

UNDERGRADUATE PRE-HEALTH PROGRAM

2017–2018 Internship Program Summary



A MESSAGE FROM BRENDA J. ALLEN, PHD



University of Colorado
Anschutz Medical Campus



The Undergraduate Pre-Health Program (UPP) in the Office of Inclusion and Outreach at the University of Colorado Anschutz Medical Campus serves a pivotal role in accomplishing our University's mission to be "a diverse teaching and learning community that creates, discovers, and applies knowledge to improve the health and well-being of Colorado and the world.

UPP has a stellar history of striving to increase the number of historically underrepresented individuals within the health care professions. UPP achieves this goal by providing a wealth of educational and experiential opportunities to individuals from various background and institutions.

Student participants, known as UPP Fellows, explore many facets of health care to learn how to reduce health disparities and promote health equity — especially among underserved communities in Colorado.

The impressive success of the program lies in the strong partnership between the Office of Inclusion and Outreach and Kaiser Permanente Colorado. Both organizations provide a rich variety of resources and expertise to expose UPP Fellows to many facets of health care careers.

They also offer guidance, mentoring, and professional development to empower and equip UPP Fellows to navigate pathways between undergraduate education and professional program or graduate studies. This exemplary partnership demonstrates the value of collaboration and cooperation between entities who share similar goals to achieve health equity in our society.

As detailed in the Favorable Outcomes section of this report, UPP has developed an illustrious record of accomplishment. Among UPP graduates, an impressive percentage have matriculated to professional and graduate programs. And many of them are currently employed in a range of health care fields.

Thus, UPP is definitively realizing its goal "to increase the number of culturally aware individual within the health care professions for the purpose of reducing health disparities among underserved communities in Colorado."

Best wishes for continue and growing success.

Sincerely,

A handwritten signature in black ink that reads "Brenda J. Allen".

Brenda J. Allen, Ph.D.

Vice Chancellor for Diversity and Inclusion

A MESSAGE FROM OUR FOUNDER



The 2004 Sullivan Report was straightforward. It stated, “We know that minority physicians, dentists, and nurses are more likely to serve minority and medically underserved populations, yet there is a severe shortage of minorities in the health professions. Without much more diversity in the health workforce, minorities will continue to suffer...contributing to higher mortality rates.”

Our Undergraduate Pre-Health Program (UPP) was created in 2006 to increase the number of underrepresented students pursuing degrees in the health professions and to create opportunities for students to become culturally responsive health care providers. Since 2007, it's only been through the sustained partnership with Kaiser Permanente Colorado's Office of Equity, Inclusion & Diversity that we've been able to develop a network of health care and science experts to serve as advisors and mentors to program participants.

Our vision has been to increase the critical mass of underserved students who are going into professional programs. So, we have to continually ask ourselves what we're doing to graduate our students and equip them with the tools that are needed to move on to the next stage in their lives. How are we preparing our students to enter a highly competitive process in which many talented applicants vie for a limited number of slots?

Personally, I've seen many students who I believe would be great health care providers come to me for support. However, by the time their application reaches me, there's nothing I can do about their grades, test scores, and overall applications.

If only we could have intervened earlier, we could have directed them in the right path, and the outcome would be vastly different. It's critical that we expose students to their desired profession — the earlier the better — so they can learn firsthand about the expectations and requirements that are needed for admittance into these professional programs.

For some of these first-generation, low-income, and underrepresented ethnic students their exposure to professionals is quite limited. So, we shouldn't expect them to have the same experiences and application credentials as those who more readily have such connections.

We must encourage and prepare underserved students to be leaders in the communities they come from by inspiring them to enter in to the professional fields that have shortages from underserved populations. Their leadership is essential when approaching disparity issues, be it in health, education, or economics.

There's ample evidence that shows “greater diversity among health professionals is associated with improved access to care for racial and ethnic minority patient choice and satisfaction, better patient-provider communication, and better educational experiences for all.”

This is why programs like our UPP are vital to the success of our students, our communities, and our nation.

Sincerely,

A handwritten signature in dark ink, appearing to read "Dominic F. Martinez".

Dominic F. Martinez, Ed.D.

Senior Director | Office of Inclusion and Outreach | Undocumented Student Services |
University of Colorado Anschutz Medical Campus

A MESSAGE FROM KAISER PERMANENTE

Today, our nation and the planet face a vast number of challenges. Each generation's charge is to advance the causes of the next and to leave all aspects of life and humanity better than they inherited.

For society at large to evolve, it must rely upon a healthy and informed citizenry to shift the context of our relationships and the constructs of how we engage and manage the institutions that support life as we know it today. Our Undergraduate Pre-Health Program (UPP) — that began in partnership in 2007 between Kaiser Permanente Colorado and the University of Colorado Anschutz Medical Campus Office of Inclusion & Outreach — has been on the journey of intently shifting the context of what we call today “equitable health care” in our nation.

Additionally, this partnership and the more than 260 current and future health care professionals who've matriculated or who are working in health care, have shifted the construct of those among us who are more able to address the needs of changing population demographics in America.

Based upon U.S. Census Data, America is graying with 10,000 baby boomers retiring daily. By 2060, those over the age of 65 will increase from 49 million to 95 million. Meanwhile, millennials will enjoy becoming the majority generational group — 40% of the American workforce — by 2020.

Beginning in 2045, the millennial majority population will be at 44.3% and people of color will represent 55.6% of the workforce by 2060. In fact, dual-race Americans will grow 200% by 2060! These dramatic demographic changes will have a direct impact on equitable and culturally responsive care in communities across the U.S.

At Kaiser Permanente, we believe that culturally competent professionals should meet members where they are. This value is embedded in our operational structures, care delivery model, insurance coverages, product portfolio, employee selection process, quality management systems, and shared agenda beliefs.

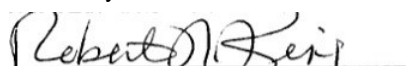
To accomplish these aspirations and goals, the communities we serve will need to have trained professionals, like the students who participate in our UPP. This program is unique and one-of-a-kind in all of Kaiser Permanente's 8 regions.

To the staff of the Office of Inclusion & Outreach at the University of Colorado Anschutz Medical Campus, we truly appreciate your dedication, expertise, and partnership. To the many UPP preceptors, thank you for your mentorship and technical expertise.

To the program managers, thank you for your sustained personal and professional contributions to the development of the next generation of dedicated health care talent.

A healthy nation is a productive nation. A productive nation is a prosperous nation. A prosperous nation is a light to the world. At Kaiser Permanente, we're committed and deeply vested in helping this light shine year after year.

Sincerely,



Bobby King, MAOM, CODC
Director, Office of Equity, Inclusion & Diversity
Kaiser Permanente Colorado



FAVORABLE OUTCOMES

Our Undergraduate Pre-Health Program (UPP) has been designed to provide mentorship, academic and community support, internships, and networking opportunities to help increase the number of traditionally underrepresented individuals in health care's many professions.

Traditionally, underrepresented populations are typically restricted to race and ethnicity*. The element that sets UPP apart from many programs aiming to increase diversity in higher education is that this program not only includes ethnic minorities, but also incorporates low-income, first generation, LGBTI (Lesbian, Gay, Bisexual, Transgender, Intersex), persons with disabilities, and U.S. Veterans.

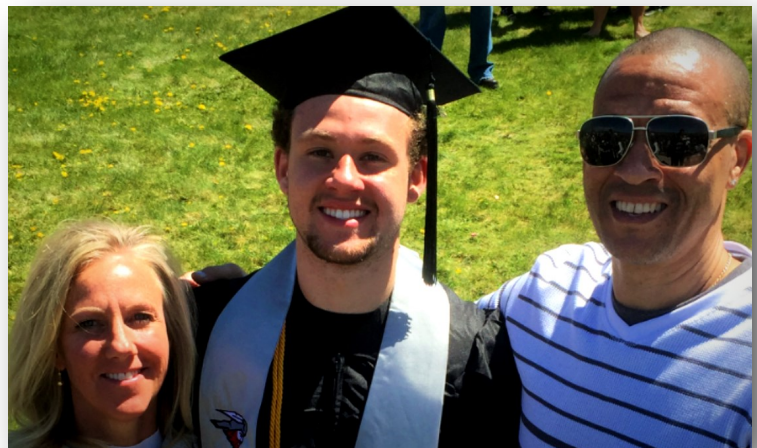
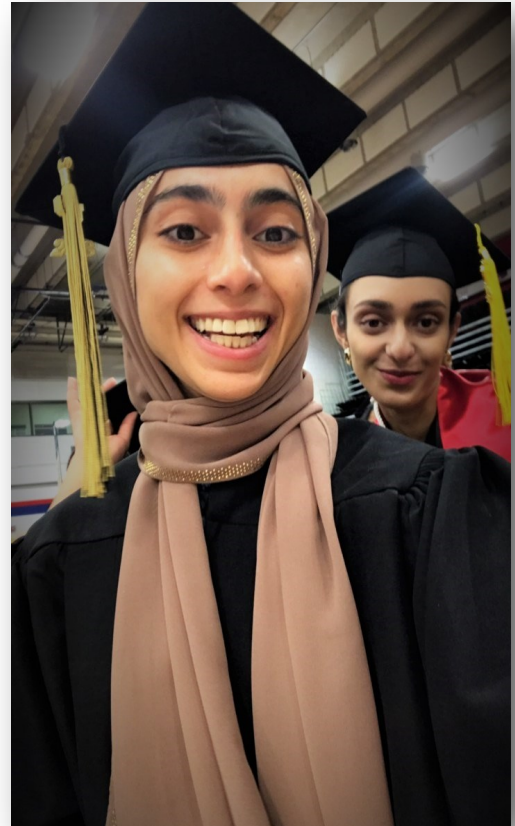
Since 2006, our UPP has produced qualified candidates that have matriculated into a variety of professional and graduate programs. It's a 13-month program that provides summer internships for undergraduate students interested in pursuing health care careers.

The UPP combines traditional academics and experiential learning. It emphasizes the importance of addressing health disparities, cultural sensitivity, and responsiveness, while challenging students in multiple capacities. At the same time, the program's Saturday 'academies' steep students in various topics in academic health care literature, including scholarly journal articles, that go beyond textbooks.

For the duration of the program, many of the sessions feature substantial writing components, presentations, and group projects with close attention to style, analytics, and substantive content. The multidisciplinary nature of the sessions challenges students to engage with topics and issues from a variety of perspectives.

This equips students to think through these issues from policy, social, and cultural point of view. And it encourages students to integrate these perspectives into their understanding of the topics. Additionally, during the summer, students are provided with monetary support provide for summer earnings.

Bottom line, our overall goal has been to increase the number of culturally aware individuals in health care for the purpose of reducing health disparities among the underserved communities in Colorado.



*Brotherton, 2001; Campbell and Campbell 1997; Dodson, Montgomery, & Brown, 2009.

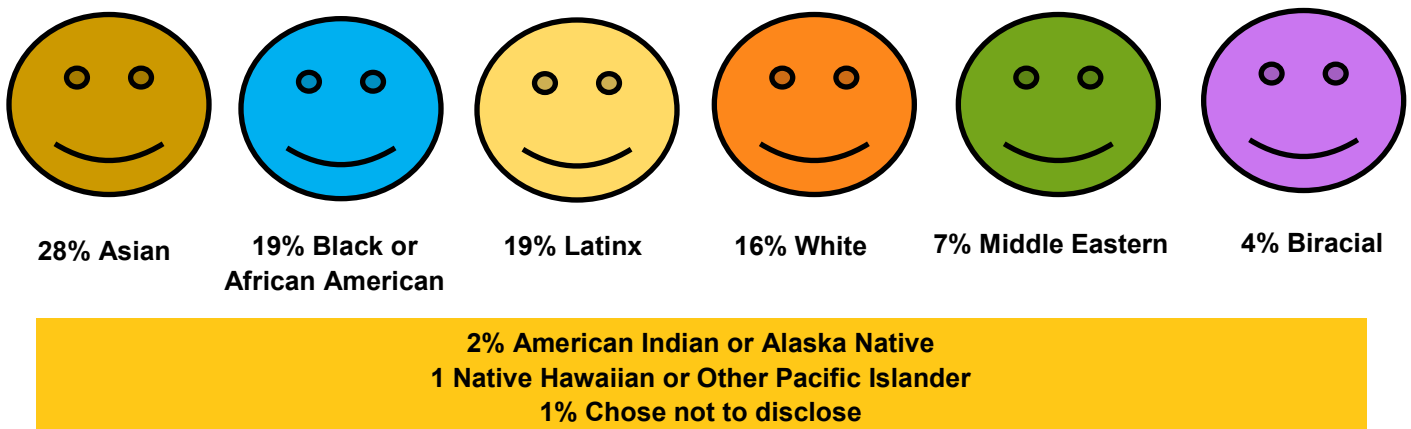
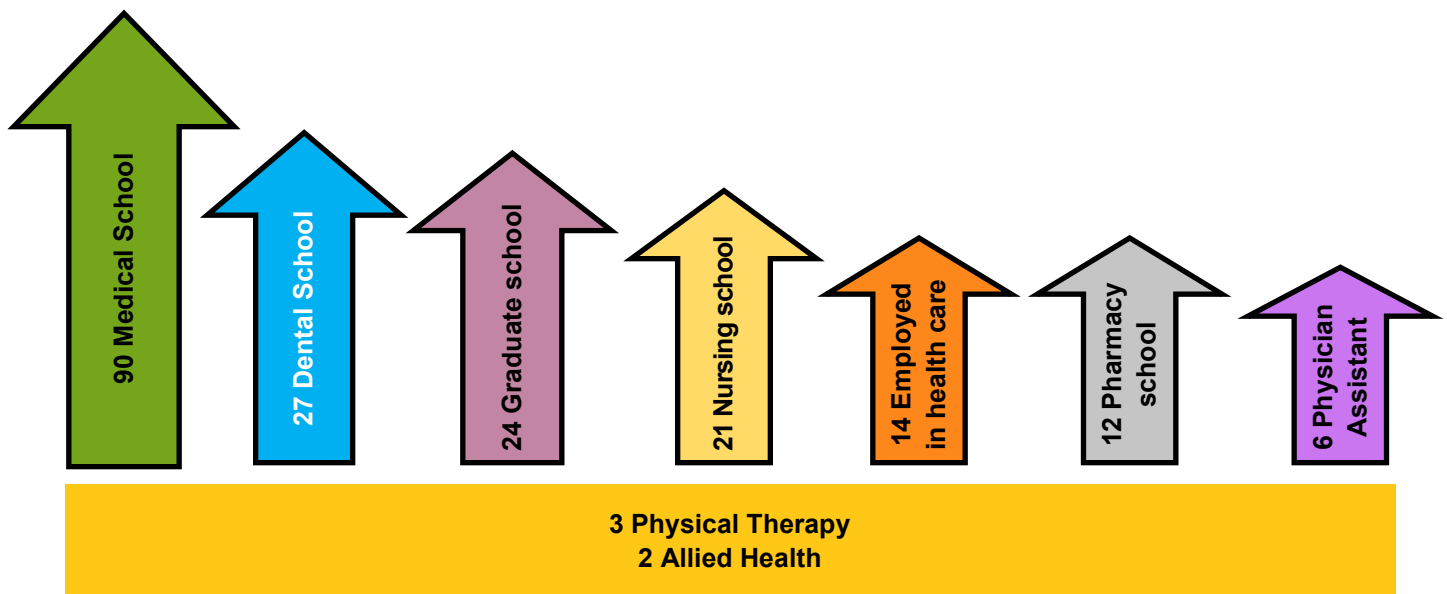
FAVORABLE OUTCOMES

Because the program has been successful in producing a large number of diverse candidates for CU Anschutz Medical Campus professional programs, UPP administrators have developed significant alliances with a variety of CU Anschutz Medical Campus professional programs.

UPP has served a total of 341 participants. Of that, 213 participants have been accepted and/or gone onto graduate or professional programs or are currently working in health care. In fact, two of our UPP fellows graduated with a Masters' in Public Health and were then accepted into medical school.

More than 60% of former UPP fellows are already in graduate or professional school programs or have already completed a graduate program. This includes 90 in medical school; 21 in nursing school; 27 in dental school; 24 in graduate school, 12 in pharmacy school; 6 in Physician Assistant programs; 14 in Public Health; 3 in Physical Therapy; and 2 in allied health careers.

This program has also assisted in increasing the enrollment of historically ethnic minority populations into programs at the University of Colorado Anschutz Medical Campus. More than 42 participants have received Kaiser Permanente's Diversity Scholarship. We're also happy to report 95.7% of our students, once they've graduated from college, have been accepted into a variety of graduate or professional programs.



2018 PRECEPTORS & HOST DEPARTMENTS



University of Colorado
Anschutz Medical Campus

Suzanne Carrington, DNP, CNM

Aviva Abosch, MD, PhD

Timothy Ung, MD

Amira del Pino-Jones, MD

Fernando Astorga, DDS

Jacci Bainbridge, PharmD

Peter Rice, PharmD, PhD

Sam Ellis, PharmD

Anne Williams, RN, CNM, MS

University Nurse Midwives

Department of Neurological Surgery

Department of Neurological Surgery

Division of General Internal Medicine

Department of Restorative Dentistry

Department of Clinical Pharmacy

Department of Clinical Pharmacy

Department of Clinical Pharmacy

Center for Midwifery



KAISER PERMANENTE®

Beth Agan, MSN, RN

Dawn McNierney, BSN, RN

Eliska Carrera, RN

Heidi Christophersen, RN

Jennifer Riddle, MS

Emily McGarvey, BSN, RN, CPEN

Joe Gonzales, MSHSA, RT (R)

Kelly Hering-Rank, RN

Leslie Lyons, RN

Michelle Economakos

Natasha Holloway, HT(ASCP)

Pamela Costanza, BSN, RN

Pamela Strahan, BSN, RN

Paul Mikolaj, PT

Ruel DelRoasrio, MSHSA MT(ASCP)

Shannon Martinez, MS, BSN, RN

Sheri Filak-Taylor

Jennifer Stamps, MBA-HSM, RN, CPHQ

Gastroenterology

Orthopedics

Neurosurgery

Family Medicine and Pediatrics

Cardiology

Family Medicine and Pediatrics

Medical Imaging

Family Medicine and Pediatrics

Ambulatory Surgery

Primary Care

Histology Lab

Urogynecology

Primary Care

Physical Therapy

Cytology Lab

Women's Specialties

Population Care and Disease Management

Population Care and Disease Management

An extreme amount of gratitude is owed to our preceptors and host departments.

With your help,

TOGETHER we make a difference in the communities of Colorado.

PRECEPTORS TALK INTERNS

"I LOVE EMELIE! She is fantastic! If we get a chance to hire this girl when she is finished with PA school we should jump on it!"

"Ariana did an amazing job organizing 6½ years worth of our surgical database. She found and corrected many mistakes made by her predecessors. We now have a clear understanding of the number of procedures that we do and are able to extrapolate complications, thanks to her hard and diligent work.."

"Theresa is kind and enthusiastic. She welcomed any and every opportunity that came her way this summer and did not waste a second of her time with us.

"She said yes to any opportunity put in her path and learned a lot from each one. She is professional, has great work ethic, and is very compassionate to all."

"With very little direction, Lupe created a framework within which to evaluate each report and develop recommendations for a new template. She completed the new template, which included the best qualities gleaned from the various reports she had reviewed.

"In completing this project, Lupe demonstrated a knowledge of how programs interconnect within the department and how they connect with other parts of the organization.

"She also demonstrated a high degree of business acumen and understanding of the challenges and opportunities currently facing the health care industry. Not only did Lupe complete the template, she also created an example document using one of the DPH programs as an example. She completed all of her deliverables as promised, with a high level of quality."

"Daniel B. researched and prepared several professional research documents. These were top notch above what I see out of many people who have been doing it for some time."

"Daniel K. was very self-directed in his learning and always went above and beyond to ensure that patient was taken care of.

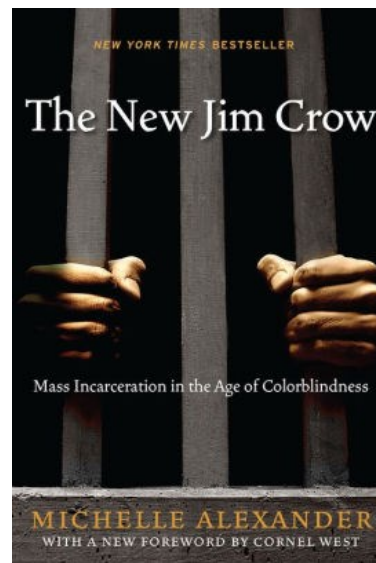
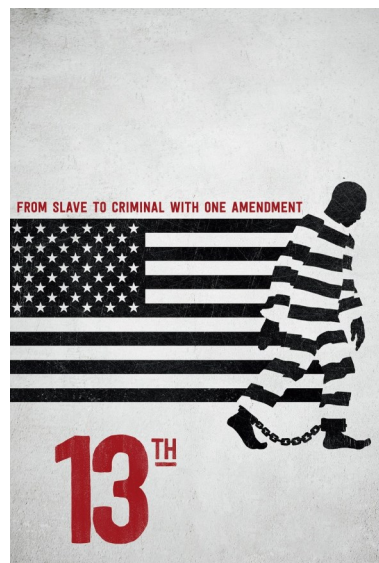
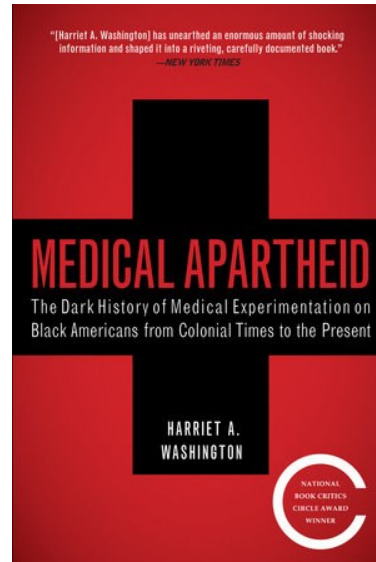
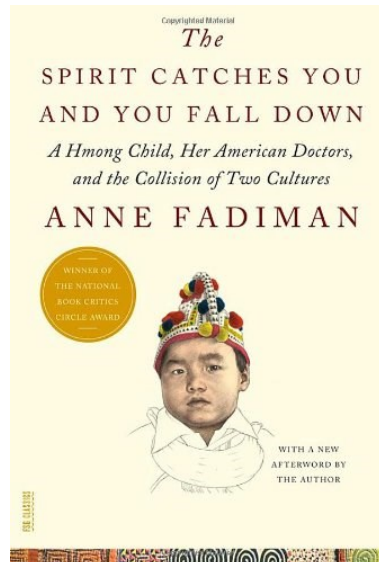
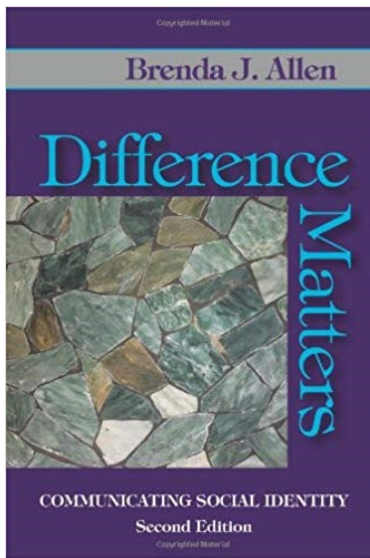
"Daniel is the BEST intern I've ever had because he really sought out opportunities and wanted to understand the patient experience. He is very genuine and it was a pleasure to work with him."

"Isha is a focused and dedicated individual with great follow through! She is thoughtful, kind and caring and took initiative! She was amazing!"

"Merzell was very polite, professional, and enthusiastic. She completed assigned tasks related to the QI project in a timely manner.

"She asked excellent questions during rounds, didactics, and conferences which showed that she was truly listening and interested in learning about the different topics."

2018 CULTURAL AWARENESS SOURCE LIST



2017- 2018 UPP COHORT



Aya Ahmad
Colorado State University
Class of 2019
Kaiser Permanente, Cardiology



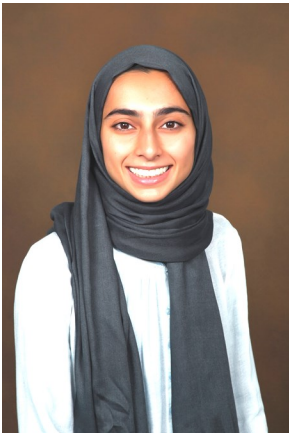
Victoria Asuquo
University of Colorado at Colorado Springs
Class of 2019
Kaiser Permanente, Ambulatory Surgery



Sylkin Barksdale
University of Colorado at Colorado Springs
Class of 2019
Anschutz Medical Campus,



Daniel Bor
University of Colorado Boulder
Class of 2019
Kaiser Permanente, Medical Imaging



Mastoorah Faizi
University of Colorado Denver
Class of 2018
Anschutz Medical Campus, Pharmacy



Nisa Far
University of Colorado Denver
Class of 2018
Anschutz Medical Campus, Dentistry



Cheanna Gavin
Colorado College
Class of 2018
Kaiser Permanente, Physical Therapy



Alex Ho
Colorado State University
Class of 2019
Kaiser Permanente, Orthopedics



Isha Kanu
University of Colorado Denver
Class of 2020
Kaiser Permanente, Women Specialties



Daniel Kim
University of Colorado Boulder
Class of 2019
Kaiser Permanente, Family Medicine



Thi Le
University of Colorado Denver
Class of 2018
Anschutz Medical Campus, Dentistry



Travis Mascarenhas
University of Colorado Boulder
Class of 2019
Kaiser Permanente, Gastroenterology

2017- 2018 UPP COHORT



Tommaso Mason
University of Colorado at Colorado Springs
Class of 2018
Anschutz Medical Campus, Neurosurgery



Jacqueline Merz
University of Colorado at Colorado Springs
Class of 2018
Anschutz Medical Campus, Dentistry



Alina Munoz
Regis University
Class of 2018
Kaiser Permanente, Primary Care



Emelie Nguyen
University of Colorado Denver
Class of 2018
Kaiser Permanente, Primary Care



Danielle Pataroque
University of Colorado Boulder
Class of 2019
Kaiser Permanente, Histology



Karina Reynoso
University of Colorado Denver
Class of 2019
Kaiser Permanente, Cytology



Edwige Sewavi
Colorado College
Class of 2018
Kaiser Permanente,
Obstetrics & Gynecology



Guadalupe Solis
University of Northern Colorado
Class of 2018
Kaiser Permanente, Population Care
and Disease Management



Theresa Tafoya
Regis University
Class of 2019
Kaiser Permanente, Pediatrics



Tom Van
University of Colorado Denver
Class of 2018
Anschutz Medical Campus, Dentistry



Carla Villegas
University of Colorado Denver
Class of
Anschutz Medical Campus, Dentistry



Angela Vu
Regis University
Class of 2019
Anschutz Medical Campus, Midwifery

2017–2018 UPP COHORT



James Willis
Western State Colorado University
Class of 2018
Kaiser Permanente, Neurosurgery



Christina Yoo
University of Colorado Denver
Class of
Anschutz Medical Campus, Pharmacy

Not pictured: **Roxana Hu**, Anschutz Medical Campus, Pharmacy; **Mercell Enayat**, Anschutz Medical Campus, Hospital Medicine; **Jessica Yan**, Independent Work

2018 COLLEGE GRADUATES

Graduate	School	Next Achievement
Cheanna Gavin	Colorado College	Applying to Physical Therapy Program, Spring 2019
Thi Le	University of Colorado Denver	Applied: University of Colorado Anschutz School of Dentistry, Spring 2018
Alina Munoz	Regis University	Accepted: Regis University Biomedical Science Masters Program
Emelie Nguyen	University of Colorado Denver	Applying to Physician's Assistant Program, Spring 2019
Guadalupe Solis	University of Northern Colorado	Accepted: Colorado School of Public Health Epidemiology Master of Public Health
Tom Van	University of Colorado Denver	Applied: University of Colorado Anschutz School of Dentistry, Spring 2018
James Willis	Western State Colorado University	Accepted: Western State Colorado University, High Altitude Exercise Program (HEAP) Masters Program

PROGRAM STAFF



Andréa Law
Program Director



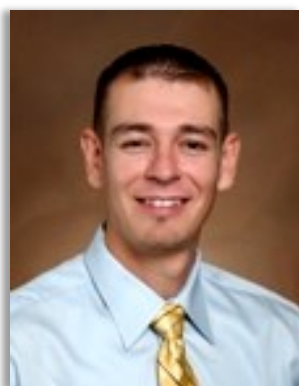
Alisha Elliott
Program Director



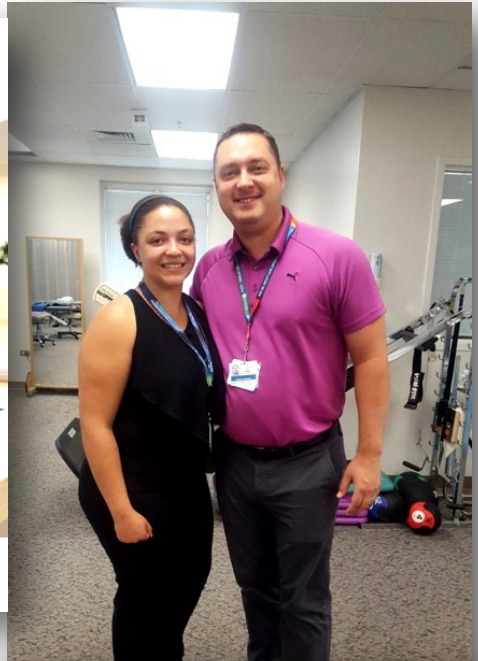
Dominic Martinez,
Program Founder & Senior Director,
Office of Inclusion & Outreach
Anschutz Medical Campus



Bobby King
Director, Office of Equity, Inclusion & Diversity
Kaiser Permanente



Christian Valtierra
Associate Director,
Office of Inclusion & Outreach
Anschutz Medical Campus



UNDERGRADUATE PRE-HEALTH PROGRAM

2017- 2018 ANNUAL UPDATE

