

**Delaware Health Care Commission
DELAWARE INSTITUTE OF MEDICAL EDUCATION & RESEARCH**

February 26, 2014

**Herman Holloway Health & Social Services Campus
Main Administration Building, Room 198, New Castle
and
Thomas Collins Building, Second Floor Conference Room, Dover**

MINUTES

Board Members Present: Sherman Townsend, Chairman; Brian M. Aboff, MD, FACP; David A. Barlow, PhD; John F. Glenn, MD; Neil Jasani, MD, MBA; Chuan-Shue Lee; Vincent Lobo, Jr., D.O.; Kathleen S. Matt, PhD; Lisa Maxwell, MD; James Richards, PhD; and Wayne Smith.

Staff Present: Helen Arthur, Delaware Health Care Commission; Carylin Brinkley, Higher Education Commission; and Marlyn Marvel, Delaware Health Care Commission.

Also Present: Debbie Benvenger, Philadelphia College of Osteopathic Medicine; Margot LaCombe, University of Delaware; and Brittnee Loper, University of Delaware.

CALL TO ORDER

Chairman Sherman Townsend called the meeting to order at 4:10 p.m.

APPROVAL OF SEPTEMBER 11, 2013 MEETING MINUTES

Action

Dr. Vincent Lobo made a motion that the September 11, 2013 meeting minutes be approved. Dr. James Richards seconded the motion. There was a voice vote. Motion carried.

STATE LOAN REPAYMENT PROGRAM

The Loan Repayment Committee met on January 28, 2014.

This review period includes:

DIMER APPLICATIONS:

4 sites

3 practitioners

Funding Updates

The Loan Repayment Program has the following funds available for distribution:

<u>END DATE</u>	<u>AMOUNT</u>	<u>PROGRAM</u>	<u>SOURCE</u>
June 30, 2014	\$ 263,030		State
	\$ 109,530	DIMER SLRP	
	\$ 61,000	DIDER SLRP	
	\$ 87,500	Remaining FY 14 funds allocated to Temple University authorized to be used for DIMER or DIDER SLRP	
	\$ 5,000	Remaining FY 13 funds allocated to Temple University authorized to be used for DIMER or DIDER SLRP	
June 30, 2014	\$ 111,670	DIMER or DIDER	Highmark funds
August 31, 2014	\$ 47,672	DIMER or DIDER	FY 14 Federal

Review of Applications

The DIMER Board reviewed the Summary of Loan Repayment Applicants that is attached to these minutes.

Discussion

Lisa Pappa, Nurse Practitioner

Dr. James Richards questioned why Lisa Pappa has such a large level of debt when she has been practicing for 15 years.

Carylin Brinkley suggested that she may have had unsubsidized loans that could be capitalizing interest. Payments on educational loans may also be deferred; however, they still accumulate interest.

Helen Arthur will research to confirm whether the debt is the result of returning to school for additional training within the last five years to become a nurse practitioner.

Salvatore Salfi, Psychiatric Nurse Practitioner

Dr. Brian Aboff questioned the recommended award amount for Salvatore Salfi. He has \$54,714 in debt and the recommended award is \$28,000. He referred to the last round of loan repayment awards where Dr. Keith Sargent had \$55,268 in debt, which is similar to Mr. Salfi; however, his award was only \$11,970. He asked why there is such a difference in the award amounts for similar debt.

Dr. John Glenn questioned approving 50 percent of Mr. Salfi's debt. Dr. Vincent Lobo stated that he thinks the award is excessive. Dr. Aboff recommended that Mr. Salfi be awarded \$12,000 to be consistent with past awards.

Ms. Arthur responded that this question was also raised at the DIDER Board meeting. The Loan Repayment Committee takes into account where the applicant will be practicing and how much of a need there is in that area. Typically they recommend an award of about one fourth of the loan amount; however, awards may be up to 50 percent of the debt.

Wayne Smith stated, with regard to evaluating need, there has been a great emphasis on mental health providers. He asked if there is a general formula where severe needs will get more consideration than something that is not in as much shortage.

Ms. Arthur responded that the Loan Repayment Committee takes into consideration the amount of available funds and the shortage areas. She is not aware of a specific formula other than the fact that awards are estimated at about one fourth of the debt burden. Sometimes that varies depending on the situation. Perhaps a formula should be developed in order to address the inconsistency and be more equitable for all applicants.

Mr. Townsend stated that there is a need for consistency, but questioned whether it is appropriate to provide larger awards to applicants with higher debt, which is rewarding them for having more debt. He suggested that it would be more appropriate to look at the position that the applicant is going to fill and assign a value to what that brings to the table in terms of health care delivery to Delawareans.

Mr. Smith stated that he has always assumed that the philosophy was to try to address the most pressing needs in terms of shortages; however, it is important for the awards to be attractive in order to attract health care providers to Delaware. There needs to be a balance.

Dr. Richards stated that there is a very big difference in the cost of the different degree programs. The cost of a degree for a DO or MD is much higher than that of a psychiatric nurse practitioner. It is important to fill a need, but the costs of obtaining the credentials to practice need to be considered.

Dr. Lisa Maxwell stated that she has never understood why the applicants' debt burden is reported. She agrees that the awards should be based on need. There are discrepancies between people's debt burdens and the amount they were awarded.

Mr. Townsend stated that the original concept of the Loan Repayment Program was a recruitment tool; however, it has become a retention tool. It is important that clear consistent guidelines be developed to make sure that awards are made effectively and fairly.

Dr. Richards stated that part of the problem is that the debt burden is quantified, while the need component is not. That is something that is purely a judgment call with no way of validating. He asked if there is data on how many health care providers Delaware has by specialty. Ms. Arthur responded that there is very recent data on Delaware's workforce and the shortages in each of the areas and specialties.

According to the Federal guidelines, the Loan Repayment Program is to be a tool for recruitment more than retention, so that has been the thought process behind this program. If an applicant is new to Delaware, that is weighed more heavily, as opposed to someone who has been working at a practice for 15 years. The program's purpose is to fulfill the need and recruit providers to Health Professional Shortage Areas (HPSAs).

Dr. Kathleen Matt stated that the Health Care Commission is working on the Centers for Medicare and Medicaid Innovation (CMMI) grant. With regard to workforce, one of the issues that has repeatedly come up is that of recruitment and retention.

University of Delaware students Margot LaCombe and Brittnee Loper joined the meeting and introduced themselves. They are taking a class on Family and Child Policy taught by Dr. Steven Eidelman. One of their assignments is to attend a public meeting in which policy issues are being discussed. The DIMER Board members welcomed them to the meeting.

Sonia Songui, Certified Counselor

Mr. Smith stated, with regard to the Postelwait Middle School serving as a practice site, it seems like the Loan Repayment Program is entering a new territory. This is a new program that was established through the budget process last year. It is curious that the program is looking for salary and recruitment support. There are a number of middle schools in Delaware. He is concerned that making this award will result in a large number of applicants for what he is not certain is a demonstrated severe need compared to some of the others.

Dr. Richards stated that Ms. Songui received her degree in 2004, has been working for 10 years and is still \$113,000 in debt. He thinks that needs to be investigated as well.

Mr. Smith recommended deferring this application because it is a potentially significant policy change that could lead to being asked to commit a lot of loan repayment funds to a single source. He also noted a discrepancy on the action item summary that was distributed to the Board. On Sonia Songui's application there is a note that says "state funds only, not in a mental health HPSA". On the middle school site application it says "located in a mental health HPSA". One of those two is wrong and needs to be researched and corrected.

Action

Dr. Vincent Lobo made a motion that Lisa Pappa be awarded loan repayment in the amount of \$35,000 for a two year commitment to practice at Delaware Guidance Services for Children and Youth in Lewes, contingent upon verification that her debt is the result of education expenses incurred within the last five years. Dr. Kathleen Matt seconded the motion. There was a voice vote. Motion carried.

Dr. Brian Aboff made a motion that Salvatore Salfi be awarded loan repayment in the amount of \$12,000 for a two year commitment to practice at the Christiana Care HIV Wellness Clinic in Georgetown and Focus Behavioral Health, LLC in Lewes. Dr. Vincent Lobo seconded the motion. There was a voice vote. Motion carried.

Wayne Smith made a motion that the applications from Sonia Songui and the Postelwait Middle School be deferred. Dr. James Richard seconded the motion. There was a voice vote. Motion carried.

PREMEDICAL POST BACCALAUREATE CERTIFICATE PROGRAM AT THE UNIVERSITY OF DELAWARE

Dr. David Barlow presented a proposal for the creation of a Premedical Post Baccalaureate Certificate Program (PMPB) at the University of Delaware. A copy of the proposal is attached to these minutes.

Nationally there are about 190 PMPB programs recognized by the American Association of Medical Colleges. There are 32 in the surrounding states between Maryland, New Jersey and Pennsylvania. There are 22 in the State of Pennsylvania, with 9 in the Philadelphia area alone, and none in the State of Delaware.

The proposed program represents about 75 percent of those that exist nationally and would serve career changers with baccalaureate degrees who have decided to fulfill the requirements for admission to medical and other health profession programs.

Hopefully, with the endorsement of the DIMER Board and other agencies, the program will be approved by the University of Delaware's Faculty Senate in March or April of this year. The first meeting when the proposal will be considered will be held on March 3.

Discussion

Mr. Smith asked what the graduates of this program would do. Dr. Barlow responded that they have already received inquiries for professional affiliations with health care institutions. It would recognize that the graduates have been through a program that is certified for excellence. They had to achieve a certain level of academic excellence to be recognized by medical institutions. In the Philadelphia area the rate of success for participants in existing programs ranges between 60 and 90 percent. A program of this nature in Delaware would be successful with appropriate medical school affiliation such as Philadelphia College of Osteopathic Medicine (PCOM) and Jefferson Medical College.

Dr. Barlow received an email from a former alumnus of the University of Delaware who is at Rochester Medical School and would like to explore some possibilities of affiliation. With such affiliations the University of Delaware is confident that it could significantly increase the success of students applying to such programs. Currently the University has students going through the Health Science Advisement and Evaluation Committee (HSAEC). The success rate of those students getting into medical institutions was 36 percent in 2012. The national average is 47 percent. The University of Delaware thinks that it can do a lot better with its quality educational programs, facilities and faculty. It has excellent students and they need to have programs to provide mentoring, guidance and direction to facilitate their success.

Mr. Townsend stated that it is his understanding that the University has the funding for this program and is looking to begin the program as early as this coming September. Dr. Barlow responded that the funding does exist and, if the program is approved by the Faculty Senate this spring, it can be marketed, advertised and announced by the fall semester of this year.

Mr. Townsend stated that a lot of students who did not complete their undergraduate study in Delaware may participate in the program. Dr. Barlow said that is correct. They are already receiving a number of inquiries from students who have baccalaureate degrees from other institutions but live in Delaware.

Deborah Benvenger stated that PCOM is very excited about this and has a very strong interest in affiliating with the University of Delaware and the program on a variety of levels. She has spoken with Dr. Barlow and has already begun the process of getting an affiliation agreement in place.

Dr. Richards asked how long it will take for a student to complete the program. Dr. Barlow responded that it will depend upon the undergraduate transcript and prior course history. It is anticipated that it would be a maximum of two years for students matriculated full time. For students with a strong undergraduate course history it could take no more than one year.

Mr. Smith asked how the University of Delaware will address the Medical College Admission Test (MCAT) issue for these students. Dr. Barlow responded that they have already addressed the MCAT issue. They released a Request for Proposals (RFP) for affiliation agreements with

organizations that provide MCAT preparation and signed an agreement with Kaplan. The agreement is in place and already operating for undergraduate students who are pursuing premedical studies. To extend that to a post baccalaureate program would be automatic and very easy to do. This particular program is offered on campus at a significantly reduced cost for students so it is an advantage for undergraduate students as well as former graduates who are pursuing requirements necessary to get into medical schools.

Mr. Townsend asked if there has been any discussion with Jefferson Medical College about beginning a program like this at the University of Delaware that effectively will compete with their post baccalaureate program. Dr. Barlow stated that he spoke with Dr. Clara Callahan, the Dean of Admissions at Jefferson, who said that, in addition to the Medical Scholars Program, she would like to establish a four plus two agreement with this program.

Action

Wayne Smith made a motion that the DIMER Board of Directors enthusiastically endorse the proposal for the creation of a Premedical Post Baccalaureate Undergraduate Certificate Program, commend the people who created it and hope that the University of Delaware will adopt it. Dr. James Richards seconded the motion. There was a voice vote. Motion carried.

OTHER BUSINESS

Annual dinner with students at Philadelphia College of Osteopathic Medicine (PCOM), Thursday, November 21, 2013

Mr. Townsend stated that the annual dinner with students at PCOM was extremely well attended. Ms. Benvenger stated that PCOM always looks forward to hosting the dinner; however, not all of the students were able to attend in November. As a result, PCOM is considering hosting a second dinner in the spring to capture the rest of the students. Mr. Townsend said that the dinner is an important part of maintaining contact with the students and agreed that a spring dinner is a good idea.

Annual dinner with first and second year students at Jefferson Medical College, Monday, December 2, 2013

Mr. Townsend stated that the annual dinner with first and second year students at Jefferson Medical College was very well attended.

Annual dinner with third year Jefferson Medical College students at La Buca Restaurant, Monday, January 6, 2014

Mr. Townsend stated that the purpose of the annual dinner with third year Jefferson Medical College students is to provide the students with an opportunity to meet with Delaware hospital representatives and residency program directors. It was a huge success with great participation by faculty members and 22 students.

Proposed Dinner Hosted by Christiana Care Health System

Dr. Maxwell asked what the DIMER Board members thought about Christiana Care hosting a dinner in Delaware for all of the DIMER students regardless of whether they were from PCOM or Jefferson.

Ms. Benvenger stated that PCOM is 100 percent supportive of that type of joint opportunity.

Mr. Townsend thought that was a great idea. He asked if it is being done from a perspective of bringing the students back to Delaware, or from the perspective of attracting them to do their residency training at Christiana Care. He asked because there are other residency programs in Delaware.

Dr. Maxwell stated that Saint Francis Hospital and A.I. Dupont Hospital for Children would be invited to co-host. All Delaware education providers would be included.

State Innovation Models (SIM) All-Workstream Stakeholder Meeting, Tuesday, February 11, 2014

Ms. Arthur stated that the SIM All-Workstream stakeholder meeting held on Tuesday, February 11 was well attended. Dr. Kathleen Matt and Wayne Smith also attended the meeting.

A survey of the attendants indicated a diverse crowd present in the room, including about 30 percent representing the health care system, 15 percent representing the state government, 4 percent representing community organizations, and 21 percent representing “other”. The presentation from the meeting is posted on the Health Care Commission website at http://dhss.delaware.gov/dhss/dhcc/files/cross_workstream.pdf.

The final State Health Care Innovation plan was submitted to the Federal Government on December 23, 2013. The final plan can also be found on the Health Care Commission’s website at <http://dhss.delaware.gov/dhss/dhcc/cmimi/files/choosehealthplan.pdf>. The Funding Opportunity Announcement (FOA) for the model testing funds is anticipated in February with an application submission due in April. It is important that Delaware shows that it has the infrastructure to apply for this grant, so the work that has begun must continue to show that the infrastructure is in place. There is still wide spread support for the program based on the number of people who are participating. The grant is expected to be between \$20 and \$60 million and the work would begin in July.

Secretary Rita Landgraff presented a recap of everything that has happened over the last year with the CMMI work and talked about the overall goals of the program. Delaware will be one of the five healthiest states in the nation and in the top 10 percent in health care quality and patient experience by 2019 and will reduce health care costs by 6 percent.

There was discussion about the sustainability of the project moving forward and the creation of the Delaware Center for Health Innovation. They are looking at making the Center a 501C3 entity but it is not to be a government run 501C3 entity. It is an all inclusive approach.

There was discussion about the model and the presentation that is posted on the website includes an organizational chart. There was discussion around the Board composition and they wanted to make sure everyone had an opportunity to provide feedback. Anyone who would like to make a suggestion or recommendation for what the structure of the Board would look like should send an email to Secretary Landgraf or Jill Rogers. It is important to keep in mind that whoever serves on the Board must be knowledgeable about the delivery, reimbursement and regulation of health care services.

A Delaware Medicaid Managed Care Organizations Request for Proposals (RFP) has been released. It is posted on www.bids.delaware.gov and closes April 4.

There was discussion about the timeline moving forward for the RFP that is released and the establishment of the 501C3 Center. The goal is to have this happen before June 2014 and have the work proceed with preparation for the launch between July and June of 2015. There will be provider engagement and training and preparation for the payment launch. Manage Care Organization contracts will be in place during that period of time and they are expecting to go live in July 2015.

The next cross workstream meeting will be held on March 18 from 8:30 a.m. to 12:30 p.m. at Dover Downs.

A kickoff symposium focused on workforce will be held on April 8. Dr. Kathleen Matt said they have tentatively proposed bringing in speakers from other states to hear about the different models they have used and lessons learned. There will be a strong focus on interprofessional teams. Another area of focus will be care coordination.

University of Delaware Pre Health Profession Living Learning Center and Science Technology and Advanced Research (STAR) Campus

Dr. Barlow announced that the University of Delaware has just established the creation of a Pre Health Profession Living Learning Center in the brand new Louis Redding Hall located with the Honors Program Living Learning Center. This is an exciting opportunity for incoming first year students.

Dr. Barlow's Gross Anatomy class is being taught in the brand new STAR Campus anatomy lab, which is a wonderful facility. Mr. Townsend had an opportunity to tour the new campus and agreed that it is a phenomenal facility.

Dr. Matt offered to host the next DIMER Board meeting on the STAR Campus and include some tours. The staff will coordinate the May DIMER meeting with Dr. Matt.

Philadelphia College of Osteopathic Medicine (PCOM) 2014 Entering Class

Ms. Benvenger reported that, to date, PCOM has received 54 applications from Delawareans for the 2014 entering class. Of those, 30 have been invited to interview on campus. The committee has interviewed 24 and accepted 16 to date. Of the 16 accepted, 15 have confirmed their seat in the class. There was a committee meeting this week and 3 additional Delawareans are going to be accepted.

NEXT MEETING

The next meeting is scheduled for Wednesday, May 28, 2014 at 4:00 p.m. It will be held by video conference in two locations: Herman Holloway Health and Social Services Campus, Main Administration Building, Room 198, New Castle and the second floor conference room in the Thomas Collins Building in Dover.

ADJOURN

The meeting adjourned at 5:35 p.m.

**Summary of Loan Repayment Applicants
January 2014 Review Period**

DIMER

Site Applications:	Christiana Care HIV Wellness Clinic is a non-profit clinic located in Georgetown, providing mental health services to HIV/AIDS patients. The clinic is located in a Mental Health HPSA. About 39% of patients are Medicaid/S-CHIP, 28% Medicare, 18% self-pay. Currently employs SLRP applicant Salvatore Salfi, who is a Psychiatric Nurse Practitioner. He will split his hours between here and Focus Behavioral Health, LLC.
	Family Practice Associates is a private group practice located in Wilmington. It is located in a Primary Care HPSA. About 20% of patients are Medicaid/S-CHIP, 17% Medicare, 3% self-pay. The practice seeks to recruit 2 family practice physicians.
	Focus Behavioral Health, LLC is a private for profit facility in Lewes, providing mental health services. It is located in a Mental Health HPSA. About 45% of patients are Medicaid/S-CHIP. Is recruiting applicant Salvatore Salfi, who is a Psychiatric Nurse Practitioner. He is expected to begin in February 2014, and split his hours between here and Christiana Care HIV Wellness Clinic.
	Postelwait Middle School through DSCYF Behavioral Health, is a public school located in Camden-Wyoming. The program that is run through DSCYF provides mental health care to middle school students at no cost.

Name	Education	Specialty	Practice Site	Debt	Comments
Lisa Pappa, NP	Roberts Wesleyan College, BSN Nursing, Nurse Practitioner	Nurse Practitioner	Delaware Guidance (2/14)	Approximately \$102,400 (not verified)	State and Federal Funding Recommended Award - \$35,000
Salvatore Salfi, Psychiatric Nurse Practitioner	La Salle University Delaware State University Drexel University online	Certified Nurse Practitioner/Psychiatry	Christiana Care HIV Wellness Clinic Georgetown Focus Behavioral health, LLC Lewes	Approximately \$54,714 (verified)	State funds only Recommended Award - \$28,000
Sonia Songui, Certified Counselor	Montclair State University, MA Counseling Montclair State University, BA Political Science	Certified Counselor	Postelwait Middle School, through DSCYF (1/14)	Approximately \$113,554.03 (Not verified)	State funds only Not Mental Health HPSA Recommended Award - \$35,000

Proposal for the Creation of a Premedical Post Baccalaureate Undergraduate Certificate Program

Degree: Undergraduate Certificate

Title: Premedical Post Baccalaureate Undergraduate Certificate Program (PMPB)

Sponsors: College of Arts & Sciences Medical Scholars Program (MSP)
Center for Premedical/Health Profession Studies (CPHPS)
Office of the Provost

Responsible Administrative Unit:
Medical Scholars Program (MSP)/Center for Premedical/Health Profession Studies

Program Description:

The proposed Premedical Post Baccalaureate Certificate Program (PMPB) is designed for those qualified students who have previously completed a bachelor's degree in a non-science related field but now want to fulfill the requirements for admission to medical/other health profession schools. Typically these students lack all or most of the core premedical science and perhaps even non-science requirements (biology, chemistry, physics, organic chemistry, biochemistry, psychology, mathematics, and humanities).

Accepted students will work closely with the Medical Scholars Program and the Center for Premedical/Health Profession Studies to develop an individualized program of study that addresses the requirements for admission to medical or other health profession schools. Besides regular course work, students will be provided extensive individualized advisement, elective course recommendations, faculty mentoring, seminars by health professionals, opportunities for medical practica, career guidance, professional school selection advice, resume preparation guidance, essay writing recommendations, discounted on campus MCAT preparation courses, area medical school field trips, and mock interview training.

The program will require up to a total of 41 undergraduate core prerequisite credit hours which may include courses from departments involving the Biological Sciences, Chemistry & Biochemistry, Physics & Astronomy, Sociology & Criminal Justice, Mathematical Sciences, Philosophy, and Psychology Departments. Additional elective courses will be recommended and may come from History, Women's Studies, Business Administration, Behavioral Health and Nutrition, Medical Laboratory Science, Human Development & Family Studies, and others.

Students who complete at least 26 hours of the program at the University of Delaware and maintain a minimum grade point average of 3.5 with no grade less than a "B" will be awarded a *Certificate of Excellence in Pre-Medical/Health Profession Studies*. Earning the Certificate of Excellence in Premedical/Health Profession Studies is meant to enhance students' standing as an applicant to a healthcare professional school based on the high quality of work throughout the program.

Depending upon the undergraduate background, the PMPB is designed so that students have the potential for completing the program in one to two academic years. For students needing additional coursework or who may need additional time to complete the program, an alternative schedule may be designed in consultation with a Health Professions Advisor.

Application Requirements and Procedures:

Students wishing to apply to the Pre-Medical Post-Baccalaureate Certificate Program must meet the following criteria:

- ❖ A baccalaureate degree from an accredited institution
- ❖ A minimum 3.0 overall undergraduate grade point average
- ❖ Two letters of recommendation
- ❖ A completed on-line application for PMPB study at Delaware
- ❖ Transcripts from all previous undergraduate and graduate study programs

Program Rationale:

The rationale for the addition of the Pre-Medical Post-Baccalaureate Program to the University of Delaware involves the following:

The Medical Scholars Program, Center for Premedical/Health Profession Studies, Admissions Office, and Natural Science academic unit advisors receive inquiries from prospective students regarding the availability of courses for pre-medical education. Without any structured program or marketing, it is estimated that as many as ten to fifteen post baccalaureate students enrolled in our courses (CEND) in the past academic year alone. In addition, an examination of the institutional affiliations with the American Association of Medical Colleges (AAMC) indicate that there are a total of 32 programs located in nearby Pennsylvania, Maryland, and New Jersey while no such programs exist in Delaware. In the Philadelphia area alone there are a total of 9 such programs (<https://services.aamc.org/postbac/>).

Mission:

It is felt that the proposed program reflects one of the university's core values of responding to the demographic, economic and social demands for quality healthcare in the State of Delaware. Students who have majored in disciplines other than those related to medicine and related fields, and who have decided to pursue a medical career, will benefit from this program. Given the shortage of medical professionals, particularly in primary care medicine, this program provides an organized and quality approach to address this need in Delaware.

Quality: The University of Delaware is recognized throughout the State as having high quality science faculty, academic programs, and exceptional facilities. While many of our undergraduate and even post baccalaureate students following self-prescribed programs of study have been successful in achieving their goal, the degree of success could be significantly enhanced as demonstrated by the highly successful Philadelphia area PMPB programs. Note many of these institutions report medical school admissions rates for their post baccalaureate students to range from 60-90%.

Marketing:

Taking what we are already capable of providing students on an informal and largely unsupervised basis for the preparation for admission to medical/health profession schools, and “packaging” it as a certificate program would serve as a recruiting strategy to increase enrollment in core courses essential for meeting professional school admission requirements. Offering prospective post baccalaureate students a coherent plan for completing the necessary coursework in a timely manner should be attractive for students considering the various higher education options available to them in nearby states.

Enrollment:

As stated above, marketing a program in premedical studies for “Career Changers” has the potential for increasing undergraduate enrollment which would mostly involve the Natural Sciences and Medical Humanities. It is anticipated that these post baccalaureate students enrolling in higher level undergraduate courses will be paying full undergraduate tuition as a result.

Program Assessment:

The quality and success of the proposed post-baccalaureate certificate program in premedical studies will be assessed in the following ways:

1. Percentage of students who apply and are accepted to the program
2. Percentage of students who meet the criteria for earning a certificate
3. Percentage of students who are accepted to medical school and other health profession programs
4. A qualitative analysis of student evaluations of the program
5. On-going review of the program conducted by the Director of the Medical Scholars Program and the Advisory Board of the Center for Premedical/Health Profession Studies.

Enrollment Projections:

This program has the potential of attracting additional students for a series of courses related to preparation for medical school. Given the admission criteria, these will be students who have previously demonstrated success in completing a baccalaureate degree at a high level of achievement. Enrollment of such students would be limited to a maximum of 25 post baccalaureate students. Initial enrollment estimates are expected to range from 5 to 10 students until the PMPB program becomes well known.

Available Resources/Requirements:

Administrative and professional support services of the Medical Scholars Program and the Center for Premedical/Health Profession Studies presently provide pre-professional advisement and mentoring on an informal basis to self-prescribed post baccalaureate students. The creation of this proposed PMPB program would simply serve to formalize and “package” this service providing a coherent plan for addressing medical/health profession program admission requirements. Furthermore, a PMPB at the University of Delaware would encourage

medical school affiliations/MOU's that would significantly increase admission opportunities for both post baccalaureate and undergraduate students alike.

Existing courses, faculty, and classroom/laboratory facilities would experience an almost imperceptible increase in the level of demand already caused by the handful of CEND students enrolling in the core prerequisite courses. These courses include:

- BISC 207 - Introductory Biology I
- BISC 208 - Introductory Biology II
- CHEM 103 - General Chemistry
- CHEM 104 - General Chemistry
- CHEM 321 - Organic Chemistry & Lab
- CHEM 322 - Organic Chemistry & Lab
- CHEM 527 - Introduction to Biochemistry
- PHYS 201 - Introductory Physics I
- PHYS 202 - Introductory Physics II
- PSYC 201 - Introduction to Psychology

With recommendations for two of the following:

- BISC 305 - Cell Physiology
- BISC 306 - General Physiology
- BISC 401 - Molecular Biology of the Cell
- BISC 403 - Genetic and Evolutionary Biology

Note: Appropriate course work for those individuals lacking prior course work in the Medical Humanities, Mathematics, Medical Practica, Bioethics, and formalized MCAT preparation would round out this PMPB.

Electronic and hardcopy **library resources** regarding the nature, characteristics, and requirements of all major Health Profession programs are provided and maintained by the CAS MSP, the Center for Premedical/Health Profession Studies, and the Career Services Center (<http://www.udel.edu/premed/HealthProfessionLinks.html>). No additional library resources are required to support PMPB students or support staff.

Budgetary Requirements:

Budgetary resources necessary to support the PMPB already exist within the CAS MSP and the Center for Premedical/Health Profession Studies. Additional budgetary resources are not required.

CAS Medical Scholars Program/Center for Premedical and Health Profession Studies

Support Staff:

David A. Barlow, PhD, Director

Laura J. Pawlowski, Administrative Assistant/Coordinator

Health Professions Advisor (S-contracted professional position, Fall/Spring Semesters)

PMPB Location:



401 Academy Street
University of Delaware
Newark, DE 19716