

2020 ANNUAL REPORT



START

HSA

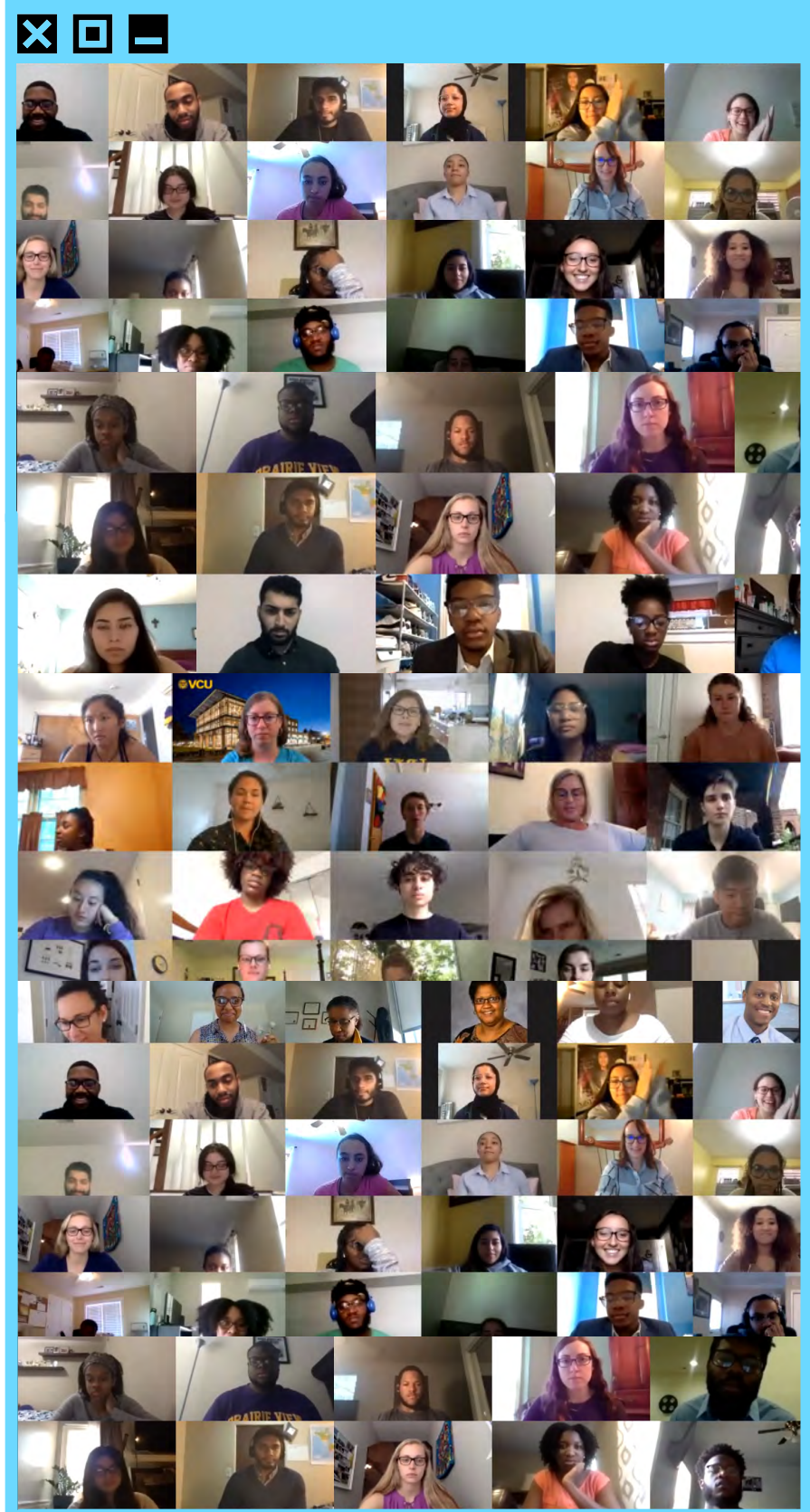
VCUA

AHCE

SAEP

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WELCOME

Greetings Friends and Colleagues:

Welcome to the 2020 VCU Division for Health Sciences Diversity Annual Report. As you can imagine, the past year was fraught with a series of difficulties caused by the COVID-19 pandemic. And I would be remiss if I didn't first extend the DHSD team's sincerest condolences on behalf of our fallen comrades throughout the health care workforce and countless others who were lost to the virus.

Despite the abrupt shutdown of VCU's campus facilities in March, the DHSD team along with our faculty and staff partners persisted in executing our summer program schedule. As we sought to comply with COVID-19 guidelines, the pandemic gave us great cause to employ several new and innovative strategies, which involved shifting our traditional programming format from in-person to an entirely virtual format. In addition, simulation packets were mailed to each participant as a method to maintain social distancing while keeping them actively engaged in hands-on learning activities. Also, and as an opportunity to tie in current events with the summer programming curricula, case study projects were slightly altered to encompass the impact of the coronavirus pandemic on how the participants as interprofessional healthcare teams might choose to deliver care to patients mentioned in specific scenarios.

We were thrilled to find out that regardless of the pressing challenges to enrollment across academia, the yield of Pipeline participants who matriculated into health professions and/or health sciences programs at VCU was either sustained or declined only slightly. Along with our programs' noted resilience, I would also like to share several accomplishments. For instance, the Allied Health Career Exploration program had its largest attendance to date during the summer of 2020. The VCU Acceleration program maintained its consistency as one of our university's best strategies for supporting students from underrepresented backgrounds who are pursuing health sciences occupations. Last fall, the retention and graduation rates for VCUA students remained several percentage points higher than their VCU peers, with the program's alumni continuing to enroll in a variety of health professions programs all across the nation.

In addition to the aforementioned enrollment trends, former Pipeline participants earned health professions degrees at significantly higher rates in 2020 than they had during the previous year, particularly for programs such as Health Sciences Academy and the Summer Academic Enrichment Program. Also, the numbers of participants who were either from or later enrolled at HBCUs improved noticeably as well (SAEP and HSA respectively).

A few other acknowledgements include the revitalization of career exploration events like Health Care Quest for middle school students in the Richmond City Public Schools and the launching of our new Virtual Field Trips campaign for students at multiple high schools with Henrico County Schools. These activities offer just a glimpse of the types of services DHSD plans to provide for prospective participants and community partners in the days ahead.

I encourage you to read our Annual Report and visit the Division for Health Sciences Diversity's website at dhsd.vcu.edu to find out more about our current programs and upcoming events. Also, check out our new marketing series on social media called The Pipeline Podcast, now featured on all streaming platforms. The broadcast includes testimonies from former Pipeline participants, DHSD staff members, celebrity VCU alumni, and more.

As always, please contact me if you have any questions or suggestions, and thank you for your support.

Sincerely,

ADRIEN DELOACH, Ph.D.

Director, Division for Health Sciences Diversity

OUR MISSION

The mission of VCU's **Division for Health Sciences Diversity** is to diversify the health care workforce through pipeline programs and initiatives.

The Division for Health Sciences Diversity (DHSD) is strategically positioned within the Office of the Vice President for Health Sciences to create programs that diversify the pool of applicants to VCU's health sciences professional programs.

We are committed to assisting underrepresented minority students (i.e., racial/ethnic minorities, low socioeconomic status, first-generation, rural, medically under-served communities, etc.) in their interest to pursue careers related to the health sciences.

By offering a vast array of Pipeline programs, we intend to:

- encourage students to explore career opportunities within the profession of health care,
- provide students with access to academic and social resources that contribute to their success in preparation for health professions/graduate school admissions,
- and connect students with a network of health care providers and community partners who support our mission.



OUR PROGRAMS

HEALTH SCIENCES ACADEMY

Health Sciences Academy (HSA) helps high school students from Cosby High School's Health Sciences Specialty Center, Richmond Community High School, and John Marshall High School make informed choices about the health professions they wish to pursue. HSA offers a health sciences exploration course to students at. The course includes interactive lectures from health care workers, a mentoring program with VCU undergraduates and field trips to the Monroe Park and VCU Health campuses. Participants also receive college credit.

ALLIED HEALTH CAREER EXPLORATION

Allied Health Career Exploration (AHCE) is a program designed to expose recent high school graduates, college freshmen, sophomores, juniors, and seniors to the 9 schools within the VCU College of Health Professions. Participants explore the admissions process, participate in hands-on and interactive activities within each discipline, workshops on current health care topics, interviewing skills, resume development and more. AHCE participants receive the necessary information to pursue a School of Allied health Professions application process.

ADDITIONAL PIPELINE PROGRAMMING:

- Health Care Quest (*middle school*)
- Pipeline Informational Sessions
- Pipeline Networking Event

VCU SCHOOL OF DENTISTRY PROGRAMS:

- Dental Career Exploration (*high school*)
- VCU Dental Scholars (*high school*)

Due to the COVID-19 pandemic, physical distancing guidelines necessitated a virtual implementation of our programs in 2020 rather than the traditional on-site/residential model. As a result, we are proud to share that our programs were successfully facilitated online both in the Summer and during the Academic Year. We made the transition to virtual programming following the healthcare guidelines mandated by VCU in accordance with the Commonwealth of Virginia. Regardless of the programs' format, we diligently ensured that participants had valuable and transformative experiences during the past year.

VCU ACCELERATION

VCU Acceleration is a 4-week residential summer program and a year-long living learning community offered to incoming VCU freshmen. The program begins with a summer pre-matriculation session that includes an introduction to college level math and science courses and exposure to health sciences school at VCU. Additionally, the first academic year continues with a living-learning community which supports high levels of student interaction, increased interaction with faculty outside of the classroom, and collaboration through shared classes, study groups, and programming

SUMMER ACADEMIC ENRICHMENT PROGRAM

The **Summer Academic Enrichment Program (SAEP)** is a 6-week residential intensive inter-professional academic enrichment program. SAEP is designed to prepare undergraduate, junior and senior and post-baccalaureate students interested in health sciences, for admission into health professional programs. The primary focus of SAEP is to provide students with an academically rigorous experience that simulates the first year of health professional school. This is done through graduate level course work, interprofessional education, community engagement, and skill building.

VCU SCHOOL OF PHARMACY PROGRAMS:

- Pharmacy Explorers (*middle school*)
- Pharmacy Summer Scholars (*high school*)
- Pharmacy Preview Day

VCU SCHOOL OF MEDICINE PROGRAMS:

- Project ACEe (*high school*)

HSA

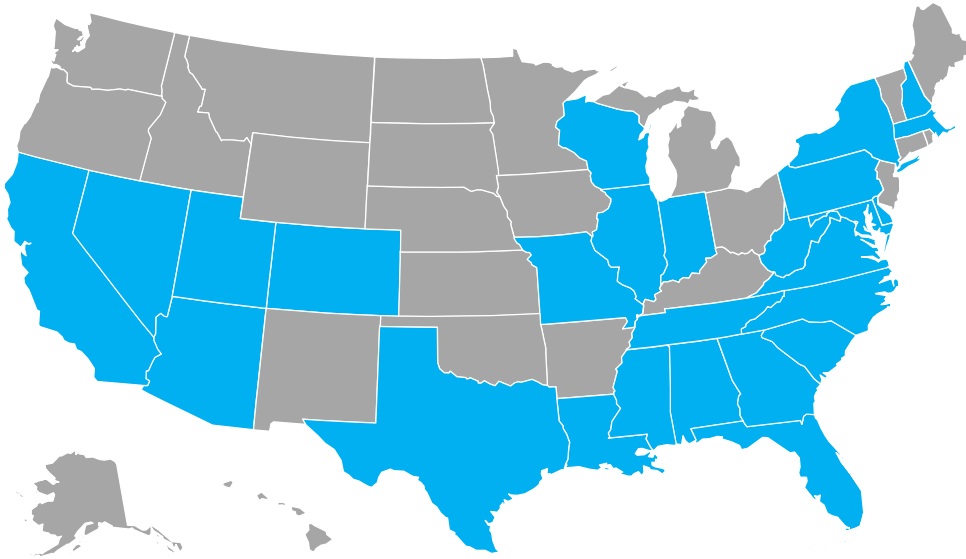
Health Sciences Academy



"HSA not only helps you explore healthcare, it is the first building block of the road to becoming the best healthcare provider you could be. It is such a great program, I love it!"

**K'Oni Allen
Cosby High School
HSA 2020-2021 participant**

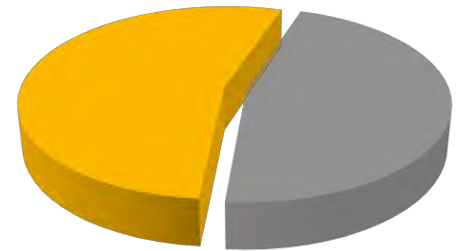
Health Sciences Academy – Enrollment



States where former HSA participants were enrolled in Fall 2020








1 in 5 participants went to VCU



53.6 % of HSA participants were enrolled in a health professions or health sciences-related program at VCU.

- **Program Capacity: 84 participants**
- **During the Fall 2020 semester, 533 former HSA participants were enrolled at 104 different postsecondary institutions across the nation.**
 - **7 were enrolled at a community or technical colleges.**
 - **42 were enrolled at a historically Black college or university.**

VCU enrollment by health professions tracks:

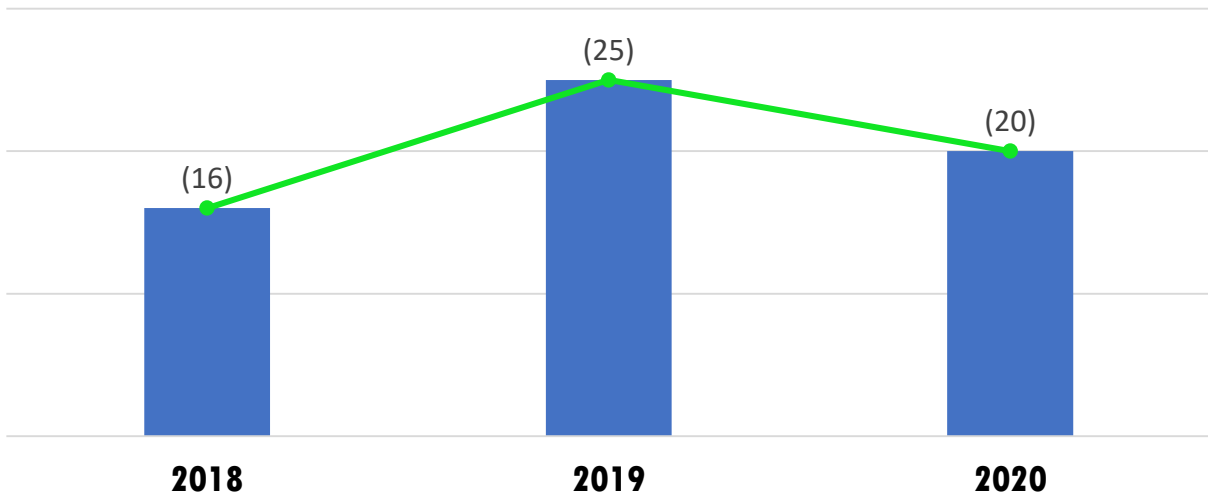
 Nursing	7
 Clinical Lab Sci.	2
 Dentistry	2
 Pharmacy	1
 Physical Therapy	1

Health Sciences Academy – Degrees Earned

Program: Health Sciences Academy	2018	2019	2020
Degrees Earned at VCU	4	4	6
Degrees Earned at Non-VCU institutions	12	21	14
Total Degrees Earned	16	25	20



About 1 in 3 of the health professions degrees earned by HSA participants in 2020 were awarded at VCU.



The number of HSA participants who earned health professions degrees increased by 25% over the past 3 years.

Top health professions degrees earned in 2020:

Bachelor's:

Nursing (5), Dental Hygiene (1)

Master's:

Nursing (3), Biomedicine(1), Epidemiology (1), Family Nurse Practitioner, (1) Occupational Therapy (1), Medical Science (1), Physician Assistant (1),

Doctoral:

Medicine (3), Pharmacy (1), Physical Therapy (1)

AHCE

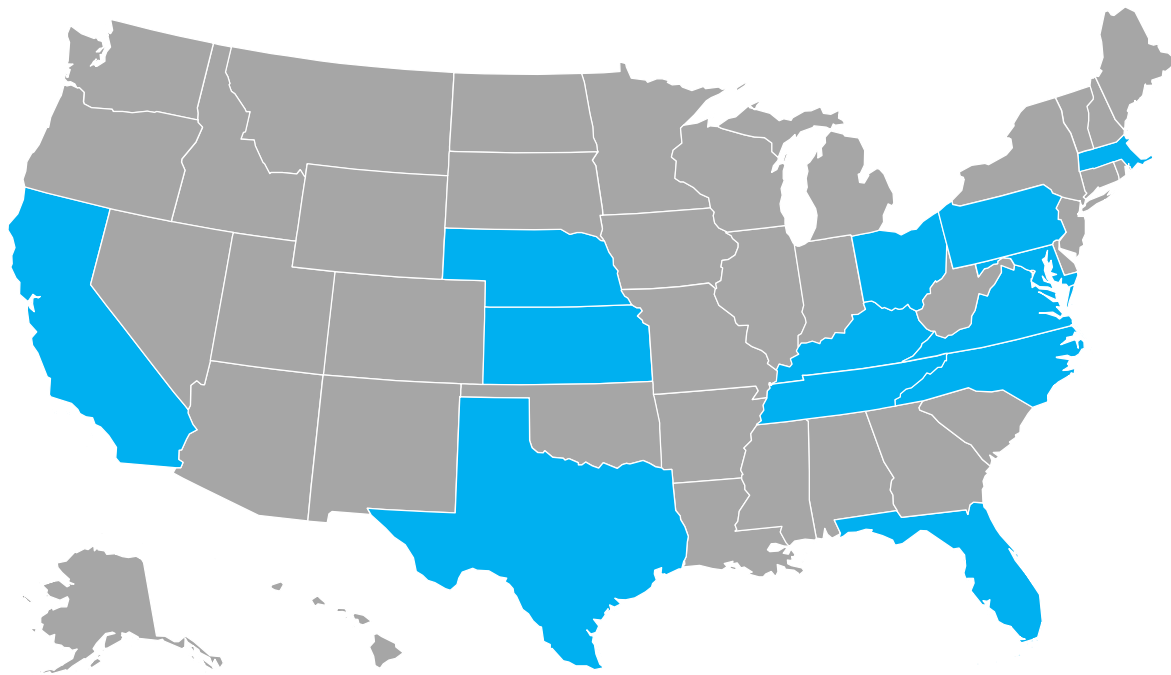
Allied Health Career Exploration



"I joined AHCE to expand my knowledge on the different health professions here at VCU. Not only did AHCE allow me to do that it also expanded my networking by introducing me to the faculty here at VCU and they guided us through a step by step process into admissions and requirements needed to attend one of the college professions. AHCE was an experience I'll never forget and forever grateful for the opportunity."

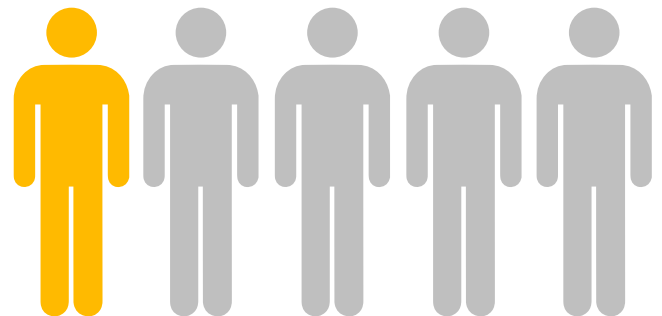
Jason Castro-Perez
AHCE 2020 Participant

Allied Health Career Exploration - Enrollment



States where former AHCE participants were enrolled in Fall 2020

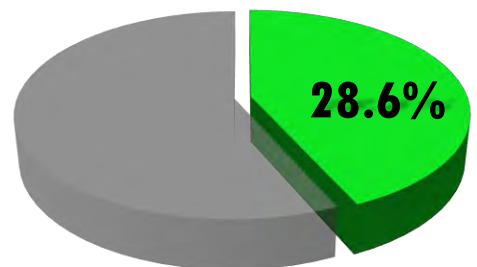
- Program Capacity: 30 participants
- During the Fall 2020 semester, 44 former AHCE participants were enrolled at 32 different postsecondary institutions across the nation.



1 in 5 participants went to VCU

Enrollment by health professions tracks:

	VCU	Non-VCU
Clinical Lab Sciences	2	0
Radiation Sciences	1	0
Nursing	1	3
Occupational Therapy	1	2
Physical Therapy	0	3
Health Administration	0	1



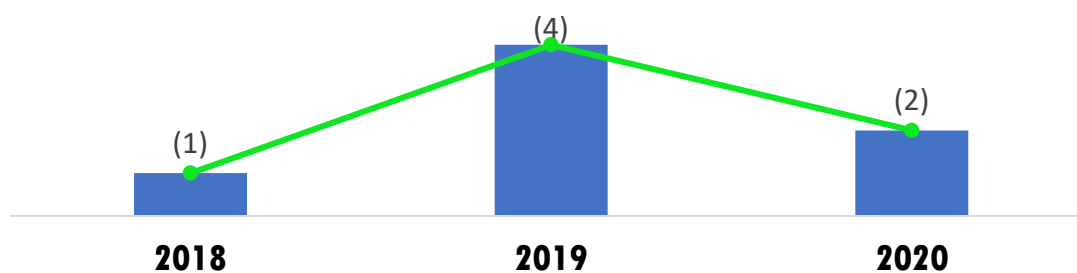
Over one fourth of all AHCE participants were enrolled in a health professions or health sciences-related program.

Allied Health Career Exploration – Earned Degrees

Program: Allied Health Career Exploration	2018	2019	2020
Degrees Earned at VCU	0	2	1
Degrees Earned at Non-VCU institutions	1	2	1
Total Degrees Earned	1	4	2



50% of the health professions degrees earned by AHCE participants in 2020 were awarded at VCU.



The number of AHCE participants who earned health professions degrees increased by 100% over the past 3 years.

Top health professions degrees earned in 2020:

- Bachelor's:** Radiation Sciences (1)
- Master's:** No master's degrees were earned in 2020.
- Doctoral:** Physical Therapy (1)

VCUA

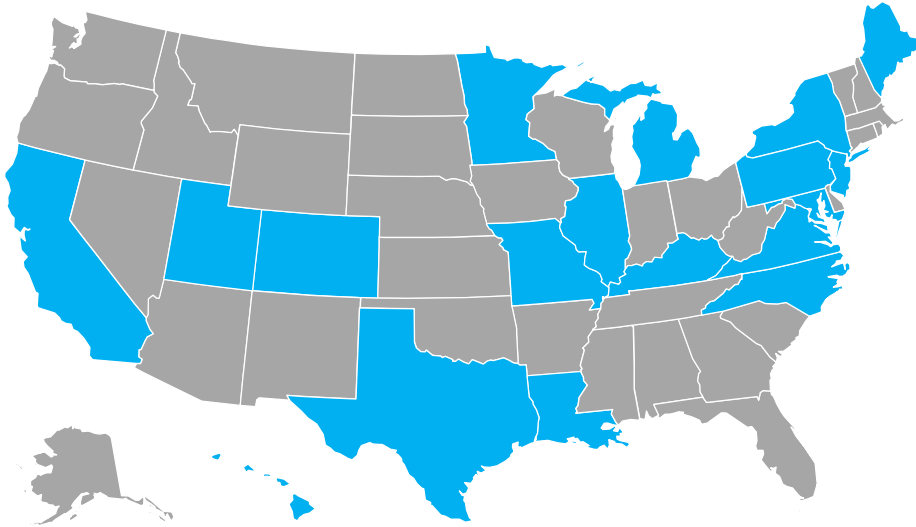
VCU ACCELERATION



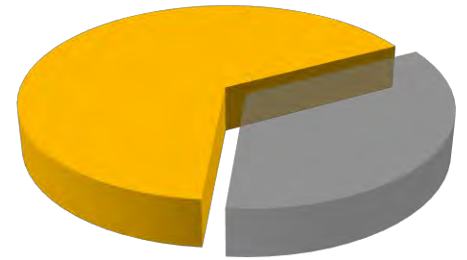
"My experiences in Acceleration have been foundational to my first year of college. Although everything was virtual this year, Acceleration's programming not only sets me up for success as a student, but as a future healthcare professional too! Also, my peers in Acceleration make me feel supported and valued. Overall, I can say that joining a DHSD pipeline program, like Acceleration, is one of the best decisions I've made!"

**Kwame Walker,
Acceleration 2020 Participant**

VCU Acceleration – Enrollment



States where former VCUA participants were enrolled in Fall 2020



65.9% of former VCUA participants were enrolled at VCU.



1 in 5 participants were enrolled in a health professions or graduate program related to health sciences.

- **Program Capacity: 20 participants**
- **During the Fall 2020 semester, 214 former VCUA participants were enrolled at 49 different postsecondary institutions across the nation.**

VCU enrollment by health sciences/health professions tracks:

Nursing	9
Pharmacy	4
Clinical Lab Sciences	2
Dental Hygiene	1
Medicine	1
Health Administration	1

Graduation and Retention Rates

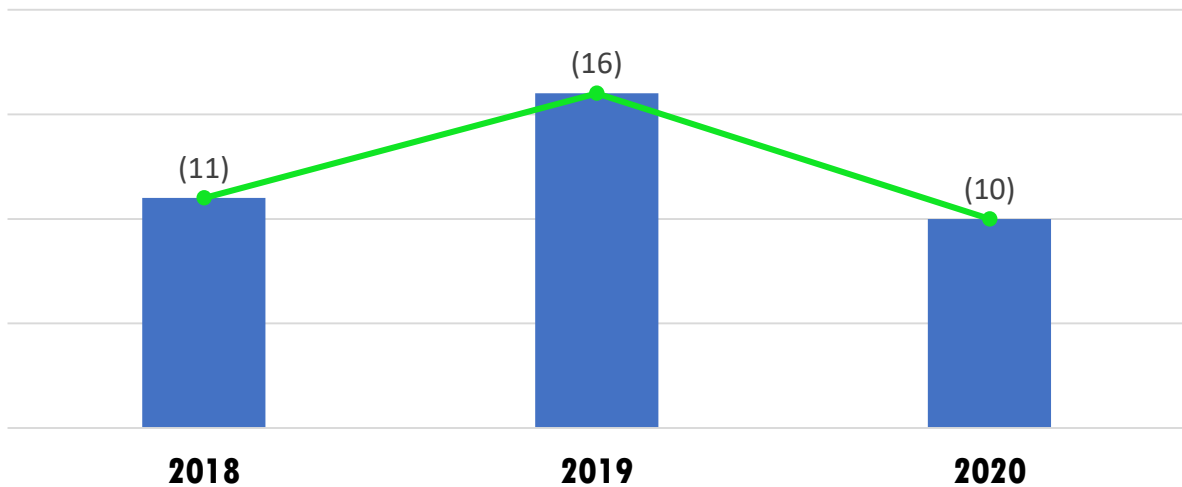
Academic Unit	Six-Year Graduation Rate	First-Year Retention Rate
	2014 Cohort	Fall 2019
Acceleration	73.68%	88.9%
VCU Overall	66.4%	83.2%

VCU Acceleration – Earned Degrees

Program: VCU Acceleration	2018	2019	2020
Degrees Earned at VCU	6	12	7
Degrees Earned at Non-VCU institutions	5	4	3
Total Degrees Earned	11	16	10



70% of the health professions degrees earned by VCUA participants in 2020 were awarded at VCU.



The number of Acceleration participants who earned health professions degrees decreased by 10% over the past 3 years.

Top health professions degrees earned in 2020:

- Bachelor's:** Clinical Lab Sciences (3), Nursing (2), Dental Hygiene (2)
- Master's:** Nursing (1)
- Doctoral:** Dentistry (1), Pharmacy (1)

SAEP

Summer Academic Enrichment Program

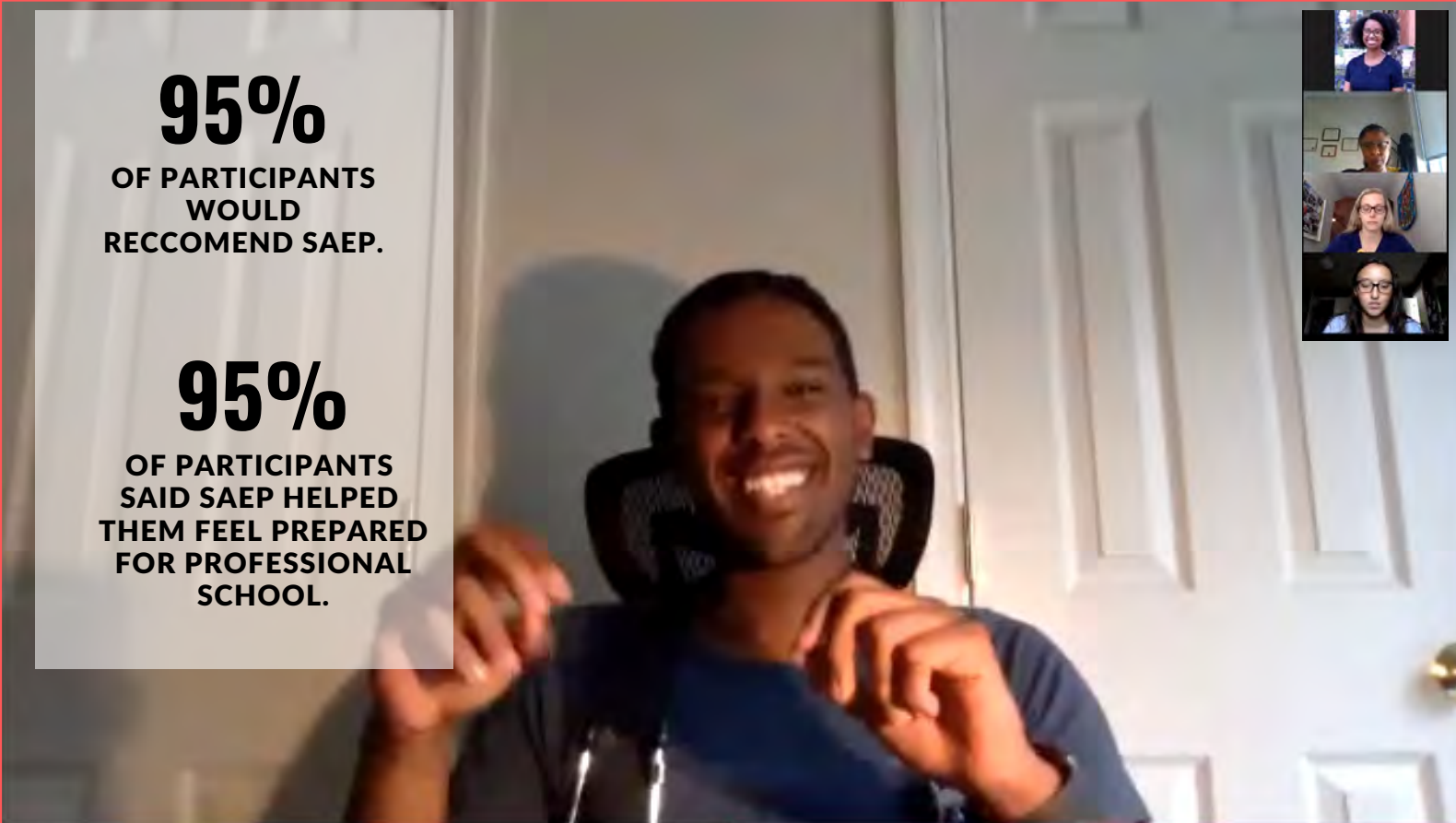


95%

OF PARTICIPANTS
WOULD
RECCOMEND SAEP.

95%

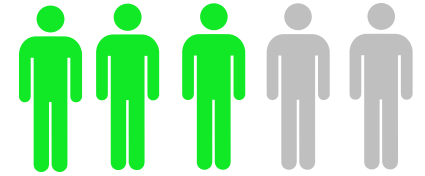
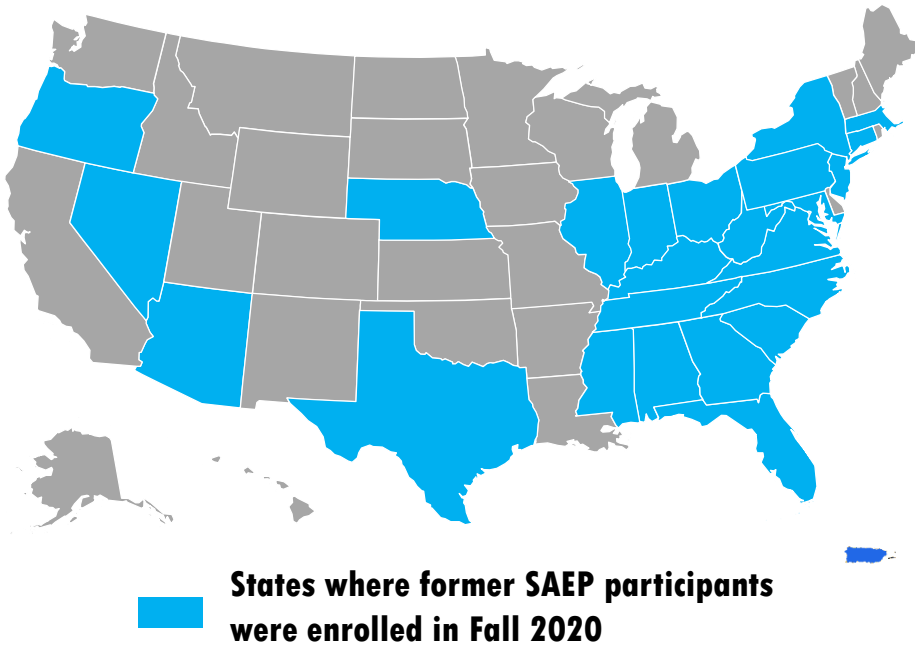
OF PARTICIPANTS
SAID SAEP HELPED
THEM FEEL PREPARED
FOR PROFESSIONAL
SCHOOL.



"SAEP was a pivotal point on my journey to medical school. The program helped me fully understand what it takes to be a successful medical school applicant and student. The learning skills I honed during this rigorous program will help me succeed throughout my medical education."

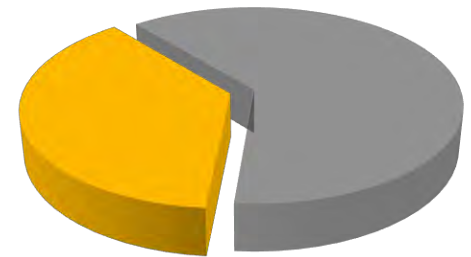
Jote Limeneh
SAEP 2020 Participant

Summer Academic Enrichment Program – Enrollment

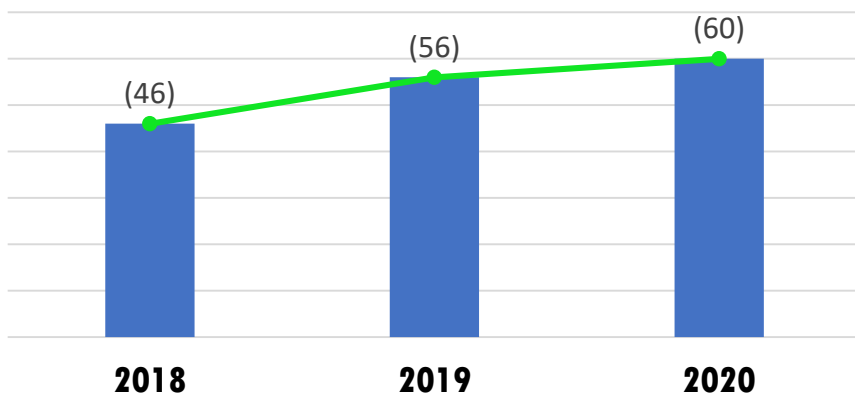


Over half of participants were enrolled in a health professions or graduate program related to health sciences.

- **Program Capacity: 55 participants**
- **During the Fall 2020 semester, 186 former SAEP participants were enrolled at 58 different postsecondary institutions across the nation.**
- **24 former participants were enrolled at a historically Black college or university.**



37.6% of SAEP participants were enrolled at VCU.



The number of SAEP participants enrolled at VCU increased 30% over the past 3 years.





Enrollment by health professions tracks:

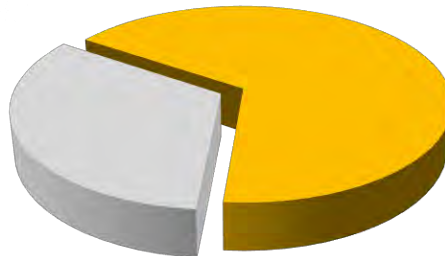
	VCU	Non-VCU
Pharmacy	24	7
Dentistry	13	13
Medicine	12	6
Physical Therapy	11	4
Occupational Therapy	-	2

Summer Academic Enrichment Program – Earned Degrees

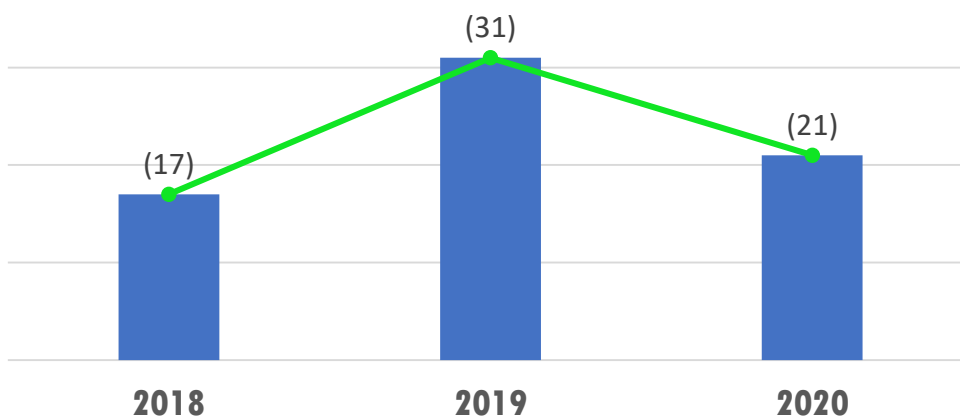
Program: Summer Academic Enrichment Program	2018	2019	2020
Degrees Earned at VCU	9	10	14
Degrees Earned at Non-VCU institutions	8	21	7
Total Degrees Earned	17	31	21

Top health professions degrees earned in 2020

	VCU	Non-VCU
 Pharmacy	7	3
 Dentistry	4	3
 Physical Therapy	2	1
 Medicine	1	0

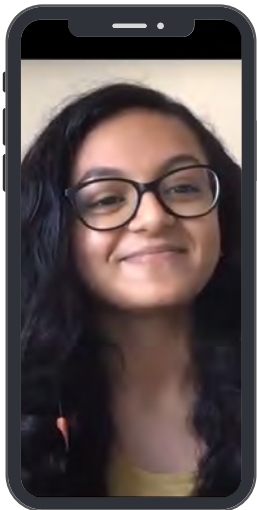


Almost 67% of the health professions degrees earned by SAEP participants in 2020 were awarded at VCU.



The number of SAEP participants who earned health professions degrees increased by almost 24% over the past 3 years.

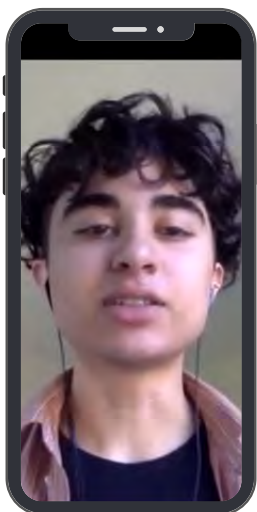
STUDENT'S CHAT



**SNEHA
GADE**
VCU ACCELERATION 2019 PARTICIPANT

Acceleration not only provided me with an unlimited amount of memories and friendships but was also a crucial educational aspect of my college experience. I was able to network, learn and engage in a college environment earlier than other freshmen. I was also able to get a buffer time to adjust to college, explore the campus and get unique experiences.

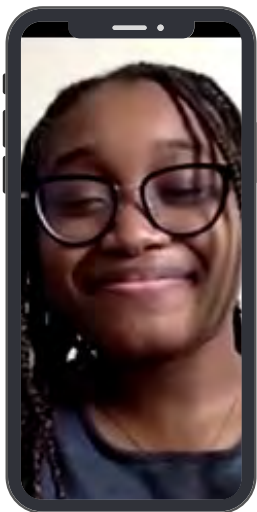
What was the best takeaway from VCU Acceleration?



**ASTER
CASTRO**
AHCE 2020 PARTICIPANT

Since going through the Allied Health Career Exploration Program in 2020, I have been inspired to continue networking and seek out non-traditional means of gaining healthcare exposure. I am now an Emergency Medical Technician working full-time in a hospital ER having been inspired by different specialties that spoke during the AHCE presentations.

What are you currently doing and did the AHCE program have any impact on this?



**JAIYLA
WASHINGTON-BENNETT**
SAEP 2020 PARTICIPANT

The program was a challenge in itself so I feel like it pushed me to want to continue on in school even though I had all of my required classes. Some advice for all of the applicants coming in that I could give would be to never give up and to keep pushing yourself. This program is tough but it is well worth it in the end, you will be proud of yourself for putting in all the work.

Looking back at your time participating in SAEP, what advice would you give upcoming applicants?

THE PIPELINE PODCAST

In response to the COVID-19 pandemic, the DHSD marketing team employed a series of innovative strategies to ensure that our efforts reached our targeted demographic. The recent launching of *The PIPELINE Podcast* was one of several moves that helped our programs stay relevant to a variety of students aspiring to pursue careers in health care. This platform welcomed guests from diverse backgrounds including physicians, therapists, celebrity guests and many more.

Hosted by RayAllan Fredericks and Lorayah Lenore, the podcast was released biweekly and featured conversations with several Pipeline alumni who shared their experiences as they prepared for, applied and were accepted to health professions school. As each episode was released, our audience continued to grow, which quickly resulted in the podcast becoming an instant success, particularly filled with a creative energy that tips the hat in appreciation of all the health care opportunities available at VCU.



THANK YOU



PROGRAM PARTNERS

Association of Black Cardiologists
Capital Area Health Education Center
Chesterfeld County Public Schools
Henrico County Public Schools
Richmond Public Schools
VA Department of Education
VCU College of Health Professions
VCU Pauley Heart Center
VCU School of Dentistry
VCU School of Education
VCU School of Medicine
VCU School of Nursing
VCU School of Nursing
VCU School of Pharmacy
VCU Strategic Enrollment Management
and Student Success
VCU Student Affairs

Now, more than ever, we are reminded of how truly thankful we are for our campus and community partners, as well as anyone who has supported our mission to diversify the VCU community and the healthcare field. This year, your support helped us provide quality education, service learning, outreach, and clinical exposure for over 500 students from highly diverse backgrounds. These are resources that students might not have access to outside of the health sciences Pipeline.

We know VCU will remain a purveyor of difference and genuine interest – the heart of diversity – because you make up the VCU community, and your voices shape what we do. We thank you for taking a step forward with us in 2020, and continuing to support us as we aim even higher next year.

We thank you for taking a step forward with us in 2020, and continuing to support us as we aim even higher next year.

WAYS TO CONTRIBUTE

You can help us advance diversity in health care by:



STRENGTHEN



SUPPORT

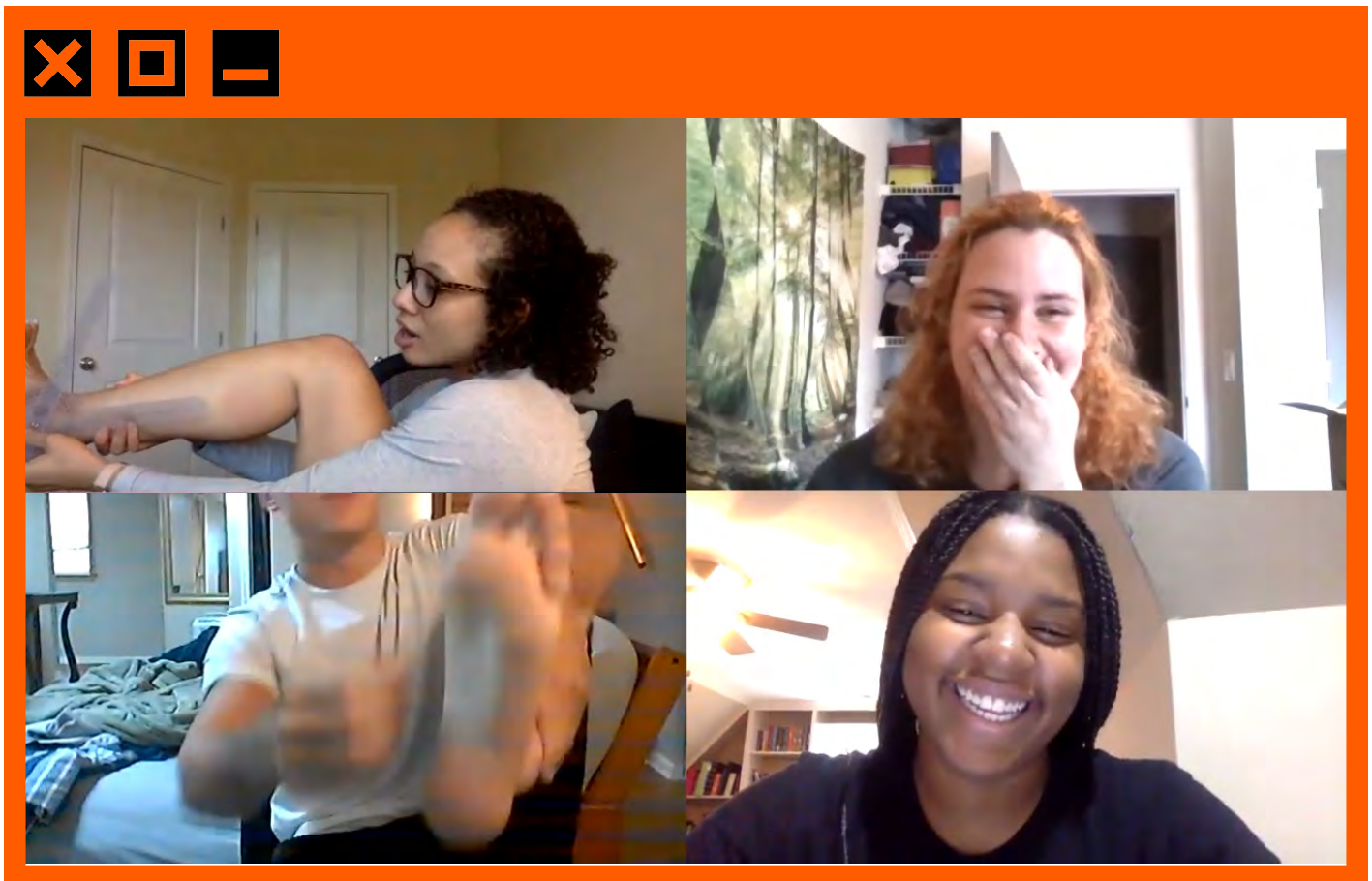


SUSTAIN

Community partnerships strengthen our programs by leveraging resources, making them available to our students, and furthering our cause and visibility in the community at large.

If your organization, department, school, or business aligns with our mission, and you'd like to support our students by volunteering as instructors, mentors, and/or speakers, please contact dhsd@vcu.edu.

You can now make charitable cash donations to VCU Division for Health Sciences Diversity through our online giving form. Just log on to dhsd.vcu.edu, click on the 'Give' tab at the top of the page, and follow the prompts to make your secure, tax-deductible donations through the Medical College of Virginia Foundation.



#VCUPIPELINE

From volunteer opportunities to pipeline application updates, connect with the Pipeline Team on social media to stay updated.



dhsd.vcu.edu



VCU Health Sciences Pipeline
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VCU

Health Sciences Pipeline