
SCHOOL OF MEDICINE

The major pipeline program currently in place at the School of Medicine (SOM) is the “Mini Medical-School” operating in Monmouth and Ocean counties. Initiated in 2013, this program, modeled after the National Institutes of Health’s “Mini-Medical School” initiative, has enrolled 566 students, of whom 262 (46%) identify as historically underrepresented in medicine (URiM). Senior administrative staff members from the SOM oversee the program and contribute scientific programming. Each fall, the program offers five or six weekly sessions, culminating in a graduation ceremony.

As of January 2017, we have begun to collect information on the students’ perspective on a health sciences career before and after the program, and to track these students in terms of their continued involvement with program mentors, subsequent pipeline activities, and their entry into college and ultimately into the health professions. We aim to add additional pipeline programs, based on this or other evidence-based pipeline models, across the eight counties served by the Hackensack Meridian Health system.

In July 2017, the SOM officially launched a summer pipeline program exclusively for URiM. Drawn from across the state of New Jersey, the inaugural class includes 12 high school students and two college students. The 14 students of promise (13 self-identified URiM and one self-identified Caucasian from a financially disadvantaged background)) participated in a stipend-supported summer of academic enrichment, health career exposures, and structured community engagements. The program was underwritten by Seton Hall University and Hackensack Meridian Health system. The summer program represents an early touchpoint for students interested in the health sciences during the formative years of their educational journeys with the expectation for continued interactions across their evolution as students. The SOM will continue to engage and, where possible, support the students during their high school and undergraduate years, and will carefully track their outcomes.

Summary descriptions of additional pipeline programs are included here.

- The SOM will participate in the annual **American Association of Medical Colleges Minority Student Medical Career Fair**. This program is designed for college and high school students and provides an ideal opportunity to meet with diversity affairs officials, admissions directors, and academic leaders from various US Medical Schools.
- The SOM will attend and identify potential applicants at the **Annual Biomedical Research Conference for Minority Students**. This large professional conference focuses on giving underrepresented minority students an opportunity to learn about graduate opportunities in science, technology, mathematics, and engineering fields. Students also learn about careers in the biomedical sciences, medicine and a number of other professional paths. Attended by over 4,000 individuals, conferees include undergraduates, postbaccalaureate students, graduate students, and postdoctoral scientists.
- The School will work to reach and cultivate minority applicants through established and renowned groups such as the **National Association of Medical Minority Educators**, which aims to promote racial and ethnic diversity in medicine. Its free **College Student Development Program** assists students in navigating college applications and their transition into a career in medicine.
- The SOM will cultivate relationships with pre-medical offices at historically black colleges and universities through direct recruitment visits by faculty and senior administrative staff on their campuses as well as through distribution of School-related marketing information by email, social media, and direct mailings.

- The SOM has initiated plans to partner with Rutgers University in New Jersey as a second medical school site for the **Access Med Program**. Currently, Access Med is a partnership between Seton Hall University, Rutgers University, and the Robert Wood Johnson School of Medicine. The program is an academic support initiative aimed at increasing retention of undergraduate students in pre-medical or other healthcare tracks. Students who join the program are required to spend six hours per week in mandatory study groups. They also receive two hours of academic support per science, technology, engineering, and math class. Students who remain in the program through their senior year receive training courses for the Medical College Admissions Test. High performing students, who are accepted into Phase II of Access Med as seniors, agree to enroll in the Robert Wood Johnson Medical School and begin taking medical school courses during their senior year. Once launched, our SOM will be another option for these highly talented students.
- The **Sylvia and Herbert Woods Foundation** identifies diverse students of promise from the New York City metropolitan area and supports their undergraduate college careers through scholarships. Joseph Feldman, M.D., a physician in the HMH system, and associated with the SOM as Chair of the Department of Emergency Medicine and through service on institutional (Admissions and Faculty Affairs) planning committees and the Planning Self-Study Task Force Executive Committee, is on the board of the foundation and has agreed to work closely with them and its parent organization, **SCAN** (Supportive Children’s Advocacy Network) New York, to facilitate interactions between these outstanding students and our school. Sustained connections will be fostered through SOM or HMH sponsored summer educational activities, research experiences, and clinical shadowings.
- In their respective leadership roles on the New Jersey Hospital Association Board, two members of the Dean’s Cabinet (David S. Kountz, MD, MBA, FACP, and Kenneth N. Sable, MD, MBA, FACEP) and HMH’s Chief Operating Officer (Stephen G. Littleton, FACHE) have played significant roles in establishing the Board’s **Underrepresented Minority Physician Collaborative** seeking to improve diversity in the physician workforce through dissemination of best practices in recruitment and retention of underrepresented minorities through pipeline and other pre-university programming.
- SHU operates a **Pre-Medical/Pre-Dental Plus Program**, a four-year, undergraduate Bachelor of Science degree program with a strong liberal arts component. The Pre-Medical/Pre-Dental Plus Program seeks to prepare historically underserved students from New Jersey for medical, dental or veterinary school, health-related graduate programs (e.g., pharmacy, physical therapy, psychology) or scientific research.
- The SOM will collaborate with several existing college pipeline programs including:
 - The **Summer Clinical Research Internship in Pediatrics**, HUMC - an 8- to 10-week long research internship for 2-3 undergraduate, post-baccalaureate, and first year medical students interested in gaining clinical research experience in pediatric subspecialties.
 - The **Summer Scholars Program at Joseph M. Sanzari Children’s Hospital** of the HMH system – a 5-week interdisciplinary program for college undergraduates to explore various aspects of the health care profession with a focus on complex pediatric problems.
 - The **Axelrod Summer Research Program** – an 8-week program at the Jersey Shore University Medical Center, where college undergraduate students participate in oncology research projects with Meridian Cancer Care physicians. Students also have the opportunity to shadow clinicians in the care of patients. In 2015, the Elaine Dancer Scholarship was established within the Axelrod Research program to honor a long-standing member of the Oncology Department. The Scholarship will ensure that at least one URiM student is part of the program every year.
 - Summer Research in the Emergency Trauma Department at the HUMC through the **National Alliance of Research Associate Programs**. This program is part of a national network of emergency departments that engages large numbers of pre-health professional students as data collectors in research studies; provides clinical opportunities unique to the research setting, and

encourages teaching the fundamentals of interacting with patients. Several URiM students participate in this long running program.