

Post-Bac Premedical Programs: Opportunities to Increase Matriculant Diversity

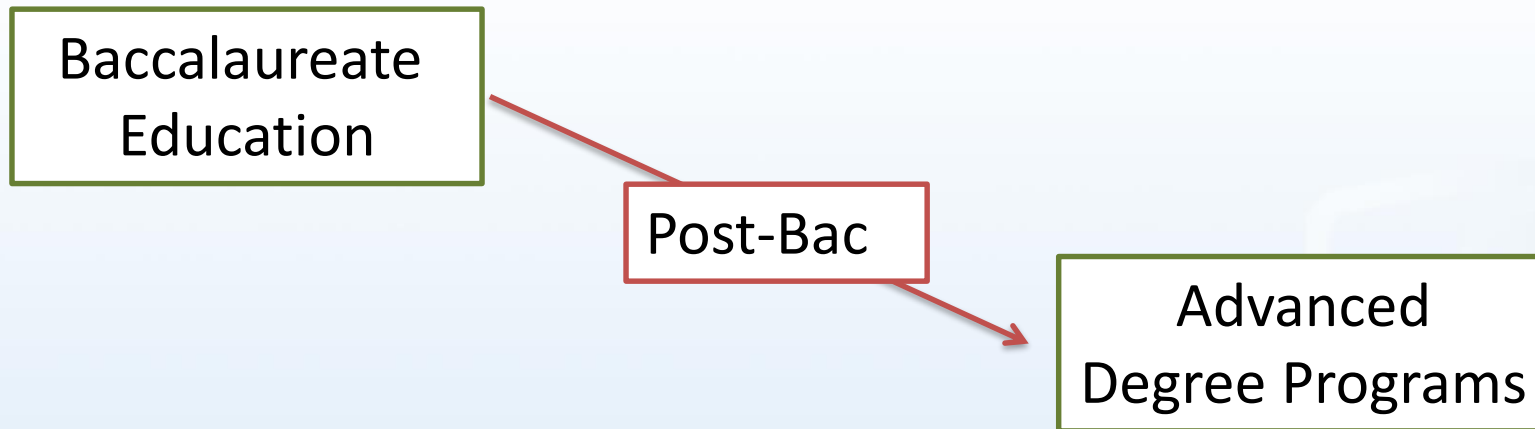
Alexandra Tan, PhD

Director, Post-Bac Premedical Program

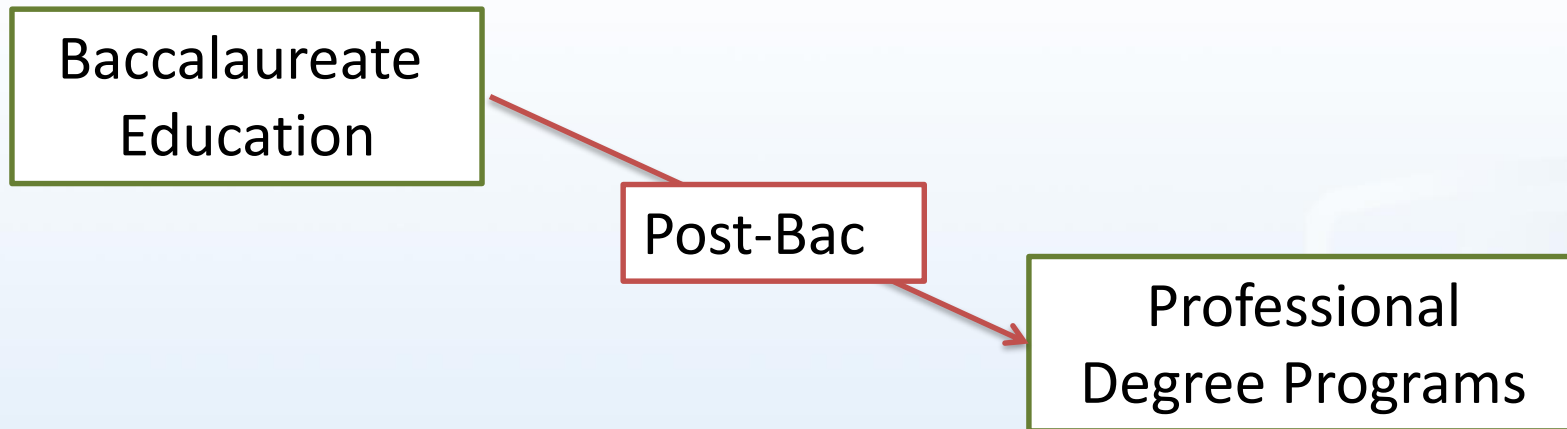
Director, Post-Bac Health Science Intensive Program

Pause for a little vocabulary...

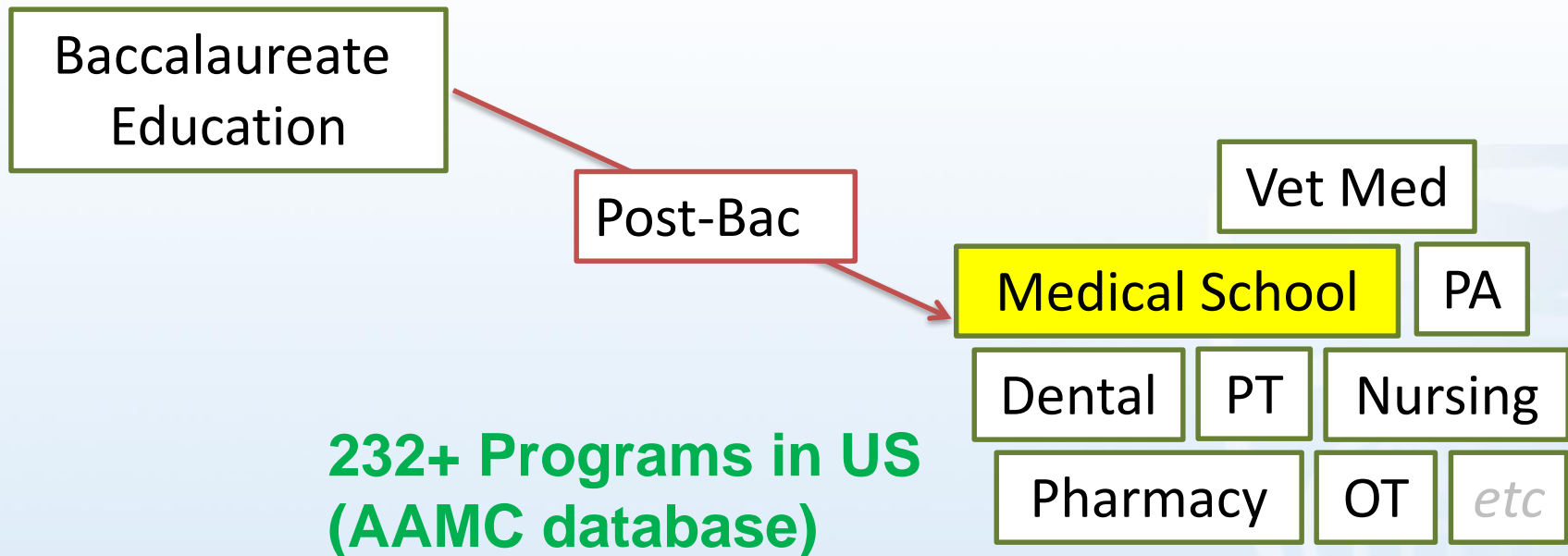
Post-Baccalaureate: literal definition



Post-Bac: Pre-Professional Preparation Program



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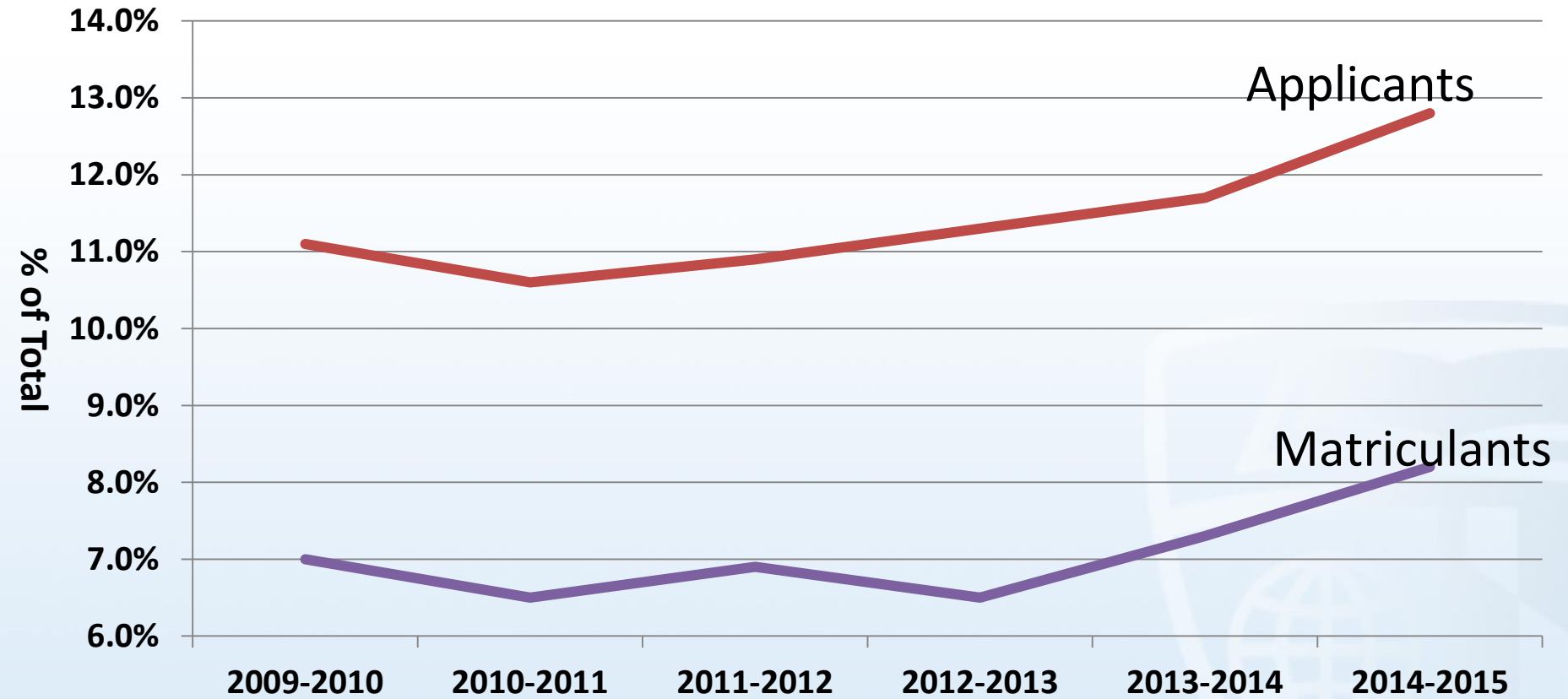
Want to know more?

How to Find Programs
Pro Bono Advising for Students

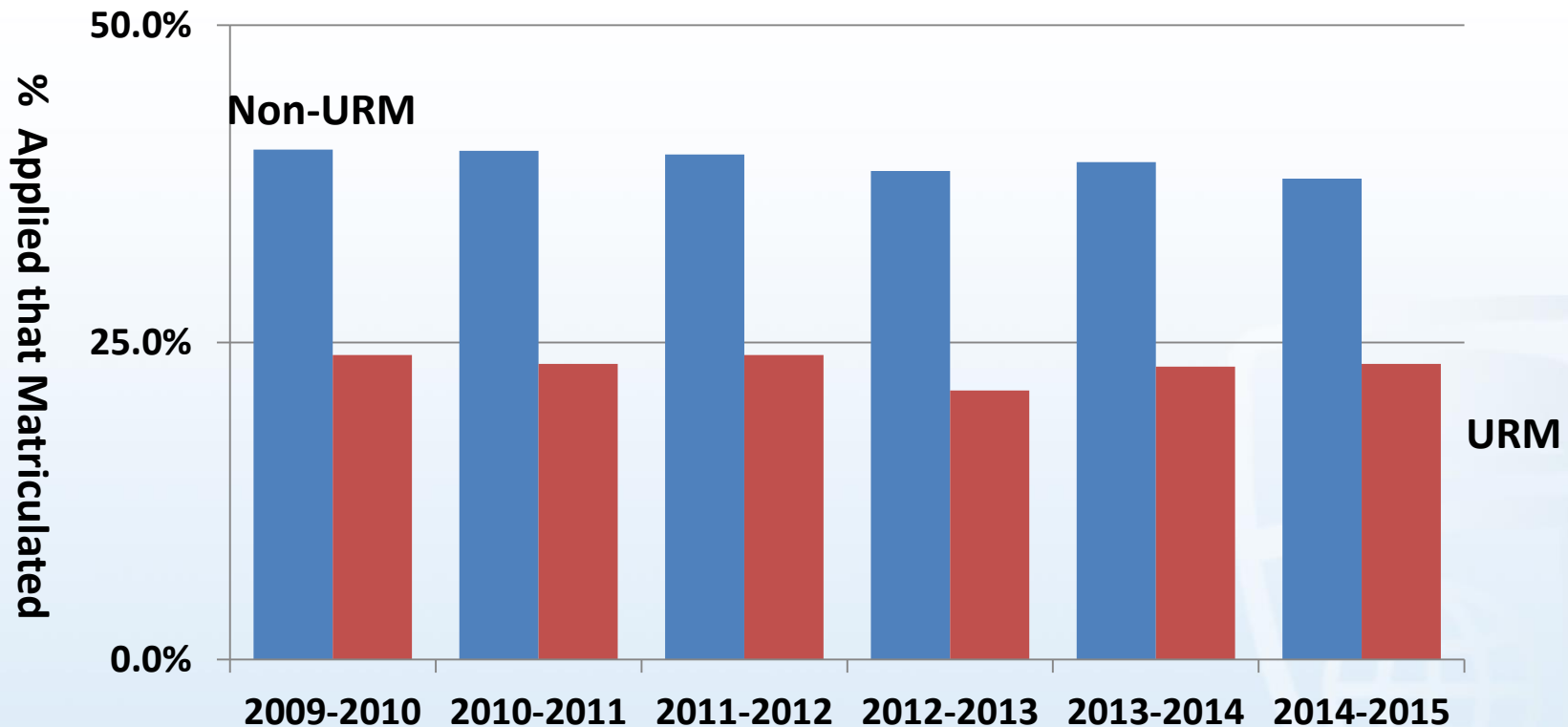
The Case for Diversity...

How Are We Doing?

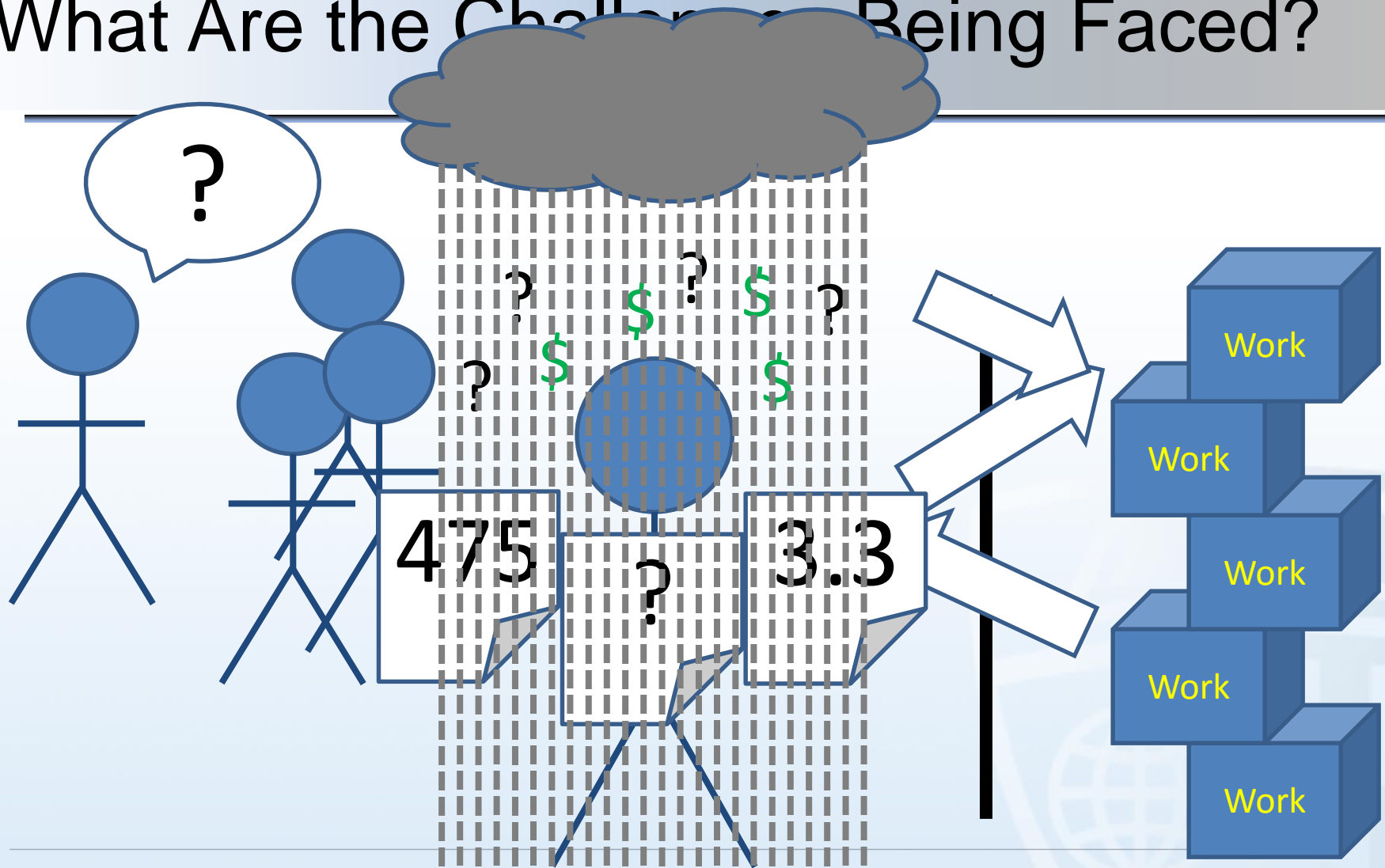
Increase in URMs in AACOMAS



Yet URMs Consistently Less Successful than non-URMs



What Are the Challenges Being Faced?



Contributing Factors

- Unawareness of Interest / Ability to Pursue
 - Immaturity, Poor Time-Management, etc
 - First Generation
 - Economic Concerns (working FT)
 - Familial Obligations
 - Lack of Role Models in Field
 - Lack of HS Preparation
 - Under-Utilized University Resources
 - Uncertainty of “Correct” Path
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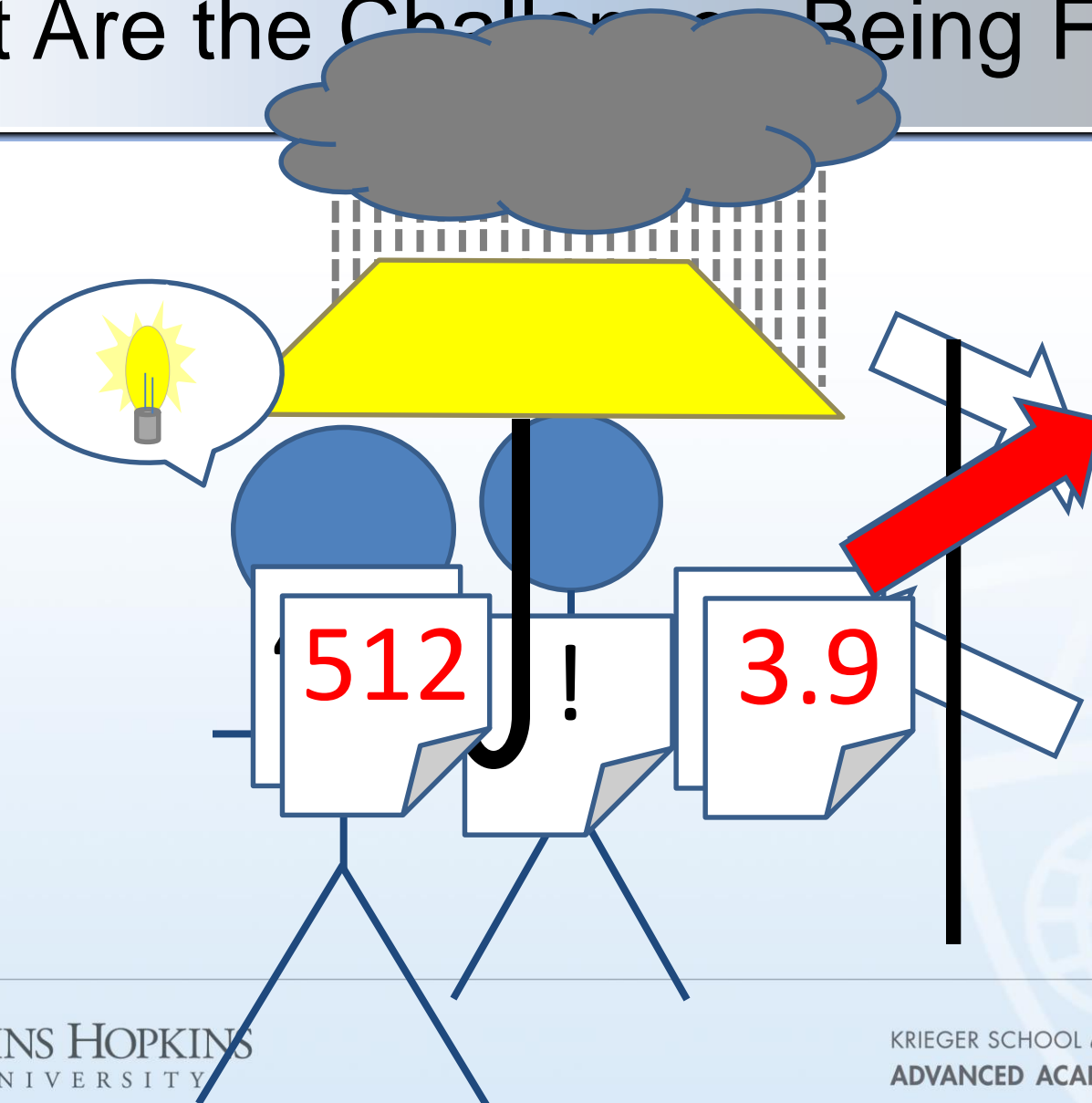
These Challenges Render Students Ineligible

... But They Don't Have To ...

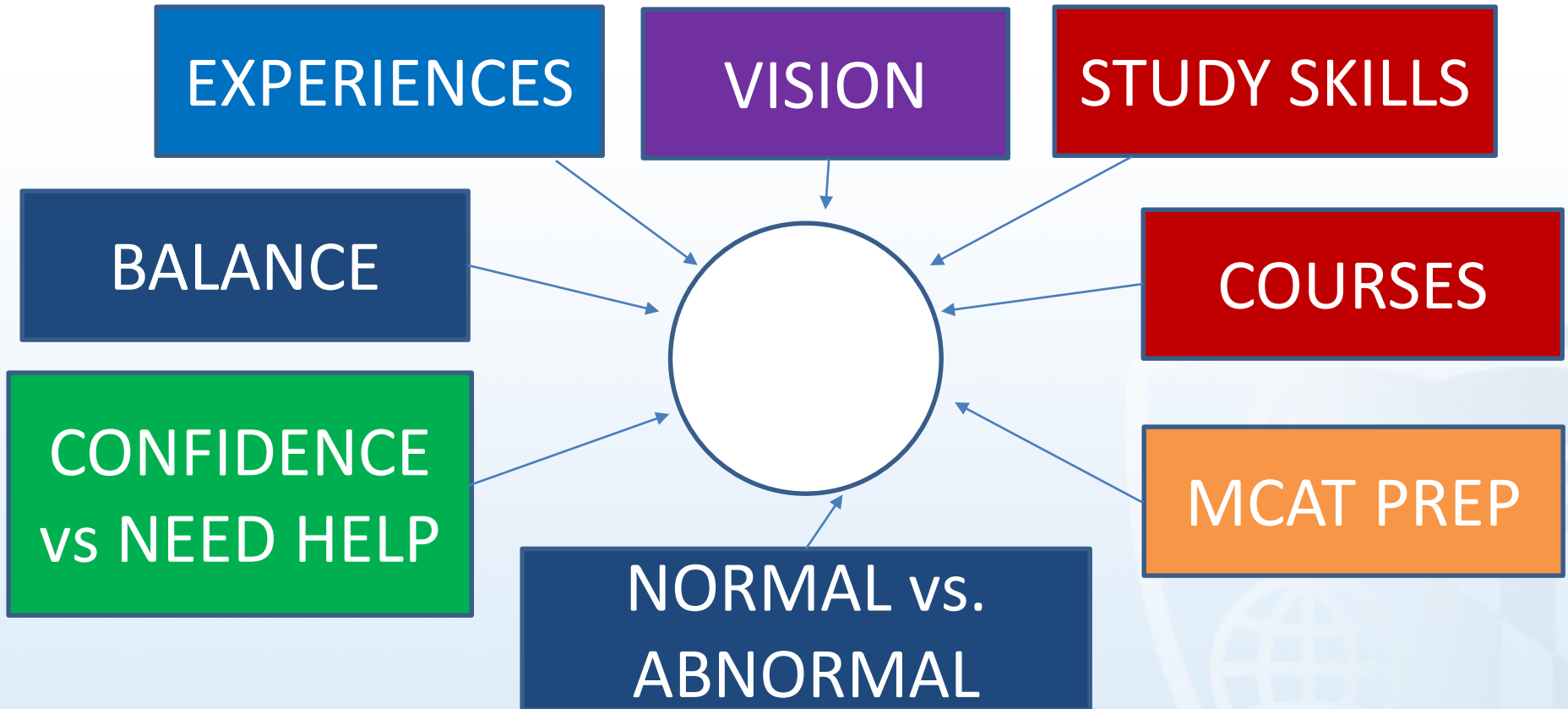
No Single Solution...

... But Part of a Larger Solution ...

What Are the Challenges Being Faced?



Post-Bac Can Be An Effective Intervention

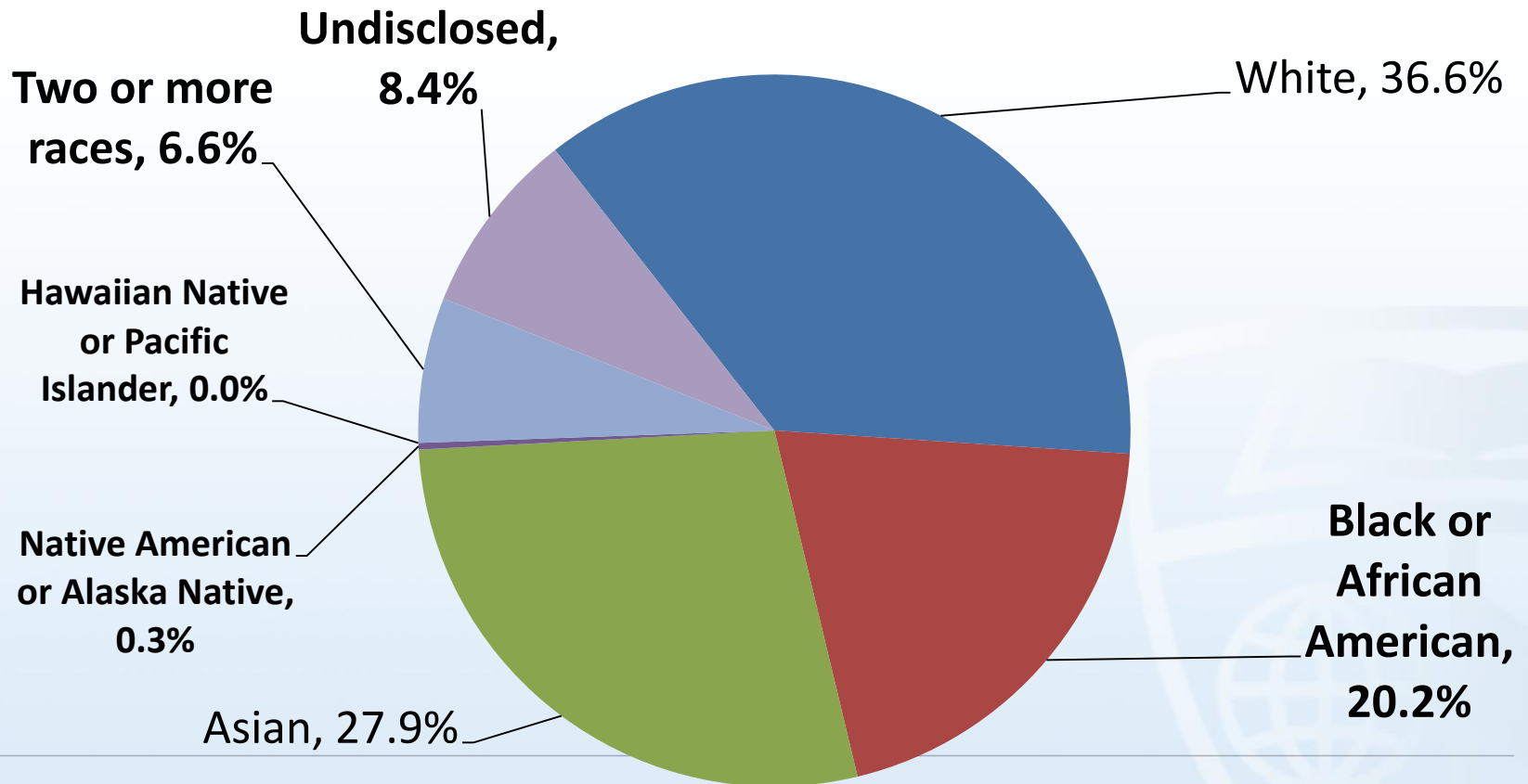


Do URM Students Seek Post-Bacs?

Yes!

Disclaimer: The following only shows self-reported race. We do not quantify socioeconomic disadvantage, 1st generation, or other relevant factors.

Yes!



What Can You Do?

- Don't filter by undergrad GPA
- Look for Program Participants
 - Academic Profile
 - Committee Letter (?)

COLLEGES ATTENDED

002077 JOHNS HOPKINS UNIVERSITY

Start Date:	05-2015	Still Current:	No
End Date:	05-2016	Primary:	No
State:	Maryland		

Major	2nd Major/Minor	Status	Degree Verified	Degree Name	Degree Date
Biotechnology	— / Health Science	Degree Awarded	No	Master of Science	05-2016

SUPPORTING INFORMATION CONTINUED

REFERENCES AND EVALUATIONS

COMMITTEE LETTER INFORMATION

Committee Member Names

Alexandra Tan (primary)

Primary Member Information

Occupation:	Post-Bac Premed Advisor	Waiver of Evaluation:	Yes
Professional Title:	Director, Post-Bac Premed Program & Post-Bac HSI	Permit to Contact:	Yes
Organization:	Johns Hopkins University	School Permission to Contact:	Yes
Email:	alextan@jhu.edu		
Telephone:	410-516-4468		
Request Date:	06-22-2016		
Response Due:	07-30-2016		
Status:	Requested		
Date Completed:	—		

Committee Letter, Applying 2016-2017

Full name of applicant ##	Date of Packet Preparation ##
AAMC ID# (AACOMAS ID#) ##	Name of Preparer Alexandra Tan, PhD
AMCAS Letter ID# (Interfolia Letter Reference #) ##	Title of Preparer Director

HSI Applicant Pool

< 20% of the total applicant pool entered our program. Candidates were selected based on evidence of academic strength, a proven work ethic and a strong passion for medicine.

To be invited, students must demonstrate:

- evidence of academic potential
- demonstrated dedication to and passion for medicine
- consistent leadership and teamwork skills
- strength in both oral and written communication
- experiences indicating cultural sensitivity and empathy
- inclination towards creativity and innovate problem solving
- commitment to service

Description of the Post-Baccalaureate Health Science Intensive Program

Innovative Curriculum, Designed to Provide a Holistic Approach to Premedical Education

The HSI Program is uniquely designed to offer a multi-faceted approach to premedical preparation. In addition to completing the equivalent of **28 graduate level credits in rigorous science courses, students complete 12 credits in non-science courses that cultivate teamwork and leadership, oral and written communication, and cultural competency.** Further, students complete a year-long seminar series including topics to help develop personally and professionally (e.g. defining success, ethics, grant writing) as well as address any obstacles to performance (e.g. study skills, time management).

The curriculum includes:

- Summer Semester – Advanced Cell Biology I, Biochemistry, Building and Leading Teams in Health Care (equivalent to 12 credits)
- Fall Semester – Molecular Biology, 2 science elective courses (equivalent to 12 credits)
- January Intercession – Communication for Health Care Professionals (equivalent to 4 credits)
- Spring Semester - The Psychosocial Determinants of Health: Implications on Diagnostics, 2 science elective courses (equivalent to 12 credits)



What Can You Do?

- Don't filter by undergrad GPA
- Look for Program Participants
 - Academic Profile
 - Committee Letter (?)
- Consider Other Ways to Filter/ Assess
- Know More About Programs
- Reach out with Questions

Questions?

Alexandra Tan, PhD

alextan@jhu.edu

Review of Programs

How Post-Bac's Differ:

- Courses
 - Prereqs vs upper division courses
 - Undergraduate vs. Grad vs. Med courses
 - Timing: structured \leftrightarrow a la carte
 - Offered when? (evening vs day)
 - Timeline (1 yr, 2 yrs, at your own pace)
 - Post-bac only vs with undergrads vs with grads

How Post-Bac's Differ:

- Courses
- Advising
 - UG, Grad vs Post-Bac advisor
 - Background of advisors
 - Level of support offered (application support? Interview support? Gap year support?)
 - Advising course vs advisor available
 - No letter vs Letter help vs Committee Letter

How Post-Bac's Differ:

- Courses
- Advising
- Other
 - Certificate (CC, AE) vs Degree (AE)
 - \$\$ - cost, financial aid, scholarships
 - Linkages and promises (provisional)

How Post-Bac's Differ:

- Courses
- Advising
- Other
 - Certificate (CC, AE) vs Degree (AE)
 - \$\$ - cost, financial aid, scholarships
 - Linkages and promises (provisional)
 - MCAT Prep
 - Success
 - “climate” “fit” “personality”