

Health Sciences and Health Careers Pipeline

2014 Annual Report



VCU

VIRGINIA COMMONWEALTH UNIVERSITY

Division for Health Sciences Diversity

Enriching Our Students, Our Institution and Our Communities

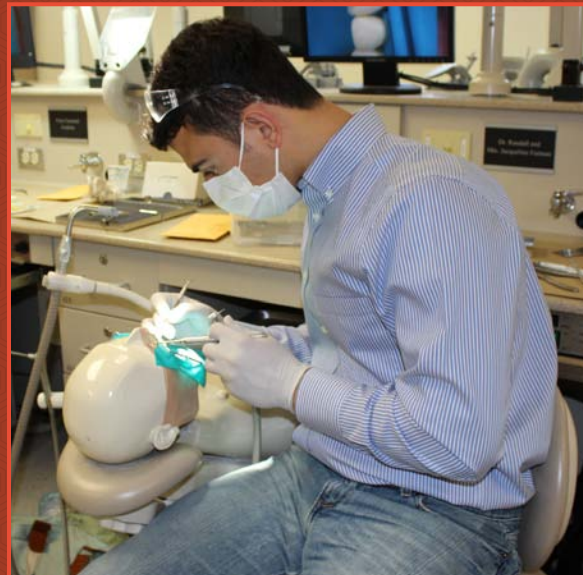


Kevin Harris (right) poses with Tim Pierce, PharmD '15. Tim was a VCU Acceleration student in the 2006 cohort and was one of the first students Harris worked with at VCU.

Dear Colleagues,

Welcome to the 2014 VCU Health Sciences and Health Careers Pipeline Annual Report. The VCU Pipeline as it is called, and its programs, are supported by the Division for Health Sciences Diversity, which serves as a central hub for initiatives to cultivate diversity in the health professions. Our division grows in tandem with the increasing need for innovative healthcare professionals with the ability to connect with diverse patient populations and collaborate in healthcare teams. The VCU Pipeline meets this need with enrichment programs that empower aspiring health professionals to make informed decisions about their chosen health career through an interprofessional approach. The VCU Pipeline supports students by making connections; connecting students with their professional goals, with a broader supportive community, and with stakeholders who are equally committed to creating a diverse student body pursuing health science careers.

The success of VCU Pipeline programs can be seen in the growing number of Pipeline alumni entering health professions schools at VCU and across the country. Pipeline alumni are reaching their goals and bringing a deeper, inclusive perspective to their respective health



professional programs. In addition, VCU Pipeline's commitment to maintain alignment with university priorities strengthens the value and complementary resources of the programs which, in turn, amplify our students' educational experiences.

In an effort to generate awareness and engage more students, the VCU Pipeline utilizes multiple social media outlets and communication platforms. This vibrant online presence extends the reach of our academic support and experiential resources, as well as helps to maintain fruitful connections amongst students and faculty in the VCU Pipeline community. This presence makes it even easier for students to engage the Pipeline at every academic level and ensures that they continue to receive support after their program ends.

Connecting with stakeholders and strengthening partnerships is what drives the VCU Pipeline's success. This report showcases the efforts of the VCU Pipeline as it captures the work of university stakeholders from this past year to advance our students, our institution, and our communities. One such partnership with the VCU School of

Allied Health Professions, highlighted in this report, resulted in a new comprehensive, interprofessional career exploration program that is intended to recruit a diverse talent pool for the fastest growing careers in healthcare. While the 2014 annual report features some of the VCU Pipeline's achievements, this is just a glimpse at what great partnerships can do to impact our students and the health professions in general. We value your continued support and participation in making a difference in the lives of students and encourage you to connect with the VCU Pipeline to enrich the experience!

Warm Regards,

Kevin A. Harris, M.S.A

Assistant Vice President for Health Sciences Student Initiatives and Inclusion



VCU Pipeline and Student Success

Aligning Intentional Programming with Institutional Initiatives

The VCU Pipeline has a natural alignment with the goals of VCU's strategic plan, Quest for Distinction, specifically goal III.A:

- Increase the number and quality of initiatives that prepare students for careers that advance healthcare, improve health status, and contribute to STEM-related fields



The VCU Pipeline metrics focus on retaining talented and diverse students in undergraduate education and increasing the number of diverse students that are entering health professions training programs at VCU.

The VCU Acceleration program boasts a unique program model that combines a summer pre-matriculation program and an academic year living-learning community. Students participating in this program have demonstrated their perseverance to remain enrolled and graduate from VCU. Program results indicate that students in the VCU Acceleration program have consistently been retained at the university to their second and third year and demonstrate six-year graduation rates well above the university average. The Summer Academic Enrichment Program and the VCU Acceleration program both contribute to increasing the number of students entering each of the five health professions schools at VCU.



VCU Pipeline Programs

Outreach, Exposure, Exploration *Grades K-12*

Expose and excite students about the wide array of careers in healthcare by providing learning opportunities that include hands-on activities and interaction with health professionals.

Bridge Programs *Entering Freshmen*

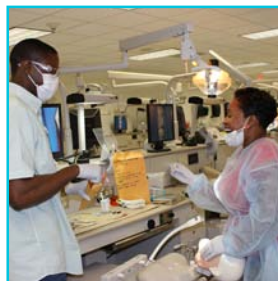
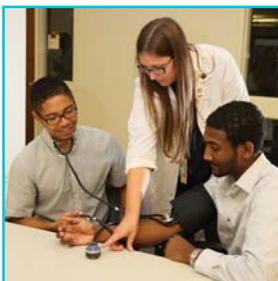
Assist pre-health students with the transition to undergraduate education by providing academic preparation in challenging courses, access to workshops focused on academic and professional preparation and introduction to campus resources designed to acclimate students to campus life and thrive in their new environment.

Academic Enrichment *Post secondary*

Arm students with academic and professional skills needed to become successful health professional students through exposure to rigorous academic coursework and preparing students for their future roles as members of the healthcare team through inter-professional programming.

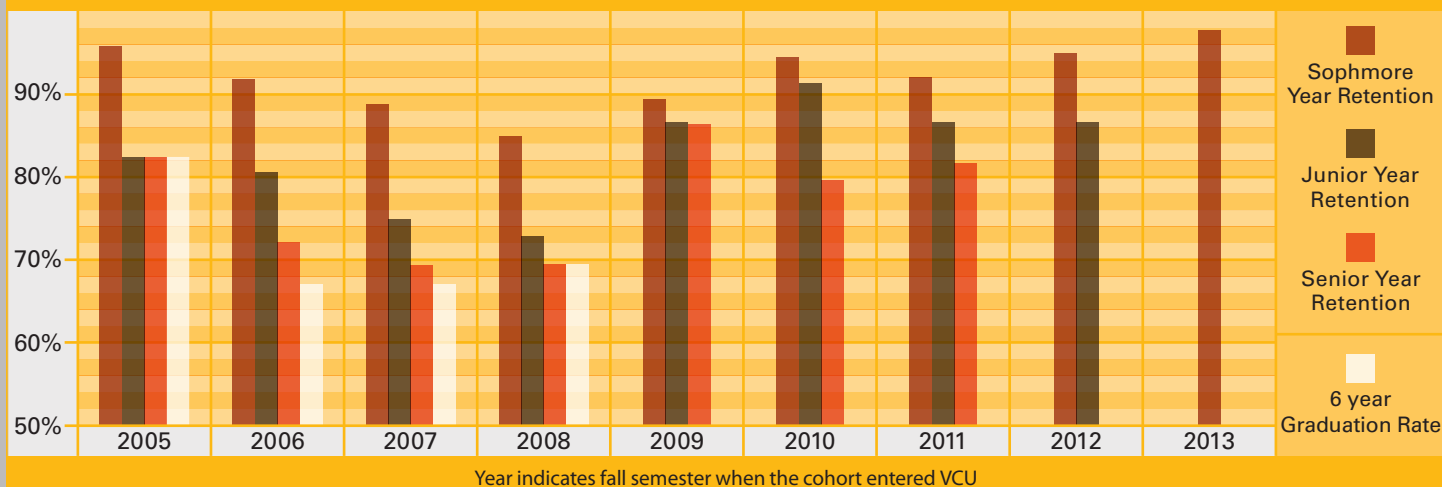
Health Professional School

Each step of the VCU Pipeline is geared towards assisting students develop the knowledge and ability to present competitive applicant profiles to the health professions schools or programs of their choice. That is the final destination of the VCU Pipeline.



VCU Acceleration Program Outcomes

VCU Acceleration Retention and Graduation Rates



During the 2011-2012 academic year, VCU first year retention rate was 86% and six-year graduation rate was 53%.
(VCU Quest for Distinction website, quest.vcu.edu/initiatives/studentsuccess/)

"The overall rigor of the SAEP Program was a wonderful simulation of what I would be seeing in the medical school. I also had the opportunity to be introduced to a large amount of information... before medical school started. Knowing I had a level of familiarity with the material left me with strong confidence in truly mastering the material in medical school."

- **Ashley Williams**, SAEP 2012 Medicine Track

"My success in [SAEP], despite the rigorous courses and material, reassured me that I was prepared to enter professional school. This program pushed me to my full potential and allowed me to accomplish things I never thought were possible."

- **Jessica Hart**, SAEP 2012 Physical Therapy Track

"Acceleration allowed me to form a community with other students and a network with teachers and faculty before the fall semester began!"

- **Danyel Smith**, VCU Acceleration 2013 cohort

"Acceleration helped with becoming accustomed to the city of Richmond, how difficult classes are and what type of work ethic would be required to achieve my health career dreams."

- **Craig Luskey**, VCU Acceleration 2012 Cohort

VCU Acceleration and SAEP Student 2014 Matriculation to Health Professions Schools at Virginia Commonwealth University

5 students in the School
of Allied Health Professions

A total of **19**
students since 2007

4 students in the School
of Dentistry

A total of **28**
students since 2009

3 students in the School
of Medicine

A total of **16**
students since 2009

4 students in the School
of Pharmacy

A total of **17**
students since 2009

2 students in the School
of Nursing

A total of **11**
students since 2008

Since 2009, more than 50 students have matriculated to health professions programs at other institutions





Connect with the VCU Pipeline

Program Implementation with the Division for Health Sciences Diversity

This year, the VCU Pipeline Team in the Division for Health Sciences Diversity (DHSD) served as a program development consultant and partnered with the VCU School of Allied Health Professions (SAHP) to debut a brand new career exploration summer program, the Health Professions Career Exploration (HPCE) program. The VCU SAHP is comprised of nine departments, is a leader in the education of knowledgeable and clinically competent health professionals and has demonstrated a commitment to diversity through the development of an extensive school-wide diversity plan. Collaborating in the spirit of diversifying the VCU SAHP applicant pool, the SAHP and VCU Pipeline Team introduced a program in which students learn more about career opportunities within the allied health professions in a hands-on, supportive environment.

This experience has ignited an important initiative to assist in creating new, innovative pipeline programs that partners can own and expand. The DHSD invites potential partners interested in developing Pipeline programs that advance the recruitment, retention, and preparation of talented, diverse students in the health field to explore the services available through the VCU Pipeline.

“The most valuable aspect of the VCU DHSD’s role within the process of creating the Health Professions Career Exploration (HPCE) program was helping the School of Allied Health Professions to see the bigger picture of the VCU Pipeline and assisting in planning, marketing and evaluation of the program. During the program, the VCU DHSD Team was hands-on during the day-to-day operations. They were able to set the expectations for the

Assembling a Team

Taking on a program, no matter the length of time or target audience, can be taxing. Having a coordinating team and point person in place will increase efficiency, distribute the workload and bring new ideas from different perspectives. Teams can be a small group of passionate faculty members, an entire diversity committee, and any combination in between. The VCU Pipeline Team works with groups of any size to make these programs a reality.

Needs Assessment and Goals

When developing any new program or initiative, it is essential to consider the intended impact of your program. In working with the VCU SAHP, the VCU Pipeline Team was able to help identify key needs, goals and objectives for the HPCE program. Understanding the goals and objectives of a program lays the foundation and frames an understanding of needs that ultimately allows for purposeful evaluation to ensure the program achieves what it sets out to do.

Program Development

The VCU Pipeline Team can help navigate program planning by assisting partners in every aspect, from initial design to evaluation. The following structure is typical of the creation process:

- Distinguish program length and time frame
- Develop a budget
- Identify participant criteria and expectations
- Create a program schedule
- Market the program to appropriate audiences
- Assist in securing venue space
- Create an evaluation plan

Application, Student Selection and Notification

Because the DHSD serves as the central administrative hub for VCU Pipeline programs, collaborating partners have access to the VCU Pipeline Central Application System located online at dhsd.vcu.edu. This online system allows VCU Pipeline partners to monitor their application process and make admissions decisions regarding program participants. Once participants have been selected, the VCU Pipeline Team notifies and distributes the necessary acceptance paperwork to participants and manages all returned paperwork.

Implementation

Whether it is the program's first year or tenth year, the VCU Pipeline Team will assist during program implementation to ensure the programs are running smoothly and participants are satisfied with their experience.

VCU Pipeline: Cultivating Diversity in the Health Sciences

The VCU Division for Health Sciences Diversity takes pride in knowing that its Pipeline Team has the expertise in program planning and design to effectively guide partners through the program development and implementation process. The VCU Pipeline team can navigate where there are potholes and roadblocks, and has approaches to stay on budget and produce dynamic and engaging content for students. The DHSD mission is to help develop quality initiatives that partners can take complete ownership of while helping students plug into the networks and resources that encompass the VCU Pipeline. This ultimately shapes potential applicants' perceptions of the welcoming environment at VCU, as program partners and participants alike benefit from the connections that are made.

participants, which made the program run smoothly. It was important for the School of Allied Health Professions to create this pipeline program because it gave our school an opportunity to expand outreach to potential students. As a result, the program attracted a cohort of students who became knowledgeable about the many professions within the School of Allied Health Professions, and we hope to see them apply in the near future."

Angela Duncan, Ph.D.

VCU School of Allied Health Professions
Assistant Dean for Student Affairs & Community Engagement
Manager of Bereavement Services
Faculty Attending Chaplain, Pauley Heart Center

On the Horizon

Building a Cohesive VCU Pipeline Network to Bolster Support and Enrich the Student Experience

With more than 300 VCU Pipeline alumni enrolled between the Monroe Park Campus and MCV Campus at VCU, building a VCU Pipeline Network to maximize cohesion and support is invaluable. Making connections with other students who share similar experiences and educational goals is critical to success. By uniting the VCU Pipeline alumni currently enrolled at VCU into one cohesive network, students can maximize their resources and find greater support in their educational journeys.

The VCU Pipeline initiated this endeavor by identifying the students who make up the Pipeline by intentionally reaching out to students who completed programs, along with expanding social media communication to encourage students to self-identify as VCU Pipeline alumni. The current focus entails engaging the VCU Pipeline Network. The VCU Pipeline strives to extend the impact of programs beyond a one-time experience to a consistent resource that develops with students, no matter their educational stage, by increasing the opportunities students have to interact and grow throughout the academic year. This engagement will be accomplished with a wide-range of skill-building and health career centered workshops, volunteer opportunities and academic support.

Engaging the VCU Pipeline Network is important as students learn from one another and about evolving topics in the health professions. When students affiliate themselves with the VCU Pipeline community and take advantage of the opportunities offered, they can interact on many platforms that will bolster their success. These ongoing interactions take form in many relationships including student:student, student:faculty, student:alumni, and student:resources. By interacting with new faces and perspectives, VCU Pipeline students can craft ambitious, informed goals and draw upon a built-in support network for fuel to reach the success they desire.

Identifying and Addressing Barriers to Student Success

As the VCU Pipeline matures and the VCU Pipeline Network strengthens and grows, the division's strategic planning must begin to focus on identifying and addressing barriers that students face late in their educational journeys when pursuing entry to health professions programs. Over the next year, the VCU Pipeline Team will research these barriers, with a focus on preparation for health professions entrance exams and access to financial aid and scholarships, in order to create effective and developmentally appropriate interventions for VCU Pipeline Students.

Connect with us online



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Health Sciences Diversity
dhsd.vcu.edu



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Join the Conversation

We believe it's important to stay closely connected with our supporters - physicians, educators, health professionals, students and community members.

Our social media sites are for the scholarly and the aspiring, wherever you may be in your journey as or toward becoming a health professional. Engage with us in your favorite social arenas and share content with your friends, family and colleagues. Participate in dialogue about current events involving health science education and research, and learn about upcoming opportunities within the VCU Pipeline.

The information you need, in real time.



Special Thanks

The many collaborators and supporters of this important work are too numerous to name, but no less resounding in impact. We are in a transformational time in healthcare, as well as in engaging the communities surrounding VCU. The hope is that each person who reads this report finds the resolve to remain committed to the work, inspired to engage even deeper and dedicated to the Quest for lasting impact.

“Coming together is a beginning, staying together is progress, working together is success.”

Henry Ford



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