



Recruiting, Training, and Retaining a Medical Student Workforce to Meet the Needs of California

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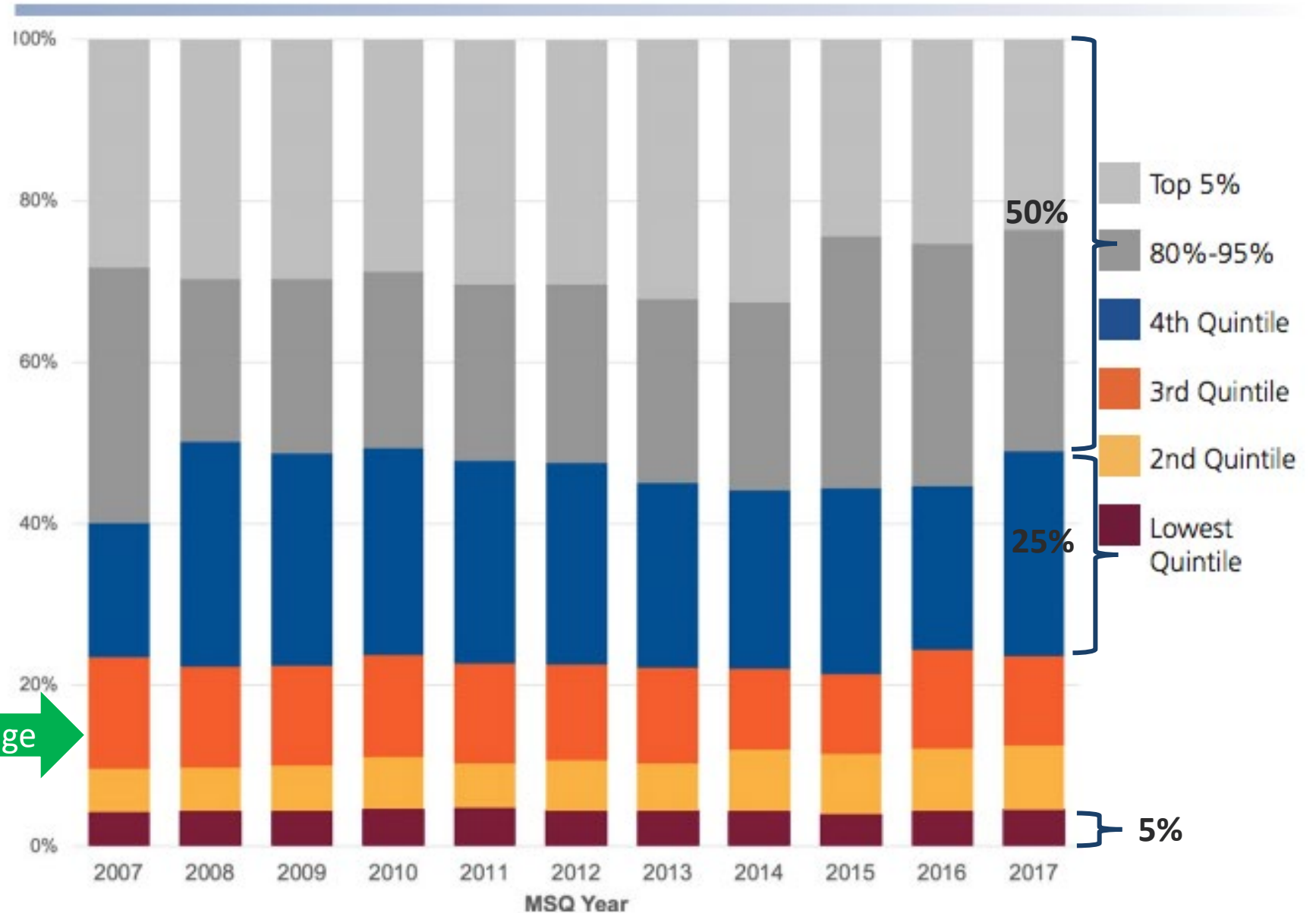


Charting Outcomes : Demographic Characteristics of Applicants in the Main Residency Match® and SOAP® report



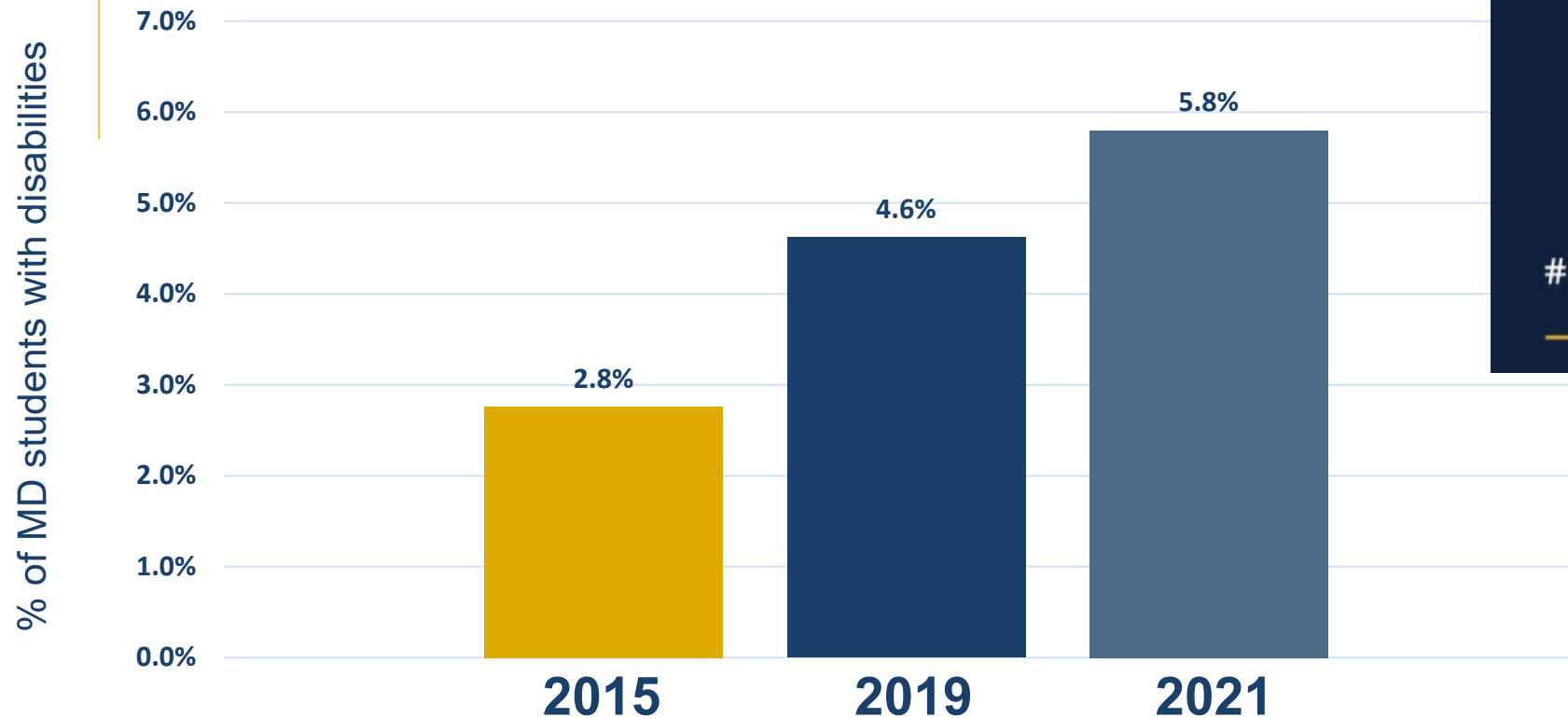
Distribution of family income of US medical students

US average →



Disability Representation in Medical Education

18.7% of the US population self-identify as having a disability



@docswith

Sources: *Why Increasing Numbers of Physicians with Disability Could Improve Care for Patients with Disability*, Lisa I. Iezzoni, MD, MSc, AMA J Ethics. 2016;
Health Professionals with Disabilities: Motivating Inclusiveness and Representation, Sarah Waliany, AMA J Ethics. 2016

Language Concordance

Figure 1. Glycated Hemoglobin Levels in LEP Latino Patients With Diabetes Before and After Switching Primary Care Physicians

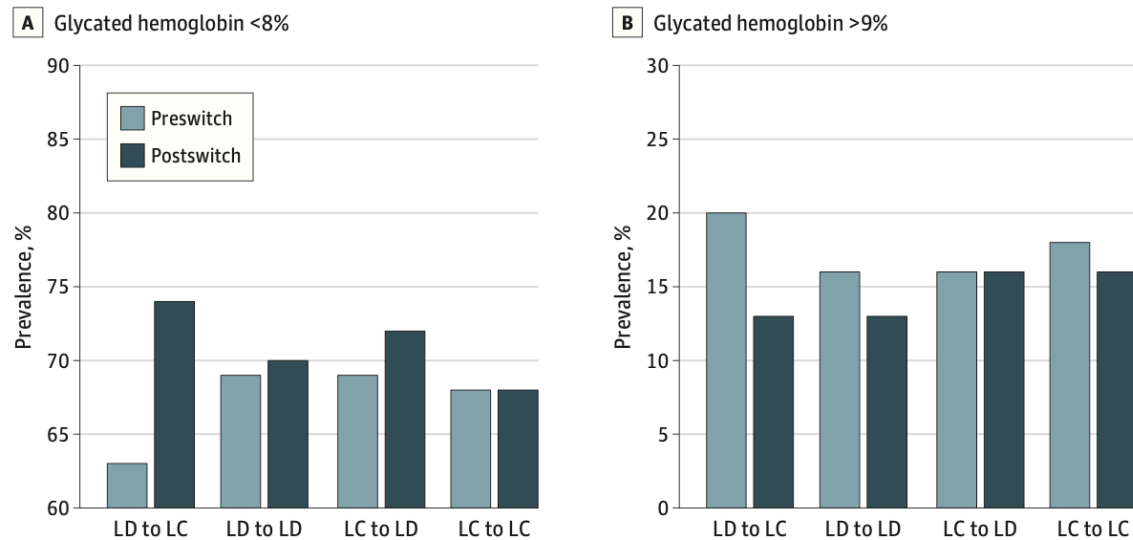
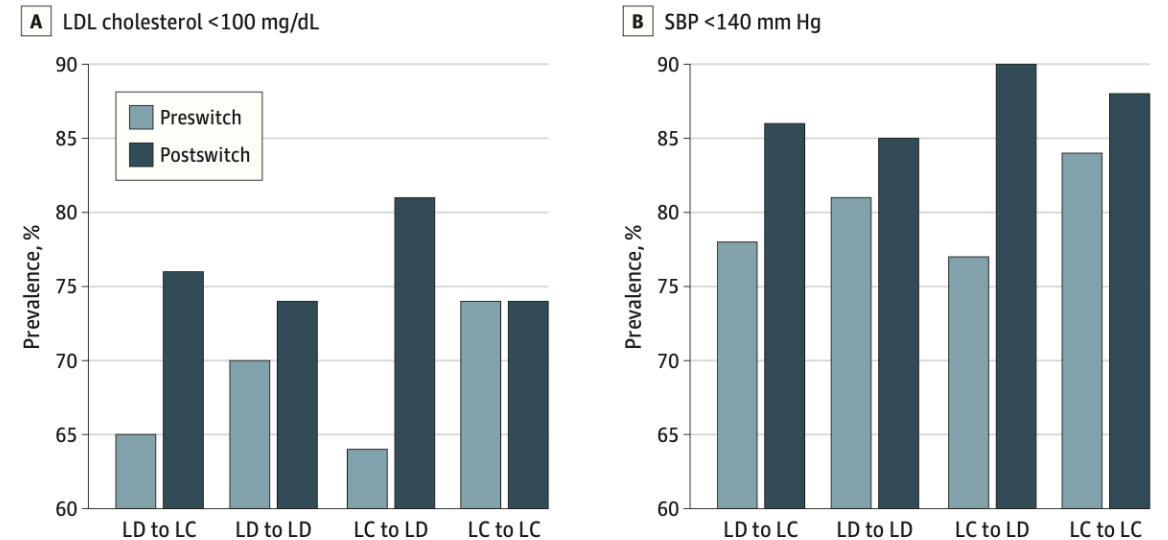


Figure 2. LDL Cholesterol and SBP in LEP Latino Patients With Diabetes Before and After Switching Primary Care Physicians



Parker MM, Fernández A, Moffet HH, Grant RW, Torreblanca A, Karter AJ. Association of Patient-Physician Language Concordance and Glycemic Control for Limited-English Proficiency Latinos With Type 2 Diabetes. *JAMA Intern Med.* 2017;177(3):380–387. doi:10.1001/jamainternmed.2016.8648

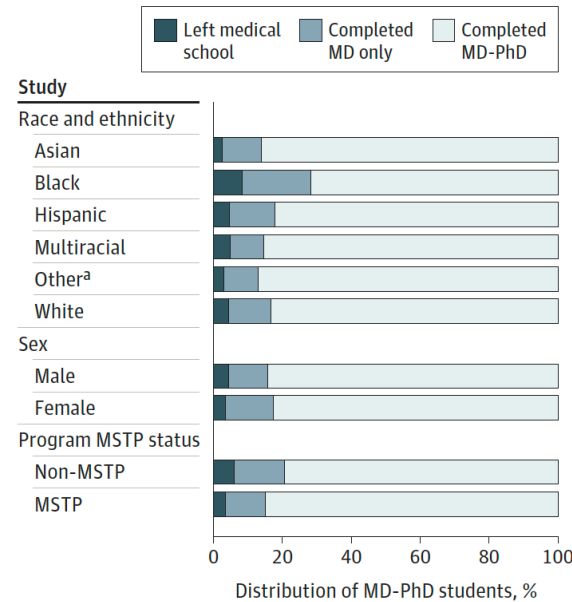
MD-PhD Students Attrition

Table. Characteristics of MD-PhD Matriculants, 2004-2012

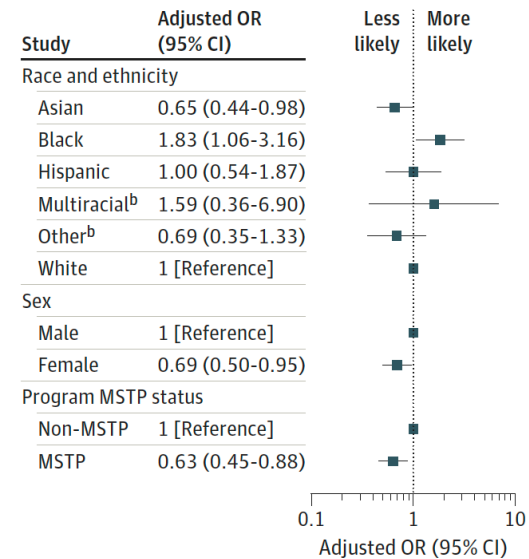
Characteristic	No. (%)
Total No. of MD-PhD students	4702
Race and ethnicity	
American Indian/Alaska Native or Hawaiian Native/ Pacific Islander	9 (0.2)
Asian	1011 (21.5)
Black or African-American	215 (4.6)
Hispanic	265 (5.6)
White	2724 (57.9)
Multiracial	164 (3.5)
Asian and White	122 (2.6)
American Indian/Alaska Native or Hawaiian Native/ Pacific Islander and White	19 (0.4)
Black and White	14 (0.3)
Other multiracial	9 (0.2)
Other ^a	314 (6.7)
Sex	
Female	1803 (38.3)
Male	2899 (61.7)
MCAT score quartile ^b	
≤30	1132 (24.1)
31-33	1153 (24.5)
34-36	1284 (27.3)
≥37	1133 (24.1)
Program MSTP status	
Non-MSTP	1093 (23.2)
MSTP	3609 (76.8)

Figure. Rates of Attrition for MD-PhD Matriculants

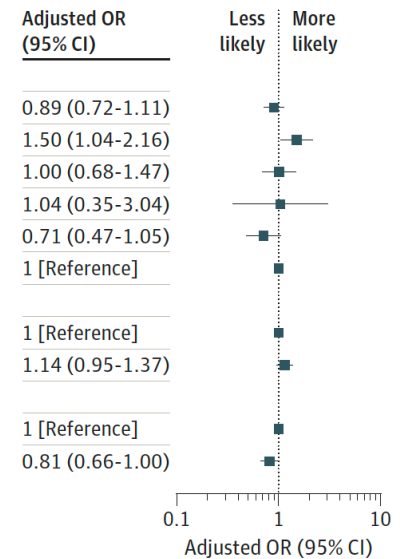
A Distribution of MD-PhD students



B Students who left medical school^a



C Students who completed their MD only^a



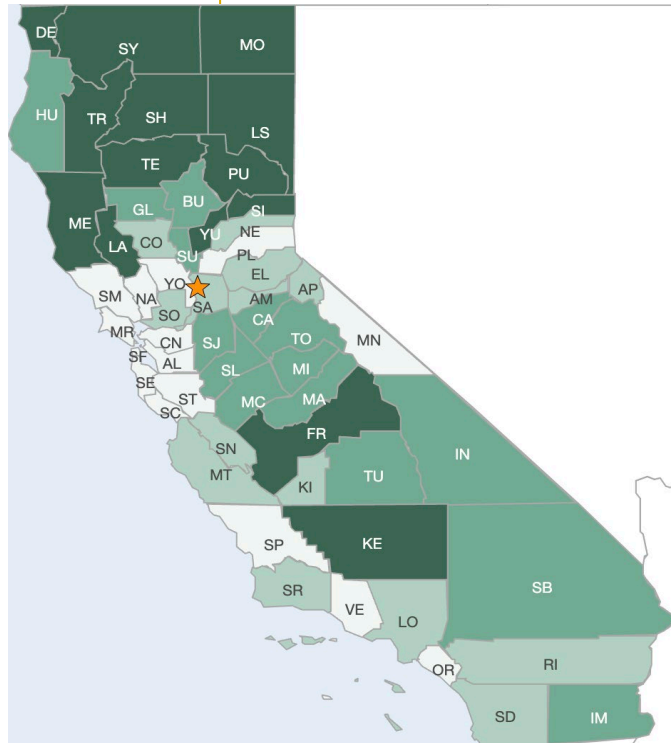
MSTP indicates Medical Scientist Training Program.

^a Adjusted for Medical College Admissions Test quartiles.

^b Due to underrepresentation in the cohort, students identifying as American

Indian or Alaska Native or Hawaiian Native or Pacific Islander were grouped with other race and ethnicity, and multiracial students are shown in aggregate.

Training the Doctors that California Needs



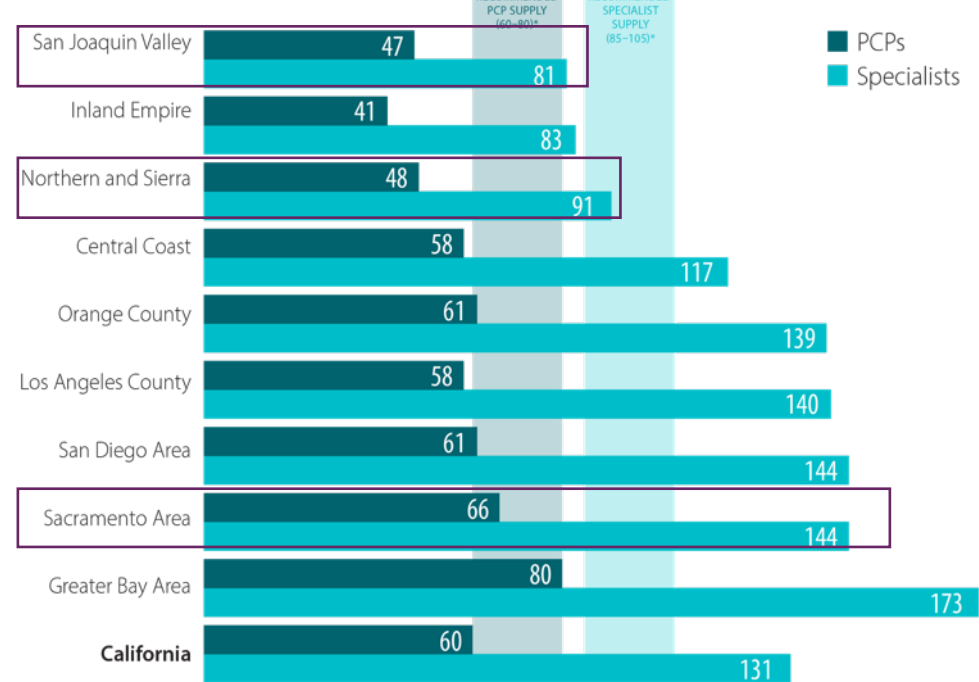
RANK 1 - 15 16 - 29 30 - 44 45 - 58

California Health Outcomes 2023

www.CountyHealthRankings.com

Primary Care Physicians and Specialists, by Region California, 2020

NUMBER PER 100,000 POPULATION



California Health Care Foundation



ZIP CODE

9 5 8 1 7

Life Expectancy

ZIP CODE

9 5 6 1 6

Life Expectancy

77

87

Concordant care improves health outcomes

More and diverse primary care docs improves life expectancy

Place matters (grow up and train)

**UC DAVIS
HEALTH**

Center for a Diverse
Healthcare Workforce

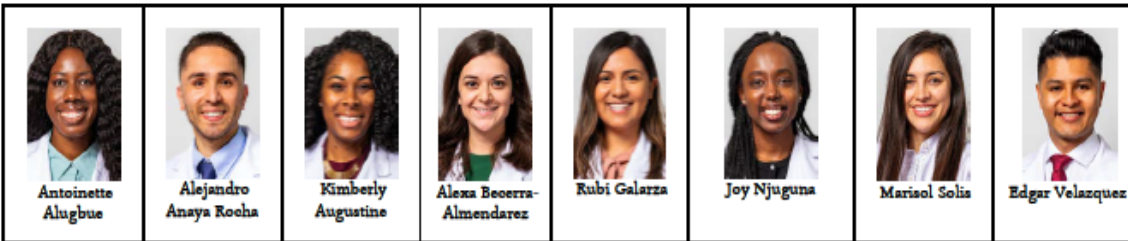


#3 in Diversity
#5 in Family Medicine
#6 in Primary Care

Med School Pathways that reflect community needs

1. **Northern California, rural, and frontier:** Rural PRIME
2. **Urban Sacramento:** Transforming Education and Community Health (TEACH)
3. **Central Valley (agricultural and urban):** REACH
4. **Tribal, Urban, and Rural from Sacramento to Portland:** COMPADRE with OHSU
5. **5-year Research:** ARC-MD
6. **Accelerated 3-year MD to Primary Care:** ACE-PC
7. **American Indian, Native American, Alaska Native and Tribal Communities:** Tribal PRIME
8. **Community College to Medical School:** Avenue M

PC



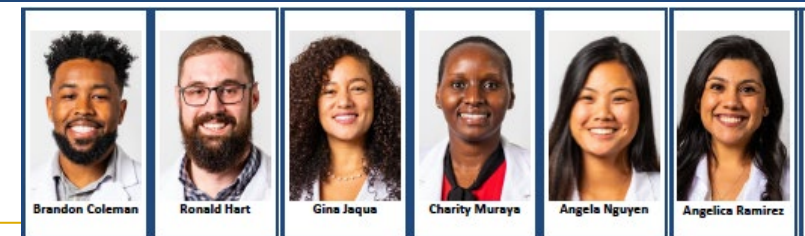
Central Valley



Rural



Urban



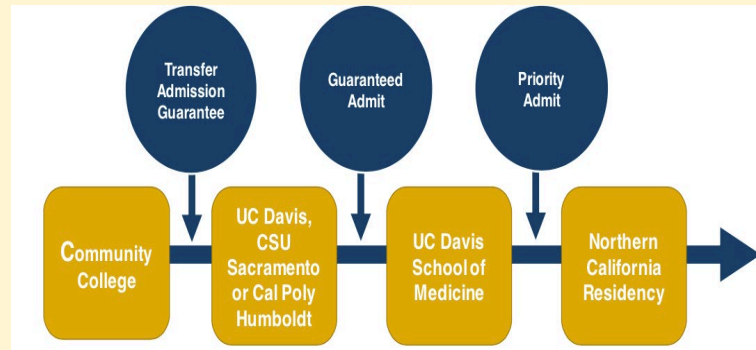
Exemplars

3-Year MD to Residency



- Primary Care
- Direct progression from medical school to residency
- 85% first-generation
- 80% URiM
- Older
- Lower metrics than 4-year

Community College to Medical School



- 51% Latino, 33% Black/AA Family Medicine residents attended CC
- In CA, 2.5% transfer within 2 year and 23% within 4 years

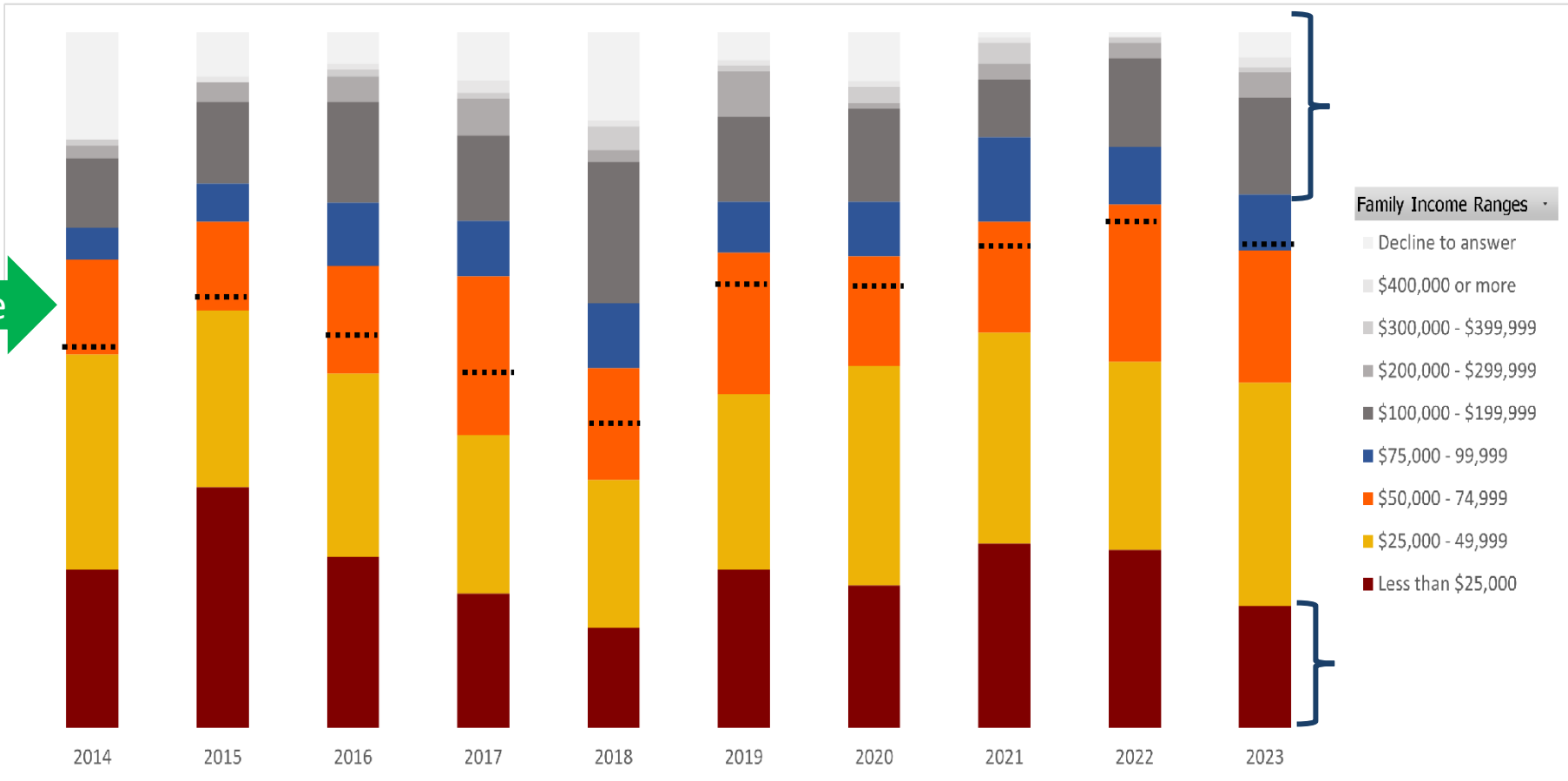
Tribal Health across Region



- UC Davis, OHSU, WSU
- Wy'east Post-Bac
- Conditional acceptance
- UC tuition waiver
- Tribal nations & tribal-focused non-profits

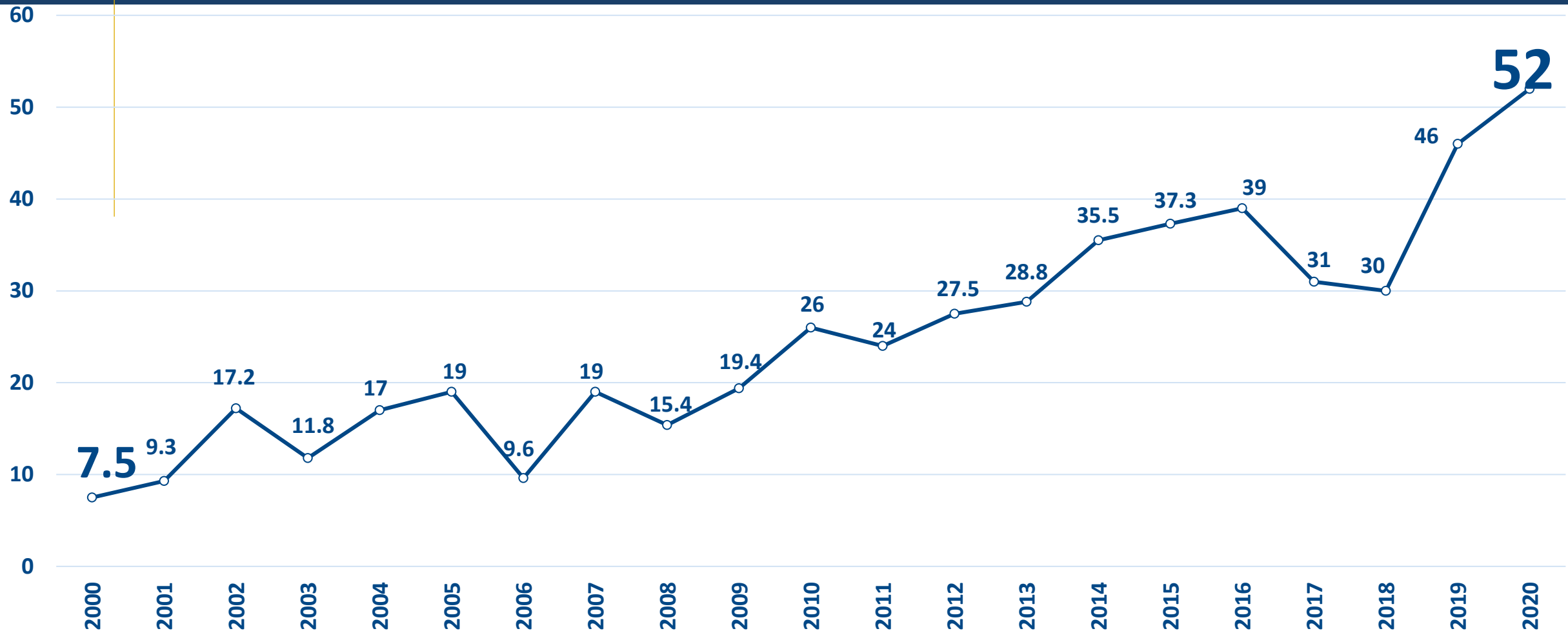
Distribution of family income of UC DAVIS students

US average →



US Median Family Income									
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
\$53,657	\$56,516	\$59,039	\$61,136	\$63,179	\$68,703	\$68,010	\$70,784	\$73,666	\$76,665
www.census.gov, 2022 and 2023 are the average percentage increase from 2014-2021 which is 4.07%									

% of UC Davis SOM Matriculants From Groups Underrepresented in and Historically Excluded from Medicine* (2000–2020)



*Includes students who identify as American Indian/Alaskan Native, Black/African American, Hispanic/Latinx, Native Hawaiian, or Filipino

Facilitators of Success (Selected)

Admissions AND Retention

Leadership support

Scholarships and Financial Aid

- **NAOP:** Tuition and Fees are fully covered for California students who are also enrolled in federally recognized Native American, American Indian, and Alaska Native tribes.
- Mission-focused **scholarships**

Policies, Practices, and Partnerships

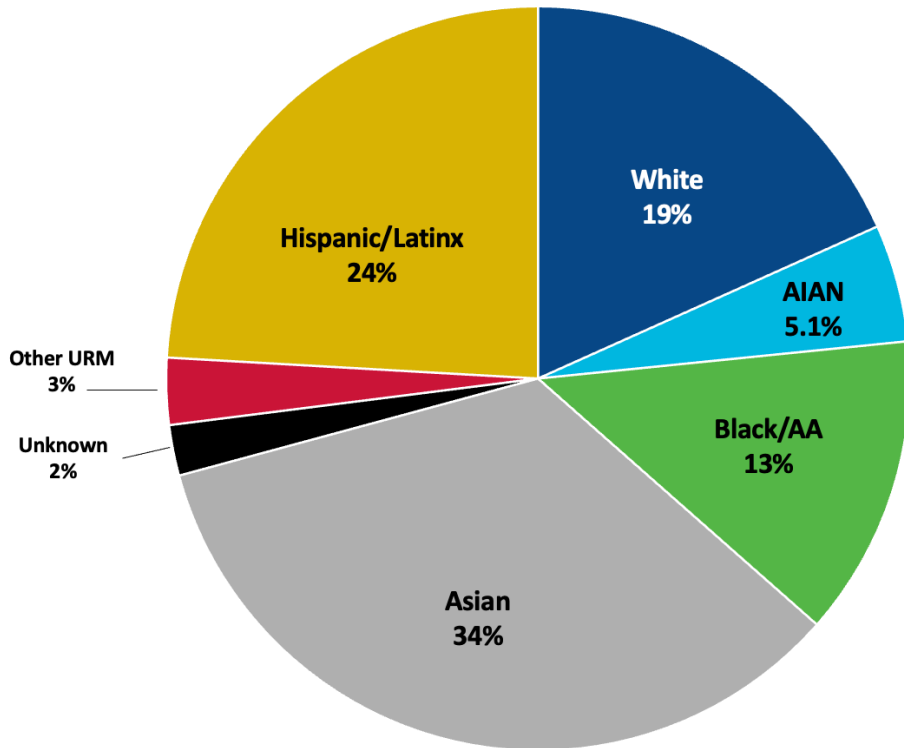
- Grade equity
- Accessible accommodations
- Clinics, health plans

<https://admission.universityofcalifornia.edu/tuition-financial-aid/types-of-aid/native-american-opportunity-plan.html>.

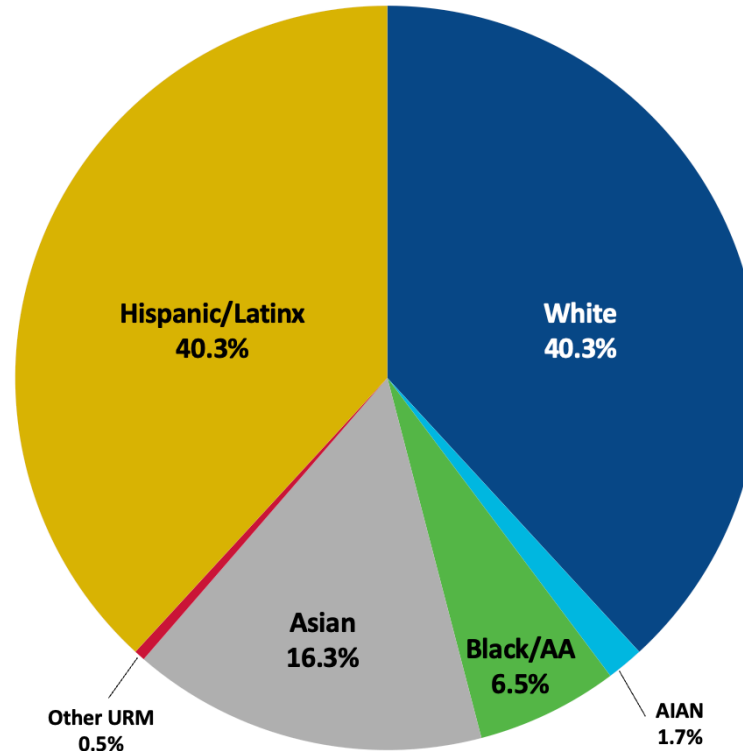


Racial and Ethnic Breakdown of UC Davis Matriculants, CA Population, and CA Physicians

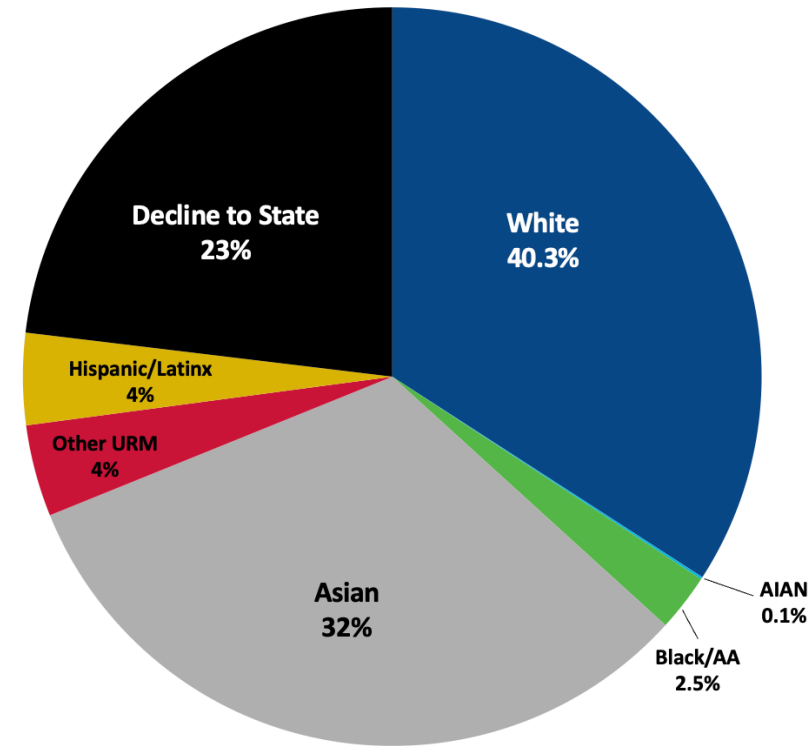
UC Davis School of Medicine Matriculants (2023)



CA Population Race/Ethnicity (2022)



CA Physician Population Race/Ethnicity (2019)



<https://www.aamc.org/data-reports/students-residents/interactive-data/2021-facts-enrollment-graduates-and-md-phd-data>
<https://www.census.gov/quickfacts/fact/table/CA/PST045222>