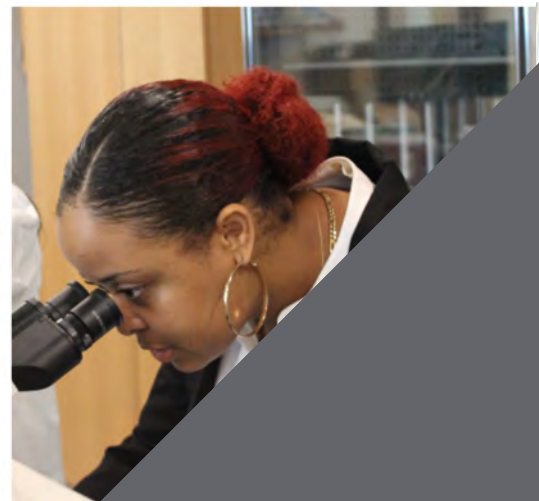




ANNUAL REPORT

20
19



VCU

Health Sciences Pipeline

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Greetings:

It is a pleasure to welcome you to the 2019 VCU Division for Health Sciences Diversity Annual Report. Our Health Sciences Pipeline provides students from various backgrounds, particularly those who identify as underrepresented minorities and/or from medically under-served communities, with the resources they need to advance both academically and professionally as aspiring health care providers. In doing so, we interact with participants all along the educational spectrum ranging from middle and high school students to college and post-baccalaureate students. By incorporating several programming standards, which we refer to as our “Pipeline Pillars,” we do our best to ensure that the services we offer promote: health care career exploration/health care experiences, academic support initiatives, pre-enrollment/pre-matriculation preparation, community engagement, and social and professional networking.

This academic-year marked several milestones in enrollment for Pipeline Programs participants, as we witnessed a dramatic increase in the number of first-time matriculants overall with a surge in the number of incoming Summer Academic Enrichment Program (SAEP) participants who enrolled at VCU this past fall. I am also particularly proud of the amount of Pipeline participants who earned health professions degrees in 2019 as well. Specifically, programs such as Health Sciences Academy, SAEP, and VCU Acceleration each saw substantial improvements in this area.

In acknowledging these accomplishments, I attribute our success to the efforts and collaborative spirit of our community partners along with VCU faculty and staff on the Monroe Park and MCV campuses. For without their invaluable expertise, commitment, and willingness to leverage their resources, our division would not be able to captivate our participants’ career interests in such a meaningful way or supply them with the academic resources they so desperately need for advancement in the health sciences.

DHSD is now positioned to serve as a national model for pipeline programming strategies specifically geared toward improving participation for underrepresented minority students in STEM-H disciplines, which includes design, implementation, and building capacity to establish cross-institutional and community partnerships where resources are shared for optimal efficiency and greater scalability of impact.

I encourage you to read our Annual Report and visit the Division for Health Sciences Diversity’s website at dhsd.vcu.edu. This annual report provides highlights and examples of the types of programs we offer, descriptions of Pipeline activities and events, features on community outreach, testimonies from Pipeline alumni, and more.

Please contact me if you have any questions or suggestions, as I welcome your input.



Sincerely,

ADRIEN DELOACH, Ph.D.

Director, Division for Health Sciences Diversity

OUR MISSION

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.

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



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.

VCU SCHOOL OF DENTISTRY PROGRAMS:

- Dental Career Exploration
- Dental Hygiene Career Exploration
- VCU Dental Scholars

VCU SCHOOL OF PHARMACY PROGRAMS:

- Pharmacy Preview Day
- Pharmacy Explorers
- Pharmacy Summer Scholars

VCU SCHOOL OF MEDICINE PROGRAMS:

- Project ACEe

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.

GOVERNOR'S SCHOOL FOR MEDICINE AND THE HEALTH SCIENCES

FROM JUMPROPE TO STETHOSCOPE

PHYSICAL THERAPY CAREER EXPLORATION

HIGH SCHOOL 2 HEALTHCARE

NURSING EXPLORERS

MARY E. MAHONEY HEALTH CAREER CAMP

HEALTH CAREERS EXPLORERS CLUB

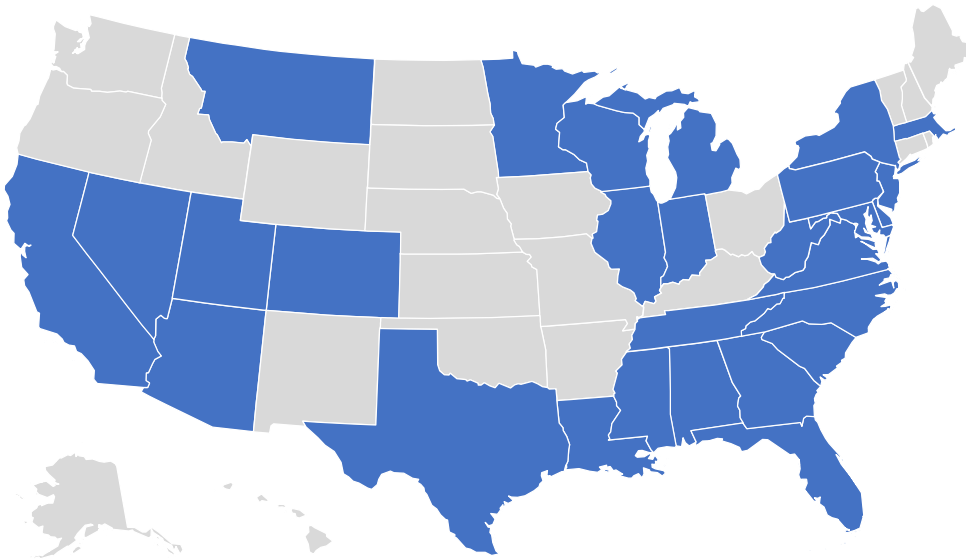
HSA

Health Sciences Academy

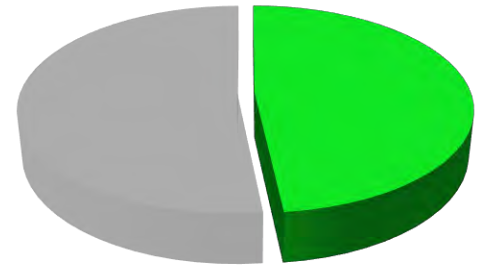
"HSA provided a really strong foundation going into college especially VCU. I was exposed to many different elements of the school while still in high school. The classes that I took and the material that I learned better prepared me for a career in health sciences. "

**Rashana Shelton,
2015 HSA Participant**

Health Sciences Academy – Enrollment



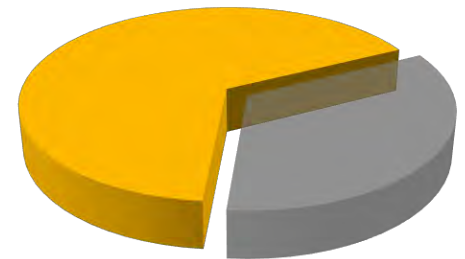
States where former HSA participants were enrolled in Fall 2019



48.3% of HSA participants were enrolled in a health professions or health sciences-related program.







1 in 6 participants went to VCU



66.3% of HSA participants were enrolled in a health professions or health sciences-related program at VCU.

- **Program Capacity: 110 participants**
- **During the Fall 2019 semester, 528 former HSA participants were enrolled at 101 different postsecondary institutions across the nation.**
 - **112 were enrolled at a community or technical colleges**
 - **38 were enrolled at a historically Black college or university**

VCU enrollment by health professions tracks:

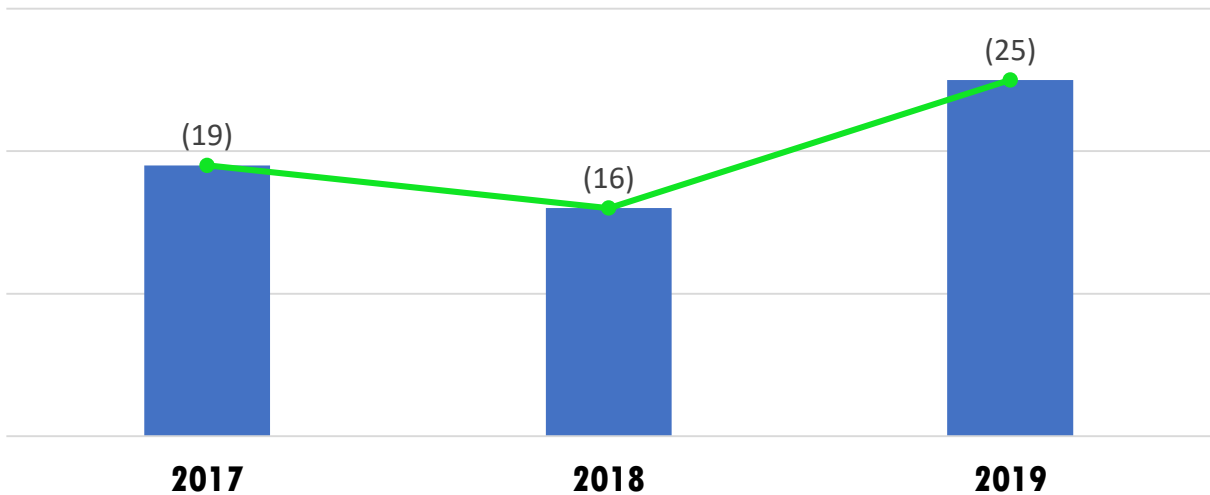
| | |
|--|----------|
|  Nursing | 8 |
|  Medicine | 2 |
|  Pharmacy | 2 |
|  Dentistry | 1 |

Health Sciences Academy – Degrees Earned

| Program: Health Sciences Academy | 2017 | 2018 | 2019 |
|--|-----------|-----------|-----------|
| Degrees Earned at VCU | 1 | 4 | 4 |
| Degrees Earned at Non-VCU institutions | 18 | 12 | 21 |
| Total Degrees Earned | 19 | 16 | 25 |



About 1 in 6 of the health professions degrees earned by HSA participants in 2019 were awarded at VCU.



The number of HSA participants who earned health professions degrees increased by almost 32% over the past 3 years.

Top health professions degrees earned in 2019:

- Bachelor's:** Nursing (8), Health Sciences (4), Health Administration (2), Dental Hygiene (1)
- Master's:** Nursing (2), Occupational Therapy (1), Public Health (1)
- Doctoral:** Physical Therapy (2), Dental Surgery (1)

AHCE

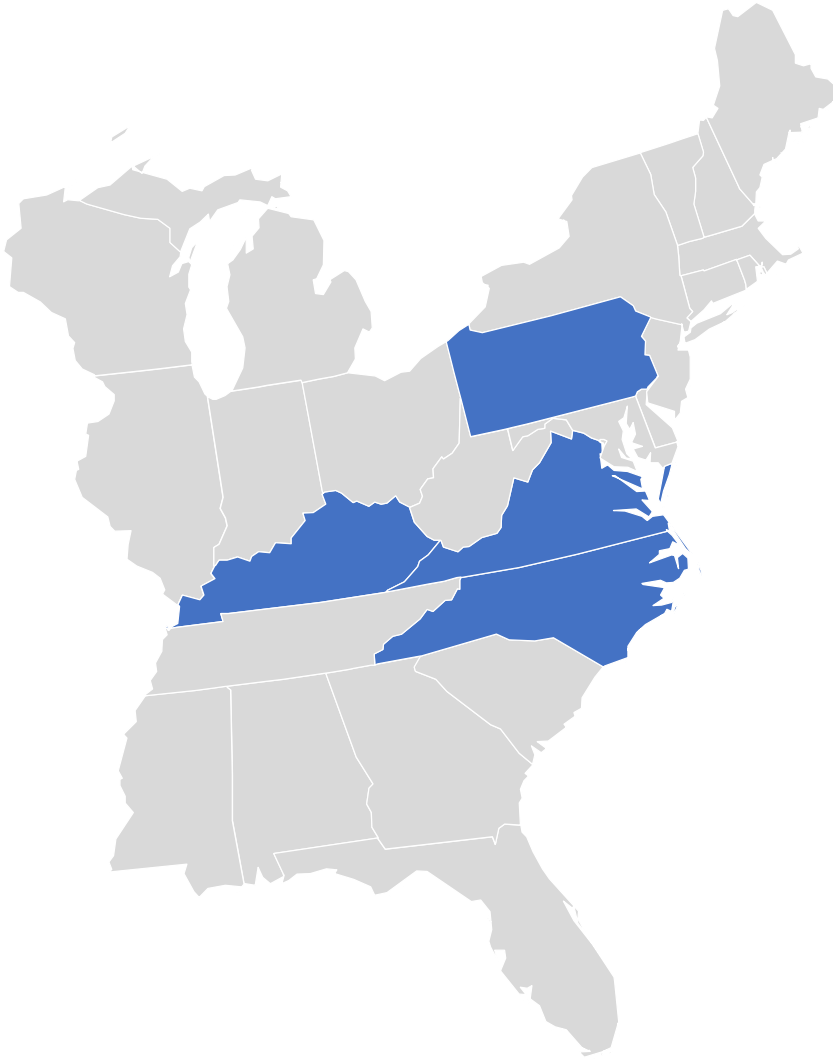
Allied Health Career Exploration



Participating in the AHCE program was such an eye opening experience. I was so grateful for the opportunity to sit with the graduate students, Deans, and Admission Boards. The program not only exposed us to various health science programs but also taught me about how to finance graduate school and write eye-catching admission essays.

**Janeen McNeish,
AHCE 2019 Participant**

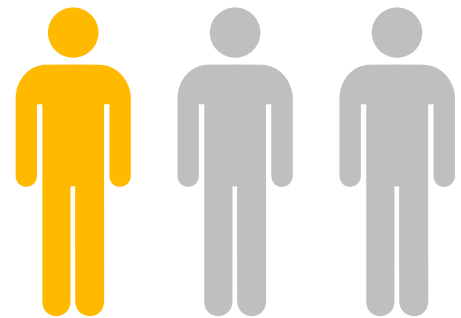
Allied Health Career Exploration - Enrollment



States where former AHCE participants were enrolled in Fall 2019

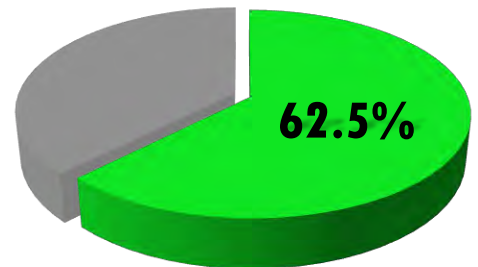
Enrollment by health professions tracks:

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



1 in 3 participants went to VCU

- **Program Capacity: 24 participants**
- **During the Fall 2019 semester, 32 former AHCE participants were enrolled at 17 different postsecondary institutions across the nation.**



Nearly two-thirds 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 | 2017 | 2018 | 2019 |
|---|----------|----------|----------|
| Degrees Earned at VCU | 1 | 0 | 2 |
| Degrees Earned at Non-VCU institutions | 2 | 1 | 2 |
| Total Degrees Earned | 3 | 1 | 4 |



50% of the health professions degrees earned by AHCE participants in 2019 were awarded at VCU.



AHCE Participants enrolled at VCU completed degrees at a ratio of 1:7 in 2019

Top health professions degrees earned in 2019:

Bachelor's:

Clinical Laboratory Sciences (2), Health Sciences (1)

Master's:

Physiology/Biophysiology (1)

Doctoral:

No doctoral degrees were earned in 2019

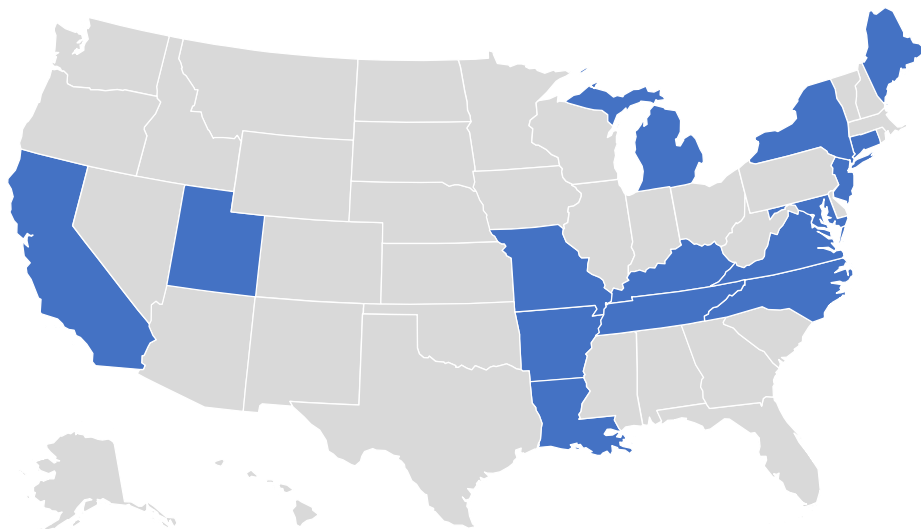
ACCELERATION



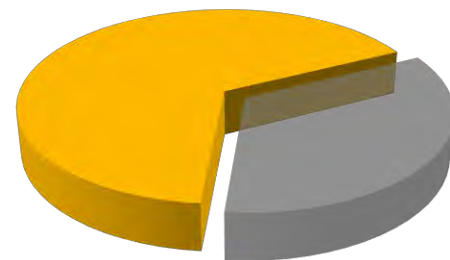
"The Acceleration program gave me not only some of my closest friends, but more than anything it gave me direction towards my future career. The opportunities it provided are experiences unique to the program and I'm confident that it has definitely impacted the course of my life for the better."

Laith Samamreh,
VCU Acceleration
2018 Participant

VCU Acceleration – Enrollment



States where former VCUA participants were enrolled in Fall 2019



66.5% of former VCUA participants were enrolled at VCU.



1 in 4 participants were enrolled in a health professions or graduate program related to health sciences.

- **Program Capacity: 38 participants**
- **During the Fall 2019 semester, 185 former VCUA participants were enrolled at 42 different postsecondary institutions across the nation.**

Graduation and Retention Rates

| Academic Unit | Six-Year Graduation Rate | | First-Year Retention Rate | |
|-----------------------|--------------------------|-----------|---------------------------|-----------|
| | 2013 Cohort | Fall 2018 | 2013 Cohort | Fall 2018 |
| Acceleration | 71.1% | 91.9% | | |
| VCU Overall | 67.6% | 83.1% | | |
| Engineering | 53.1% | 75.1% | | |
| Humanities & Sciences | 47.9% | 70.7% | | |
| Life Sciences | 52.6% | 61.7% | | |

VCU enrollment by health sciences/health professions tracks:

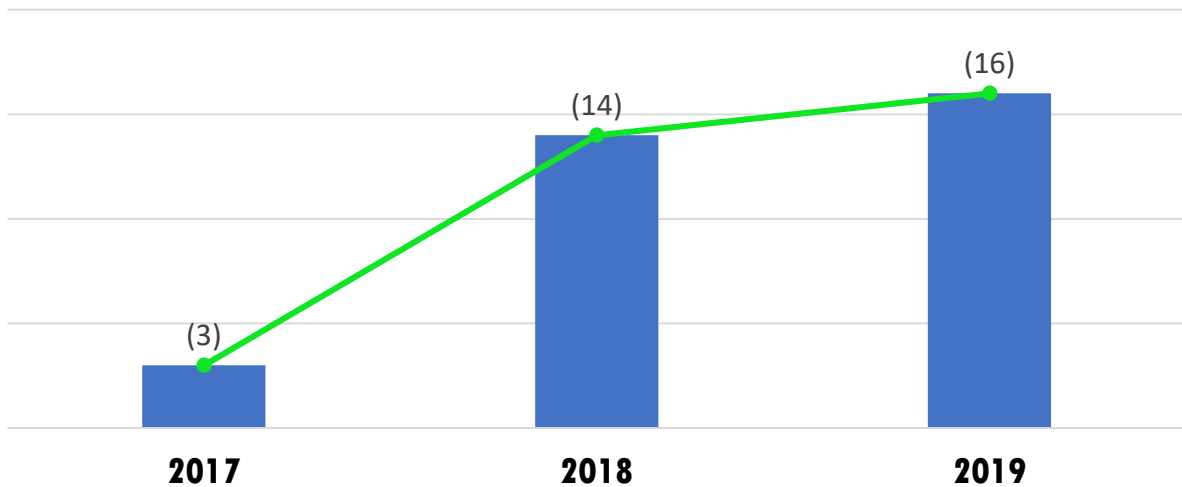
| | |
|-----------------------|----|
| Nursing | 10 |
| Pharmacy | 4 |
| Clinical Lab Sciences | 3 |
| Dental Hygiene | 2 |
| Medicine | 1 |
| Dentistry | 1 |
| Radiation Sciences | 1 |
| Health Administration | 1 |

VCU Acceleration – Earned Degrees

| Program: VCU Acceleration | 2017 | 2018 | 2019 |
|--|----------|-----------|-----------|
| Degrees Earned at VCU | 6 | 6 | 12 |
| Degrees Earned at Non-VCU institutions | 1 | 5 | 4 |
| Total Degrees Earned | 7 | 11 | 16 |



75% of the health professions degrees earned by VCUA participants in 2019 were awarded at VCU.



The number of Acceleration participants who earned degrees increased by almost 400% over the past 3 years.

Top health professions degrees earned in 2019:

- Bachelor's:** Nursing (4), Clinical Lab Sciences (3)
- Master's:** Nursing (2)
- Doctoral:** Medicine (1), Dental Surgery (1), PhD-Microbiology/Immunology (1), PhD-Pharmacology/Toxicology (1), PhD-Chemistry (1)

97%

**OF PARTICIPANTS
WOULD
RECOMMEND SAEP**

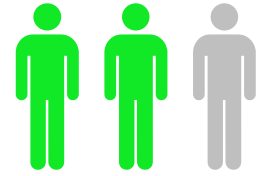
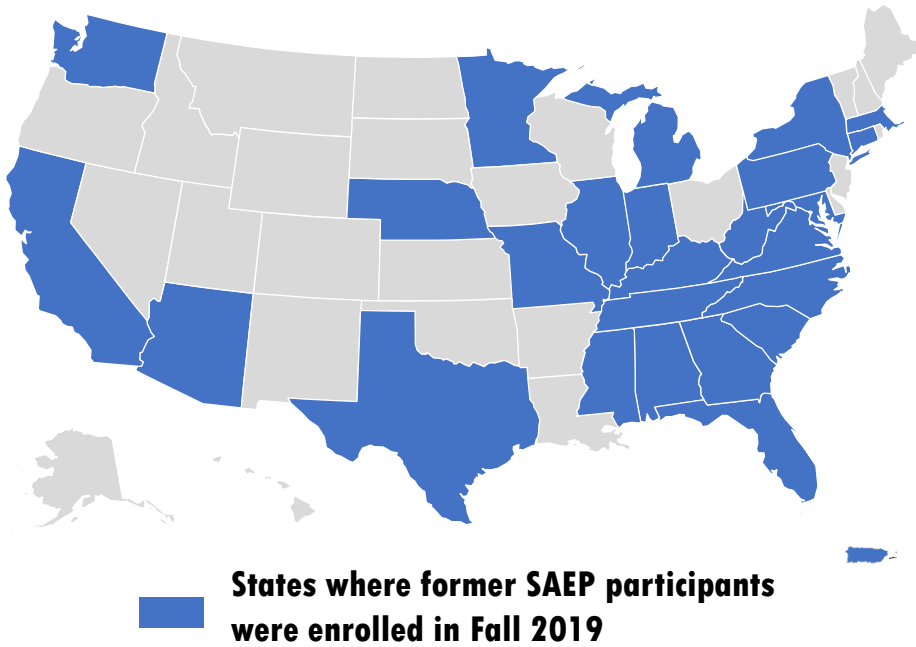
85%

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

"SAEP has been one of the most pivotal experiences in my life regarding what career path I want to pursue. Through the program, I was able to take courses to prepare me for my health professional school, learn more about interprofessional collaboration, and receive advising directly from Deans for Admissions..."

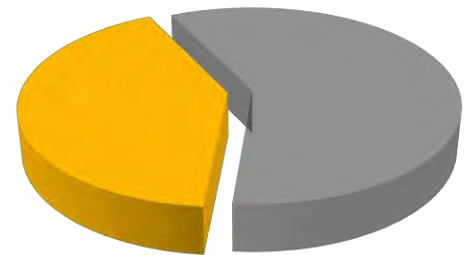
**Michael Ong,
SAEP 2019 Participant**

Summer Academic Enrichment Program – Enrollment

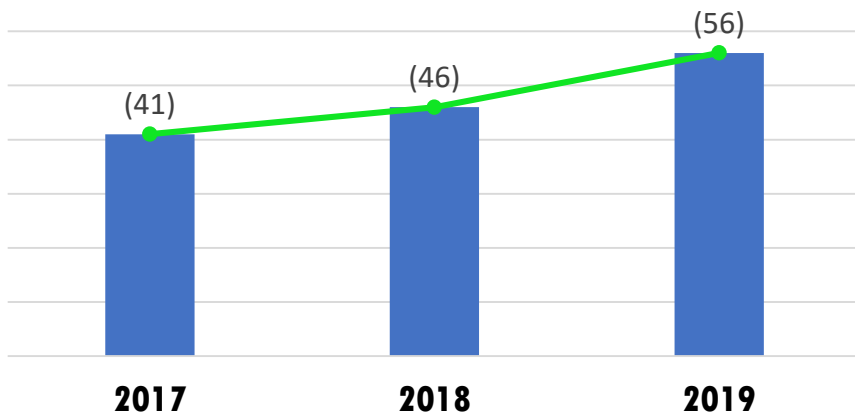


2 out of 3 participants were enrolled in a health professions or graduate program related to health sciences.

- **Program Capacity: 50 participants**
- **During the Fall 2019 semester, 150 former SAEP participants were enrolled at 66 different postsecondary institutions across the nation.**
- **18 former participants were enrolled at a historically Black college or university**



41.3% of SAEP participants were enrolled at VCU.



The number of SAEP participants enrolled at VCU increased 36% over the past 3 years.





Enrollment by health professions tracks:

| | VCU | Non-VCU |
|----------------------|-----|---------|
| Pharmacy | 24 | 3 |
| Dentistry | 13 | 11 |
| Medicine | 10 | 6 |
| Physical Therapy | 9 | 10 |
| Occupational Therapy | - | 2 |

Summer Academic Enrichment Program – Earned Degrees

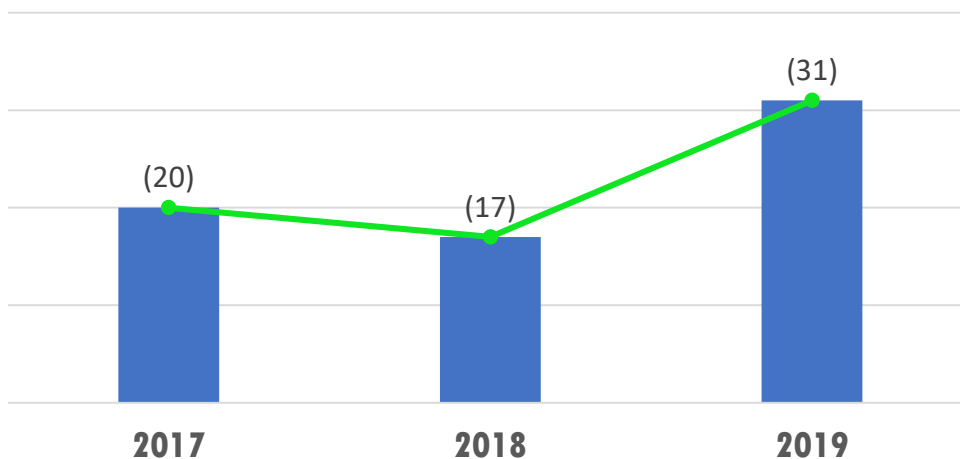
| Program: Summer Academic Enrichment Program | 2017 | 2018 | 2019 |
|---|-----------|-----------|-----------|
| Degrees Earned at VCU | 11 | 9 | 10 |
| Degrees Earned at Non-VCU institutions | 9 | 8 | 21 |
| Total Degrees Earned | 20 | 17 | 31 |

Top health professions degrees earned in 2019

| | VCU | Non-VCU |
|---|-----|---------|
|  Pharmacy | 5 | 7 |
|  Dentistry | 4 | 9 |
|  Medicine | 1 | 2 |
|  Physical Therapy | 0 | 3 |



One-third of the health professions degrees earned by SAEP participants in 2019 were awarded at VCU.



The number of SAEP participants who earned health professions degrees increased by 55% over the past 3 years.

RAM CLINIC

Each year, SAEP Participants return to volunteer at the Remote Access Medical (RAM) Clinic in Emporia, Virginia. This year, students were able to be involved in Triage, Foot Checks, Translating, Dental Assisting and many more. Participants were certified with their Bloodborne Pathogen Certification before starting their assignments.

This full day experience offered a students an opportunity to practice skills they had performed during Health Check as well as a first hand view of lecture topics on health disparities. Many of the patients seen at RAM Clinic were from a medically under-served population with minimal access to affordable health care. The students used this experience as inspiration to become better clinicians as they venture into professional schools.

"Dental, vision and medical services are provided on a first-come, first-serve basis. Due to time constraints, be prepared to choose between DENTAL and VISION services. Medical services are offered to every patient attending the clinic." - RAM USA



"The RAM clinic event I volunteered at in Emporia, VA with SAEP was a similar experience to my times at various MOM (Mission of Mercy) projects. These events allow us students to offer a helping hand to volunteering dentists who provide treatment to the alarming number of uninsured people from all walks of life. Experiencing these events ensures that I want to be a part of this compassionate community that makes a major impact on those who come from challenging backgrounds."

Mansoor Haider,
SAEP 2019 Participant



"As a RAM Clinic volunteer, I was able to use my Spanish speaking abilities to help navigate and translate for uninsured patients through dentistry, medical, and optical services. Given the opportunity to empower uninsured patients towards gaining more control over their health was a humbling experience that gave me a new perspective on empathy, compassion, and patience."

Amauri Gomez,
SAEP 2019 Participant

HEALTH CHECK

This year, the Summer Academic Enrichment Program's Health Check returned to St. Paul's Episcopal Church and saw 86 underserved patients in Richmond's City Center. This population consists of homeless or working poor individuals that often have little or no access to adequate healthcare. SAEP's Health Check gives patients the opportunity to receive treatment for various foot ailments and request physician referrals* to local clinics or VCU's Health System. The clinic also provides patients with oral health screenings facilitated by VCU's School of Dentistry. Patients seen are given health education materials on smoking cessation, cardiac health, and diabetes. In addition to patient care and education materials, patients are offered a pair of gently used walking shoes, cleaning and grooming materials for their feet, a clean pair of socks, and a dental care kit

In preparation for Health Check, several hours were spent educating students on the proper methods of cleaning and grooming feet, conducting a diabetic foot exam and measuring a patient's blood pressure and sugar by the use of a stethoscope, sphygmomanometer, glucometer, and lancet by Graduate students and faculty members from VCU's Schools of Medicine and Pharmacy, and Physical Therapy Department.



PATIENTS SERVED:

86

PATIENTS

*REFERRALS TO LOCAL CLINICS OR VCU'S HEALTH SYSTEM

8

ABNORMAL FOOT SCREENINGS

14

ABNORMAL BLOOD PRESSURE SCREENINGS

18

ABNORMAL DENTAL SCREENINGS

10

ABNORMAL BLOOD SUGAR SCREENINGS



"One of my favorite SAEP memories was volunteering at the Health Check Foot Clinic. An older man came in and mentioned he was not in favor of health screenings. After breaking the ice, we learned that we came from a similar background. His face lit up and I could tell he was at ease after we established a connection. Those are the kinds of moments that push me to keep going!"

Nujuma Moussa,
SAEP 2019 Participant

THANK YOU



PROGRAM PARTNERS

Association of Black Cardiologists

Capital Area Health Education Center

Chesterfield County Public Schools

Henrico County Public Schools

Partnership for the Future

Richmond Public Schools

Governor's School for Medicine and Health Sciences

Peter Ramsey Dental Society

VA Department of Education

VCU College of Health Professions

VCU Pauley Heart Center

VCU School of Dentistry

VCU School of Medicine

VCU School of Nursing

VCU School of Pharmacy

VCU Strategic Enrollment Management

VCU Student Affairs

VCU Student Success

Virginia Health Workforce Development Authority

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 2019, and continuing to support us as we aim even higher next year.

We thank you for taking a step forward with us in 2019, 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

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.



SUPPORT

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.



SUSTAIN

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
@VCUPipelineStrong



@VCUPipeline



@VCUPipeline



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VCU

Health Sciences Pipeline