



# Cultivating the Physicians CA (and the US) Desperately Need

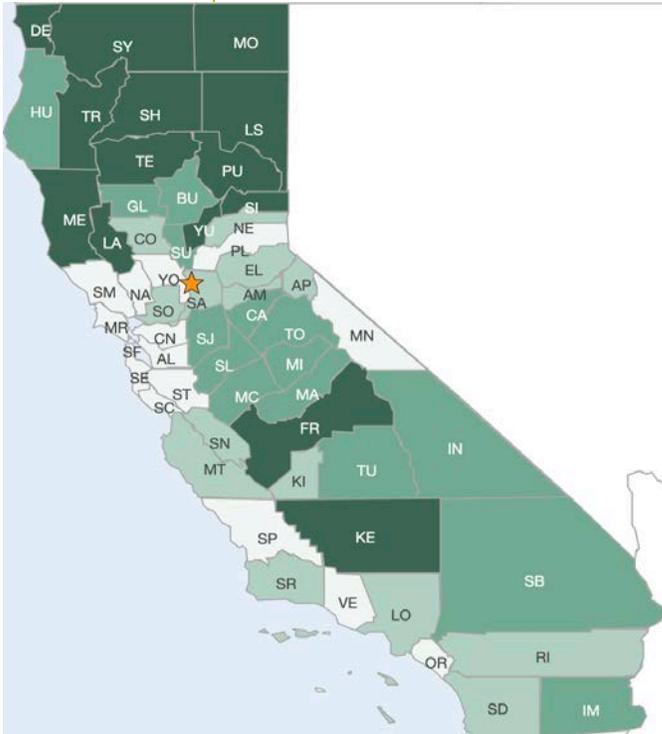
Mark Henderson, MD, Dean of Admissions  
State Assembly Health Cmte - Feb 20, 2024

## SCHOOL OF MEDICINE



**UCDAVIS HEALTH** | **SCHOOL OF MEDICINE**  
Center for a Diverse Healthcare Workforce

# What does California Desperately Need from Medicine?

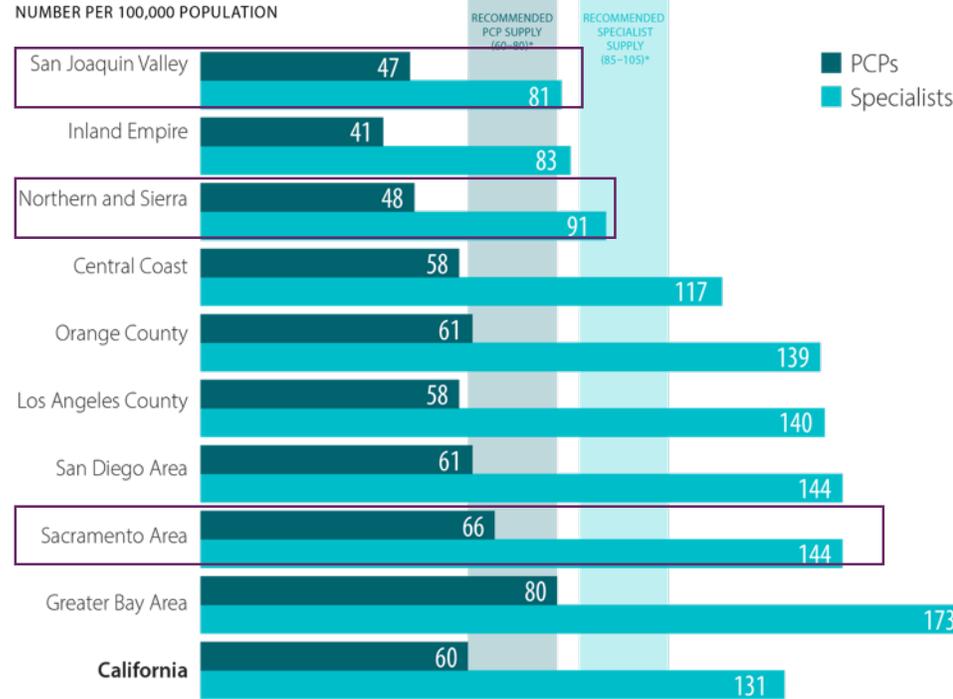


RANK 1 - 15 16 - 29 30 - 44 45 - 58

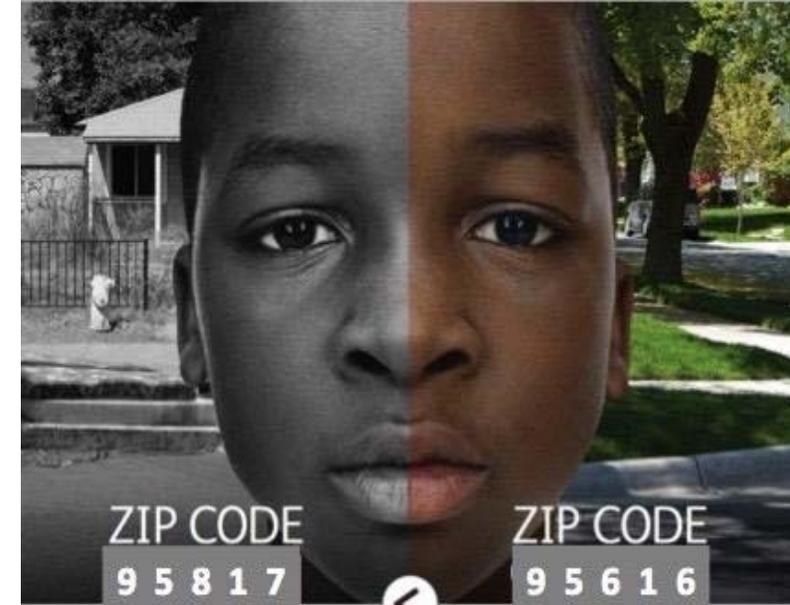
## California Health Outcomes 2023

[www.CountyHealthRankings.com](http://www.CountyHealthRankings.com)

## Primary Care Physicians and Specialists, by Region California, 2020



California Health Care Foundation



ZIP CODE

9 5 8 1 7

Life Expectancy

ZIP CODE

9 5 6 1 6

Life Expectancy

77

87

Many counties are healthcare  
"deserts"

PC saves lives yet most counties have  
shortages

Where you live determines how long you  
live

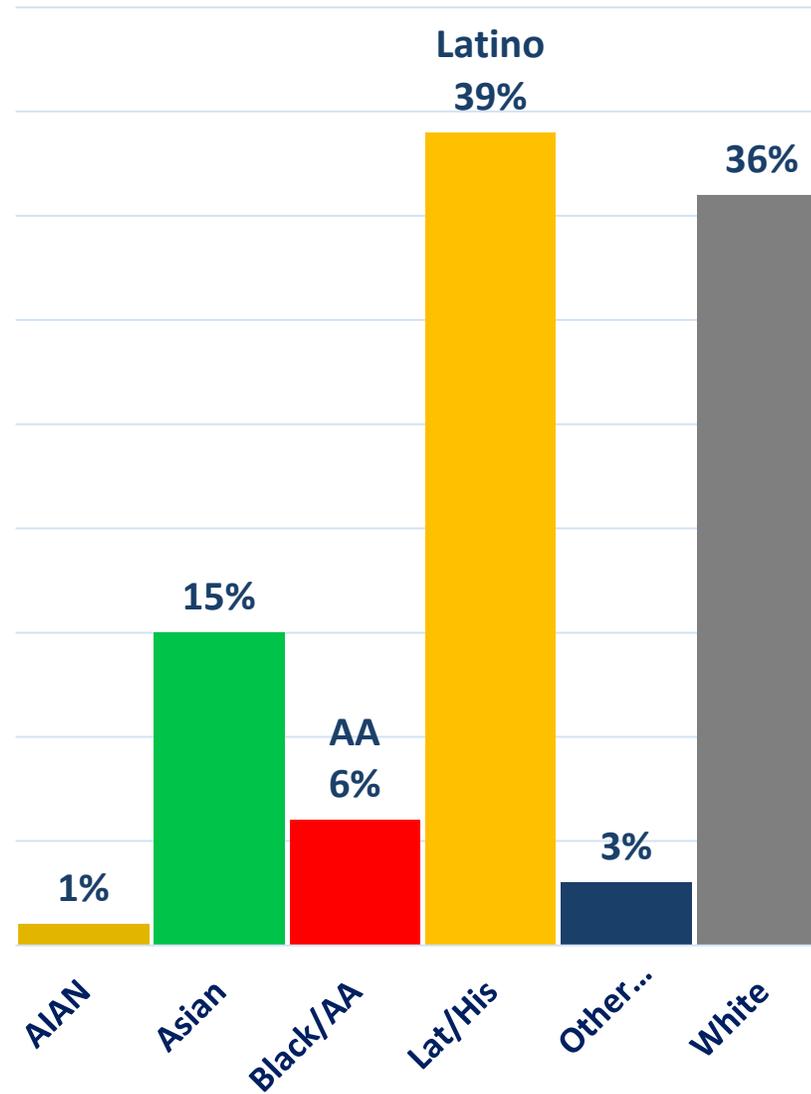
# Doctors do not reflect CA...

- Hard to address the health workforce needs of region (social mission) with such profound gaps between doctors and patients (e.g. the CA population)

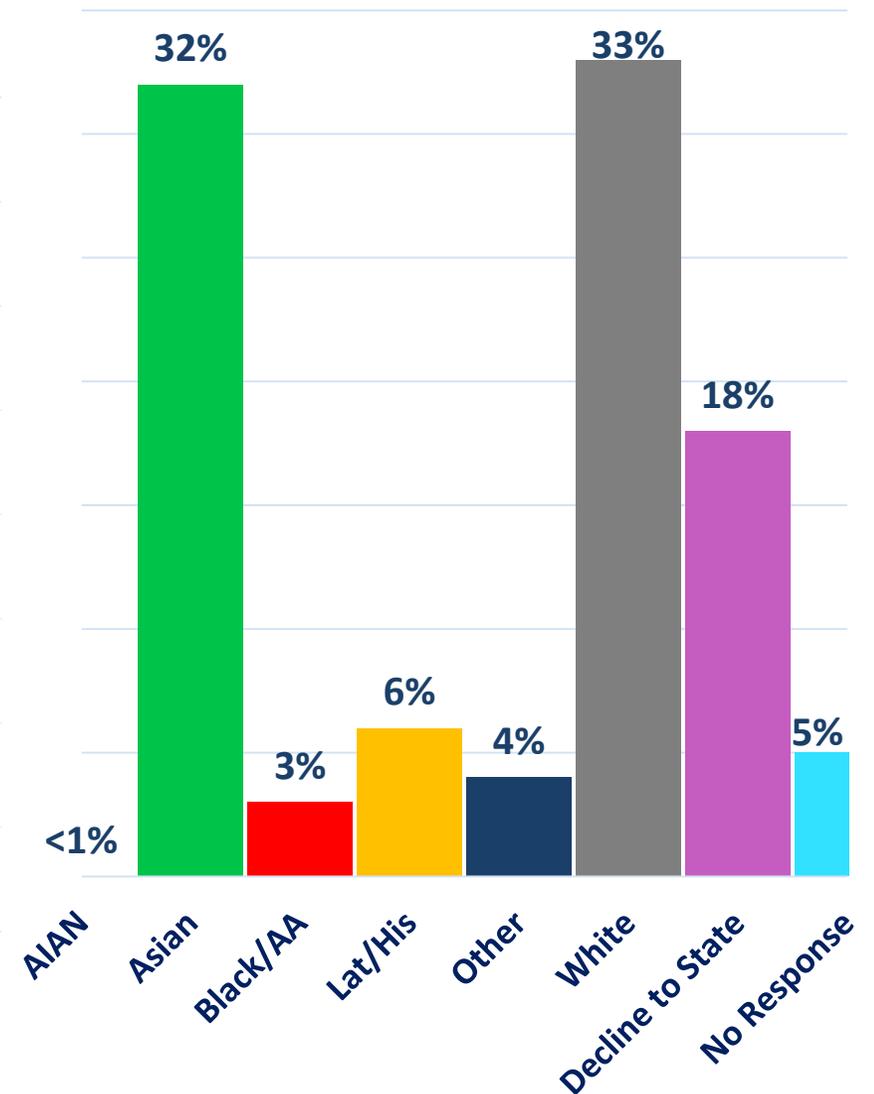
<https://www.census.gov/quickfacts/fact/table/CA/RHI225220#RHI225220>

<https://www.chcf.org/wp-content/uploads/2021/03/PhysiciansAlmanac2021.pdf>

### 2020 CA Population: Race/Ethnicity



### 2020 CA Physicians: Race/Ethnicity



# As medical schools expanded in the past 2 decades they became *less* diverse

Underrepresented Groups in Medical School, 1997 and 2017.\*

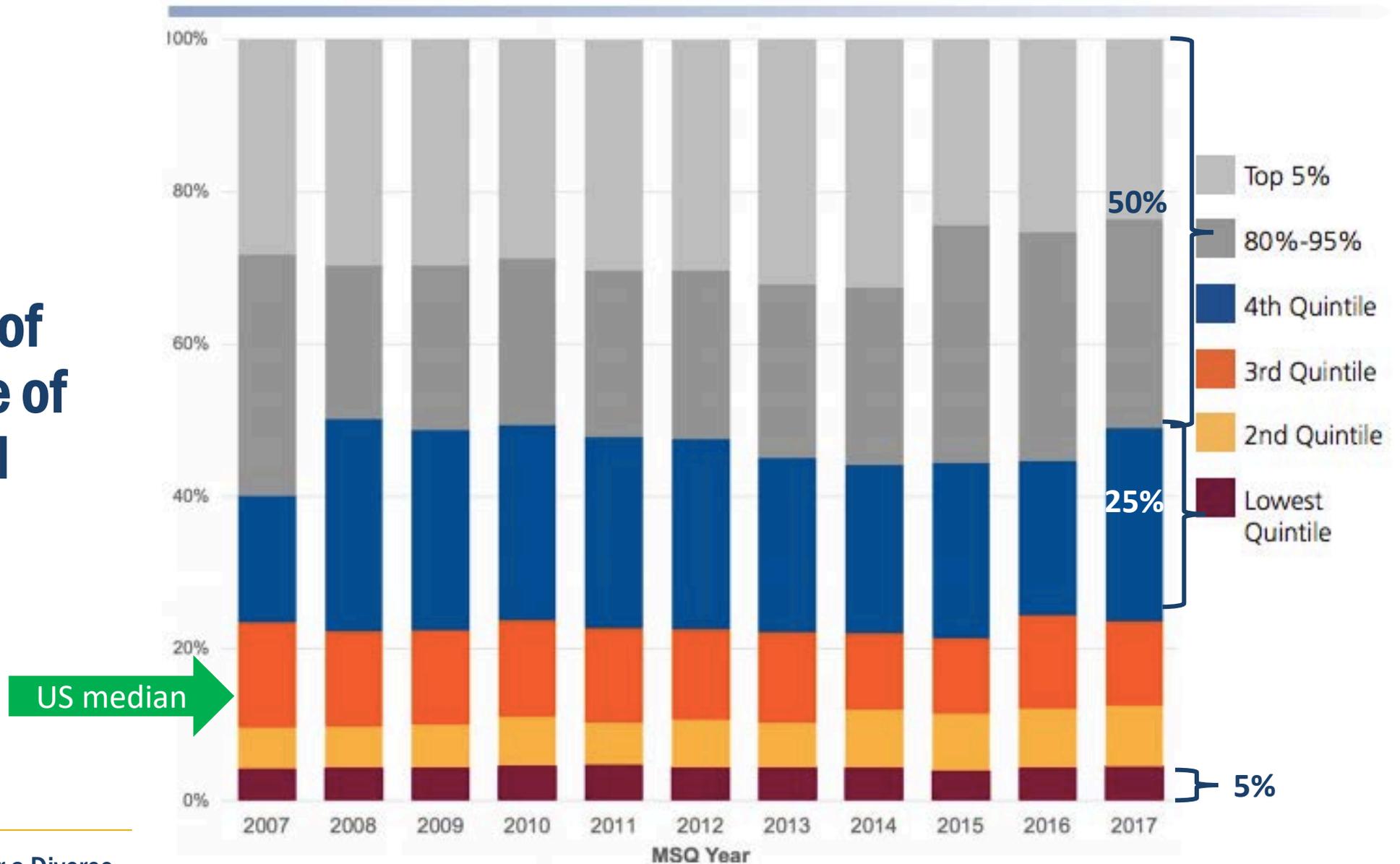
Variable	1997	2017	Percent Change
No. of first-year medical school slots	18,857	29,118	54
No. of matriculants from underrepresented groups	2850	3713	30
Percent of matriculants from underrepresented groups	15	13	-16
No. of people from underrepresented groups in U.S. population	65,497,000	106,835,890	63
No. of matriculants from underrepresented groups per 100,000 population	4.3	3.5	-20

\* Underrepresented groups are defined as American Indians or Alaska Natives, blacks, and Hispanics or Latinos. Data are from the Association of American Medical Colleges, the American Association of Colleges of Osteopathic Medicine, and the U.S. Census Bureau.

Talamantes E, Henderson MC, Fancher TL, Mullan F. Closing the Gap: Making Medical School Admissions More Equitable. *N Engl J Med* 2019; 380:803-805

# Most medical students come from wealthy families

## Distribution of family income of US medical students



US median

**Bottom line:**  
Medicine does not  
reflect society even  
in the most diverse  
states e.g., CA, TX)



## How Colleges Admissions Might Diversify Without Affirmative Action

To build a diverse class of students, the medical school at U.C. Davis ranks applicants by the disadvantages they have faced. Could it work across America?

5 MIN READ

# UCDSOM...A national model?

## One Black Family, One Affirmative-Action Ruling and Lots of Thoughts

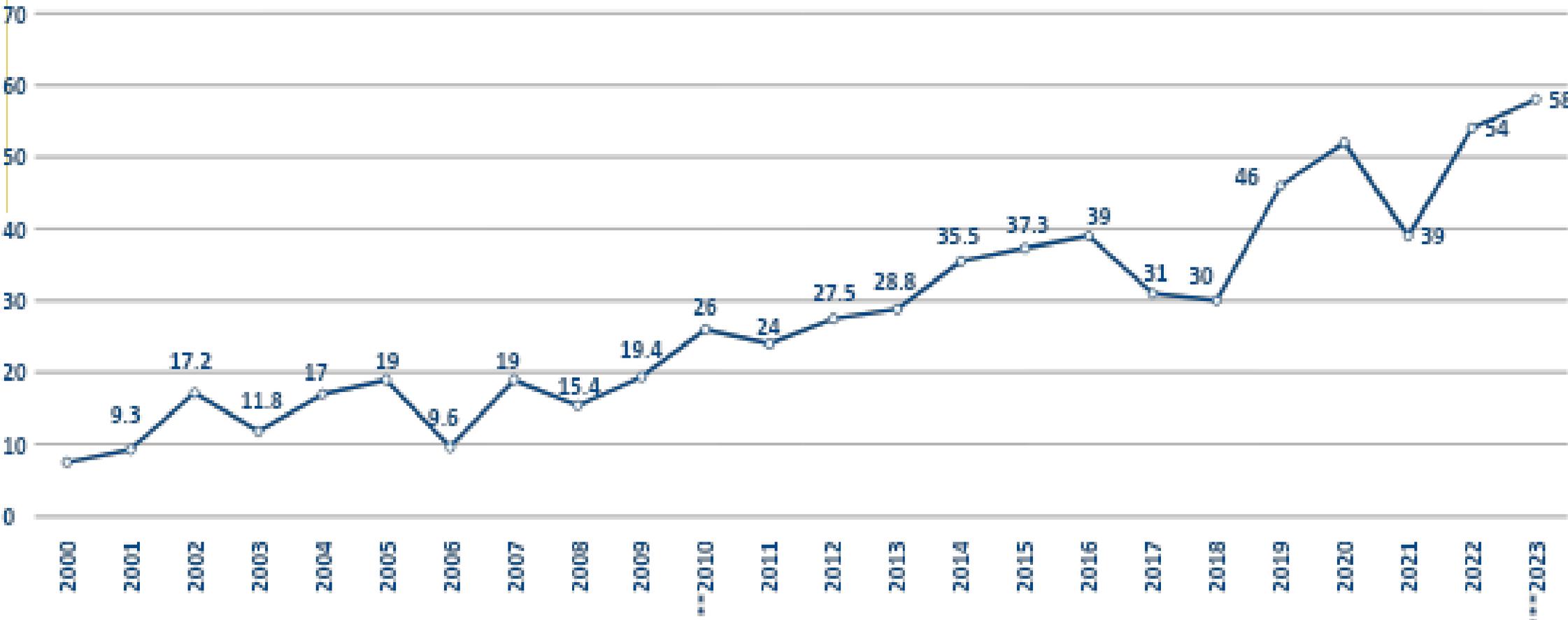
The Supreme Court ruling is just the latest version of an issue that the U.S. has been grappling with for years: how to deal with the legacy of slavery.

5 MIN READ



The medical school at the University of California, Davis, is one of the most diverse in the country. Jim Wilson/The New York Times

# UC Davis has tripled UiM enrollment w/o affirmative action



\*Chart includes data reported to the University of California Office of the President (UCOP) based on their URiM categories, which includes students who identify as American Indian/Alaskan Native, Black/African American, Hispanic/Latinx, Native Hawaiian/Pacific Islander, or two or more UiM races.

\*\*In 2010, UCOP begins including Filipino UiM race category. \*\*\*In 2023, UCOP begins categorizing Cambodian, Filipino, Hmong, Indonesian, Laotian, and Vietnamese as UiM

# Socially accountable admissions

- **Admissions Mission:** physicians to meet the diverse healthcare workforce needs of state
- **Holistic Review** (*mission* fit - not just grades)
- **Lived experiences of healthcare**
- **Need-based scholarships and aid**
- **Partnerships** with local high schools and community colleges
- **Davis Scale (distance traveled score)**
  - Fee waiver
  - Childhood in underserved area
  - Family income level
  - Contribution to family income
  - Family assistance program
  - Need-based scholarship
  - Parental Education and Occupation



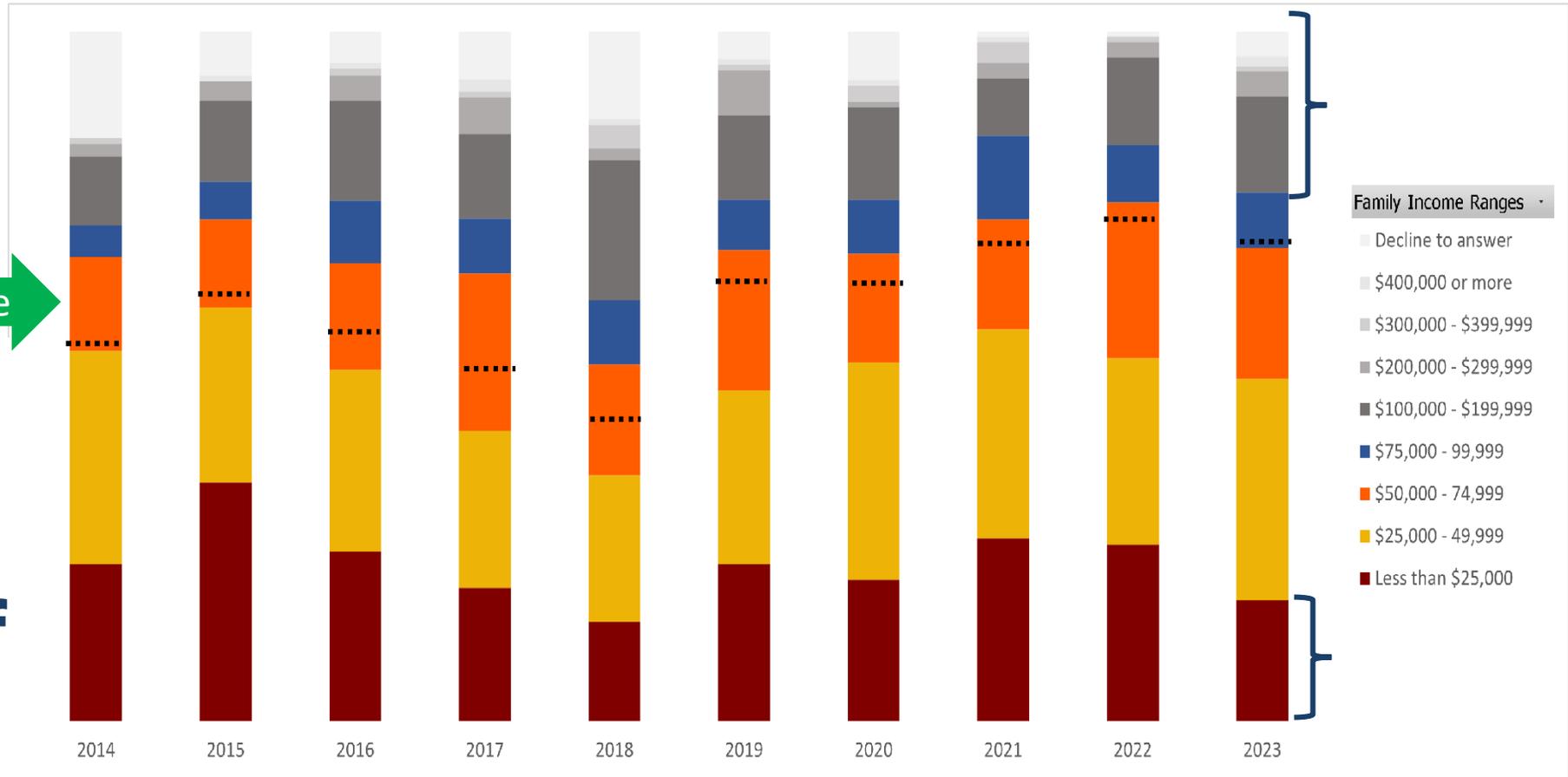
## UC Davis Medical Students

- 45% first-generation to college (vs. 14% nationally)
- Family income \$68K (10<sup>th</sup> %tile)
- 75% receive FA (> 90<sup>th</sup> %tile)



# Distribution of family income of UC DAVIS students

US average →



US Median Family Income									
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
\$53,657	\$56,516	\$59,039	\$61,136	\$63,179	\$68,703	\$68,010	\$70,784	\$73,666	\$76,665
www.census.gov, 2022 and 2023 are the average percentage increase from 2014-2021 which is 4.07%									

# Pathways to meet community health needs (health equity)

- **Community Health Scholars** - 30% of students (majority UIM, FG, low-income)
- **Rural:** Rural PRIME (2007) – addressing *maldistribution* of MDs in CA (UCOP)
- **Urban underserved:** TEACH-MS (Transforming Education and Community Health)
- **Central Valley:** REACH (formerly San Joaquin Valley PRIME now a UCSF track)
- **3-yr PC MD:** ACE-PC (Accelerated Competency-Based Education) – (AMA, Kaiser)
- **NA/AI communities:** Tribal Health PRIME – est. 2022 (State of CA)

PC



Central Valley



Rural

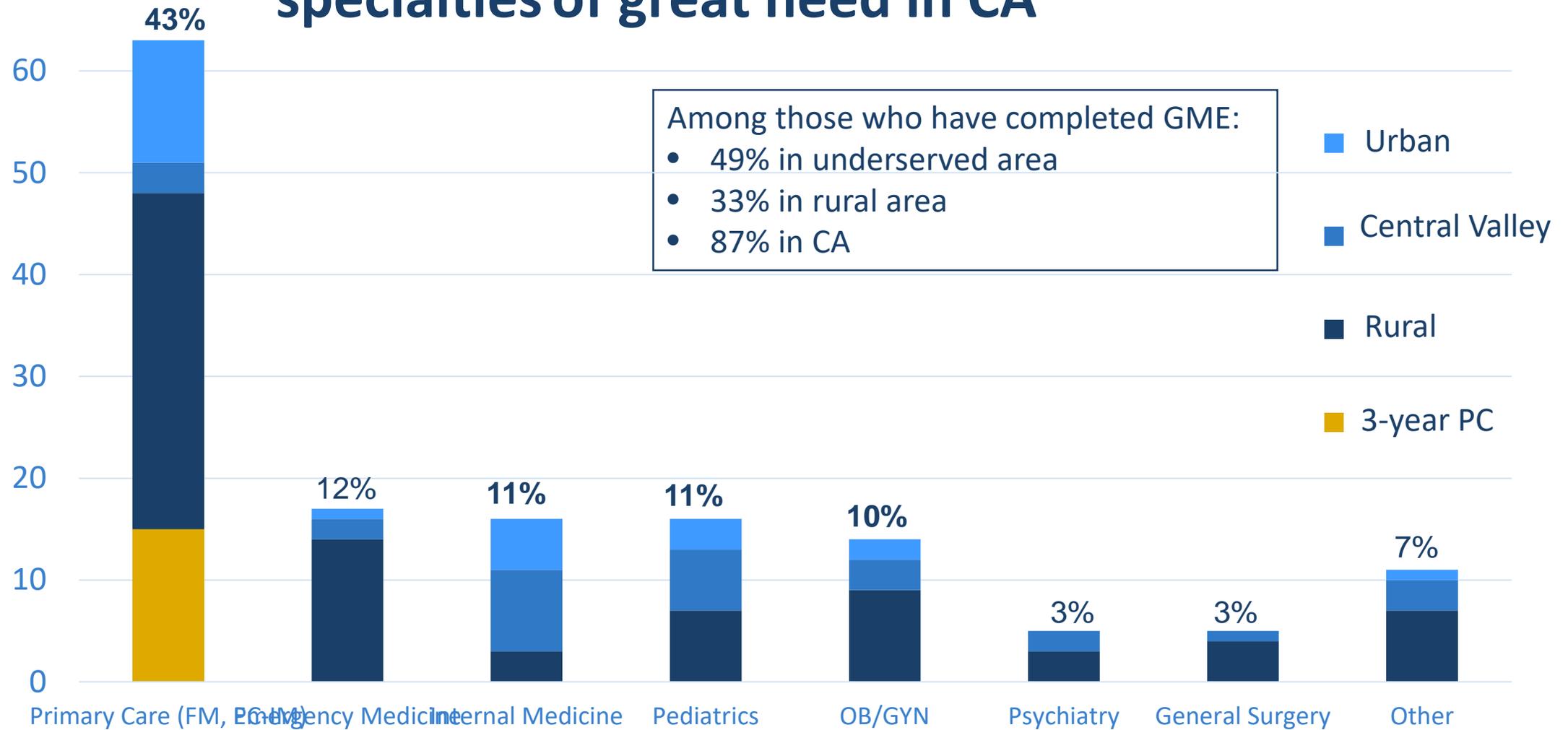


Urban

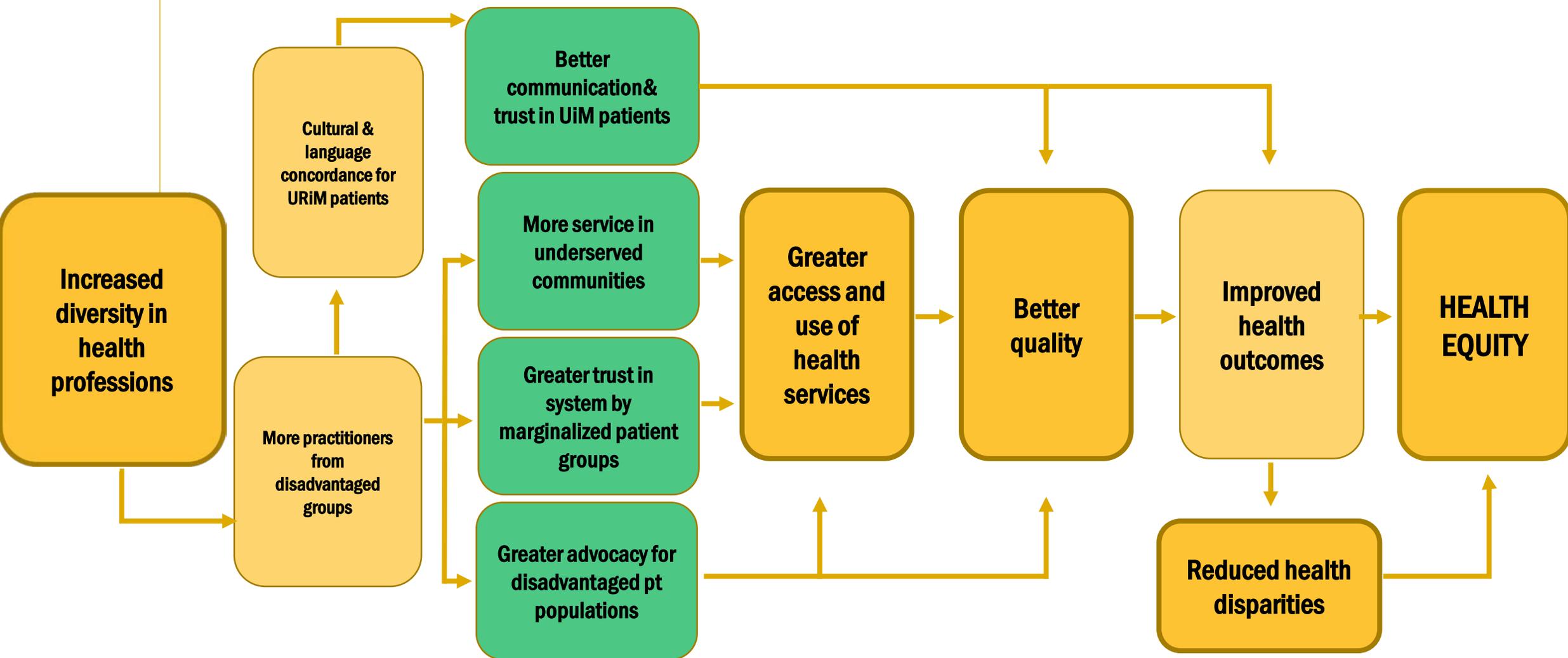




# CHS residency outcomes [n = 147 students] – most match into specialties of great need in CA



# How does diversity improve outcomes e.g. Health Equity?



\*Adapted From: US Department of Health and Human Services, (HRSA),  
Rationale for diversity in the health professions: a review of the evidence (2006).

Source: Williams, 2014, *Public Health Reports*

# Questions



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