU Undergraduate Biological Sciences and Health Professions Degree Programs: Numbers and Demographics

Undergraduate Health Professions Degrees Granted



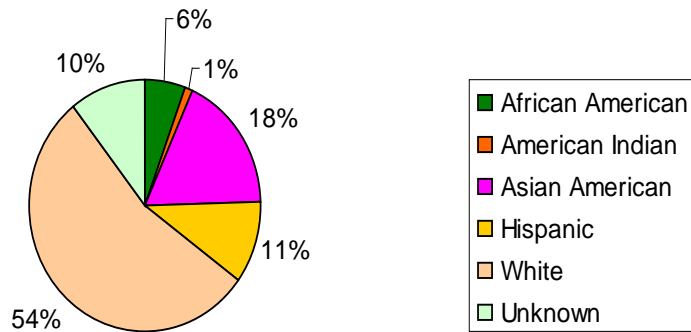
Undergraduate Biological Science Degrees Granted



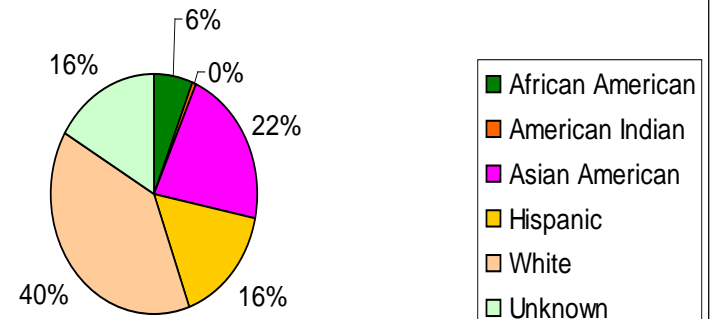
After declines in the early 2000's, we are again witnessing increases in the numbers of students completing these degrees 6

Diversity of CSU Health Professions Degree Holders: 1996-1997 Compared to 2006-2007

Percentage of Health Professions Degrees Granted by Ethnicity AY 96/97



Percentage of Health Professions Degrees Granted by Ethnicity AY 06/07



Health Professions Degree Holders Have Largely Increased in Diversity, particularly with respect to Asian and Hispanic Degree Holders

Project Overview: Timeline and Deliverables

- **Spring-Summer 2008:**
 - Project initiation: Funded by California Endowment
 - Development of regional project centers
 - Project Director, Northern California:
Dr. Barry Rothman, SFSU
 - Project Director, Southern California:
Dr. Linda Reid Chassiakos, CSUN
 - Statewide Nursing and Allied Health Project
Leadership: Dr. Judy Papenhausen, CSUSM

Project Partners/Technical Advisors

- Dr. Kevin Barnett, Public Health Institute
- Jeff Oxendine, UC Berkeley School of Public Health
- “Connecting the Dots” summit meeting
- Extensive interviews of CSU, UC, HPEI leadership
- Linkages with ongoing state, regional and institutional initiatives

Project Overview: Timeline and Deliverables

- Fall 2008-Winter 2009: Hold a series of planning meetings with CSU health professions advisors and partners from CCCs, UCs, and other academic, community, and health care agency partners
 - September 5th – southern California regional meeting
 - September 12th – northern California regional meeting
- January 15th – statewide summit meeting
- Spring-Summer 2009: Develop an action plan for enrolling and graduating more well-qualified health professionals who reflect the full diversity of California's residents
- Fall 2009: Disseminate the plan to the CSU Chancellor, the California Endowment, and California stakeholder groups and partners

Outcomes of the September 5th & 12th Regional Meetings

- Extensive sharing of information and best practices
- These meetings were the *first time in the CSU's history* that health professions advisors had the opportunity to talk to each other and with UC and CCC colleagues:
 - Results included:
 - *connections and ad hoc partnerships between individuals and institutions*
 - *sharing of CSU best practices between and among CSUs*
 - *Formation of a set of recommendations for the action plan*

Challenges Attendees at the September 5, 12 Summit Meetings Identified

- Better K-12 preparation, particularly for underrepresented students
- Effective mentoring and advising from first-year to baccalaureate degree completion
- Smooth transitions from CCC to CSU
- Better pipelines from CSU to UC
- Service learning opportunities targeted to health professions
- Financial aid and scholarships
- Networking, internship, research, and other professional development opportunities
- To work with professional schools to understand criteria for selection – how CSU students fare with respect to cultural, ethnic, and socioeconomic factors

Recommendations: K-12 Transitions

Requires Minimal Resources	Requires Moderate to Substantial Resources
Use 21st century technology to engage, inform, and prepare high school students/health academies for HP options.	Convene periodic statewide/regional conferences for pre-health advisors at the high school level
Engage CSU, UC, and other HPEI health professions alumni as pre-college career mentors	Establish summer pre-college bridge programs for disadvantaged pre-health students.

Recommendations: Undergraduate Preparation

Requires Minimal Resources	Requires Moderate to Substantial Resources
Use 21 st century technology to engage, inform, and prepare CSU students (including prospective students transferring from CCC) for HP options.	Convene periodic statewide/regional conferences for pre-health advisors and students.
Engage CSU, UC, and other HPEI health professions alumni as career mentors.	Develop health professions career preparatory courses.
Require formal partnerships between UC-based post-baccalaureate programs and CSU campuses.	Establish joint research initiatives sponsored by CSU, UC/other HPEI faculty that include paid internships.
Remove obstacles to informal post-baccalaureate preparation at CSU campuses.	Establish campus level one-stop health professions advising and resource centers.

Recommendations: Graduate and Post-Baccalaureate Transitions

Requires Minimal Resources	Requires Moderate to Substantial Resources
Require periodic CSU site visits by UC/other HPEI senior administrators, faculty and graduate students.	Review CSU health science course content to identify areas where greater alignment is needed to yield optimal results in application process.
Tie admissions criteria to UC/other HPEIs' role in addressing regional workforce needs.	Designate formal campus-level CSU inter-departmental liaisons
Establish UC/other HPEI campus level metrics that validate commitment to CSU recruitment.	

Recommendations: System-Wide and Campus-Wide Actions

Requires Minimal Resources	Requires Moderate to Substantial Resources
Develop regional memoranda of understanding between CSU campuses, HPEIs, and health professions employers.	Create CSU incentive funds for high performing campuses.
Establish CSU – HPEI Joint Health Sciences Committee.	Require collection of data on CSU graduates to provide evidence base for increased UC and other HPEIs recruitment and admissions.
Establish formal process for curricular changes that involves proactive CSU input and coordination.	

The Task Before Us Today....

- Scope of Professions: Medicine, Dentistry, Public Health and general health career exposure and opportunities.
- Morning session: Focused discussion on priorities identified during the UC “Connecting the Dots”, and CSU September 5th and 12th workshops
 - Plenary panel of experts review recommendations
 - Workshop attendee discussions
- Working Lunch: Health Professions “Voices” – Breakout sessions focusing on aspects of the health profession pipeline
- Afternoon session: Develop action plans and commitments building on recommendations generated during the morning’s discussions

A Challenge and an Opportunity

- The CSU is committed to working with our partners in academia and the community to enhance student success in the health professions and promote health professions workforce diversity.
- Please help us help you—we look forward to working with you today and in the future.

Recommendations: K-12 Transitions

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Breakout Session #1 Comments: K-12

- with regard to use of 21st century communication tools: technology can be a tool, but does not need to be the primary communication avenue
- Need connections between academies and undergraduate programs
- Teacher training for student mentoring and career counselling is needed – at K-12 and undergraduate levels
- CASM, AVID, OTTP, HOSA, CITEA, CPA, CTA are organizations/groups of professionals who work in this area – need to partner with them

Breakout Session #1 Comments: K-12 (continued)

- Pre-college bridge programs highly regarded but there are \$\$ issues; grant funding and/or summer school funding can provide resources
- Instead of statewide conferences – representatives from CSU should speak to groups (students, teachers, advisors, parents) about health professions
- Use of alumnae as mentors very important – need cultural competence, awareness of family/life pressures; can tap community service students (mental health/counselling) to work with pre-health students
- Formal agreements between high school academies and CSUs for early/guaranteed admission for students – would serve to motivate students

Recommendations: Undergraduate Preparation

Requires Minimal Resources	Requires Moderate to Substantial Resources
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Engage CSU, UC, and other HPEI health professions alumni as career mentors.	Develop health professions career preparatory courses.
Require formal partnerships between UC-based post-baccalaureate programs and CSU campuses.	Establish joint research initiatives sponsored by CSU, UC/other HPEI faculty that include paid internships.
Remove obstacles to informal post-baccalaureate preparation at CSU campuses.	Establish campus level one-stop health professions advising and resource centers.

Breakout Session #1 Comments: Undergrad

- In general, there is a need for a comprehensive, structural academic and career support system, including financial aid workshops, peer mentoring, clear college-career pathways
- Specific with respect to 21st century technology for advising, would like to see a web portal that includes information about coursework required, summer internship clearinghouse, entrance exams, recommended study skills, CSU MENTOR, iTunes, YouTube, pod cast, alumni discussion boards, etc.

Breakout Session #1 Comments: Undergrad (continued)

- Health professions conferences – YES – have them rotate among CSUs, webcast to increase outreach; partner with organizations and associations such as SUHA, PPHTC, etc.
- Leverage CSU alumnae reach – 2 Million strong!
- Need to expand post baccalaureate programs – at CSU and partner HPEIs – reduce barriers to these programs
- Leverage existing health professions orientation courses, such as those supported by WAHPS
- Develop “one stop shop” health professions advising capabilities on CSU campuses

Recommendations: Graduate and Post-Baccalaureate Transitions

Requires Minimal Resources	Requires Moderate to Substantial Resources
Require periodic CSU site visits by UC/other HPEI senior administrators, faculty and graduate students.	Review CSU health science course content to identify areas where greater alignment is needed to yield optimal results in application process.
Tie admissions criteria to UC/other HPEIs' role in addressing regional workforce needs.	Designate formal campus-level CSU inter-departmental liaisons
Establish UC/other HPEI campus level metrics that validate commitment to CSU recruitment.	

Breakout Session #1 Comments: Grad

- A big YES to point-of-contact designation of health professions' advisors on CSU campuses, so connections can more easily be made with HPEIs
- Site visits can be of two types: (1) comprehensive sets of interviews on CSU campuses of all aspects of health professions preparation and advising, including interviews with Deans, faculty, student services professionals, career development specialists, and STUDENTS. (2) career advising workshops as part of career fairs. For both (1) and (2) need to make sure interactions with CSU students are personalized, and involve visits from “near peers”
- To build alignment in expectations – “familiarity breeds success” – that CSU faculty, staff, as well as students need to have relationship building opportunities in addition to health professions advising; shared faculty research agendas, shared speaker series, etc.

Breakout Session #1 Comments: Grad (continued)

- The ASSIST software package to post course/entry degree options for post-baccalaureate and professional degree programs
- Metrics can be developed from promising data warehouse efforts: e.g. the dental pipeline study
- Need professional development for CSU and HPEI faculty and administrators – many misconceptions; e.g. CSU administrators think CSU students are applying to UC – this is not the case.

Recommendations: System-Wide and Campus-Wide Actions

Requires Minimal Resources	Requires Moderate to Substantial Resources
Develop regional memoranda of understanding between CSU campuses, HPEIs, and health professions employers.	Create CSU incentive funds for high performing campuses.
Establish CSU – HPEI Joint Health Sciences Committee.	Require collection of data on CSU graduates to provide evidence base for increased UC and other HPEIs recruitment and admissions.
Establish formal process for curricular changes that involves proactive CSU input and coordination.	

Breakout Session #1 Comments: System

- With regard to the MOU and Joint committee work, the scope of these efforts needs to be across health professions education – not just higher education: community and advocacy groups, legislative and governmental entities, etc.
- Need greater clarity and understanding of what is already in place in higher education; i.e., need to do an environmental scan of health professions committees/other relevant structures within and outside of the CSU
- With regard to data collection, before a system-level data warehouse, need to examine data collection efforts already developed for small programs, to determine value and scalability to system level

Breakout Session #1 Comments: System (continued)

- Build regional projected workforce needs (and funding) into MOUs between CSU and HPEIs; this will involve employers as well

Near Term Next Steps

- Steering committee group will summarize the results of this conference in a document to be shared with attendees and senior leadership
- The document will be under development for the next few months – opportunities for you to share additional thoughts on action plan development
- Another conference, focusing mostly on nursing and allied health, will be held in the spring or summer 2009



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