

Introduction

The MCW- Central Wisconsin campus and North Central WI Area Health Education Center (AHEC) aim to address the health care provider shortage in the area, by training community-focused physicians that will serve the health care needs of Central Wisconsin. Wausau is home to a predominant Hmong and rural population, both of whom are greatly underserved in medicine. Building a strong doctor-patient relationship is crucial to providing excellent health care. Having physicians that look like patients, understand the patient's culture, and adequately represent the people that make up the local community, helps facilitate a much stronger, trustworthy doctor-patient relationship that is needed to build a healthier community.

Background

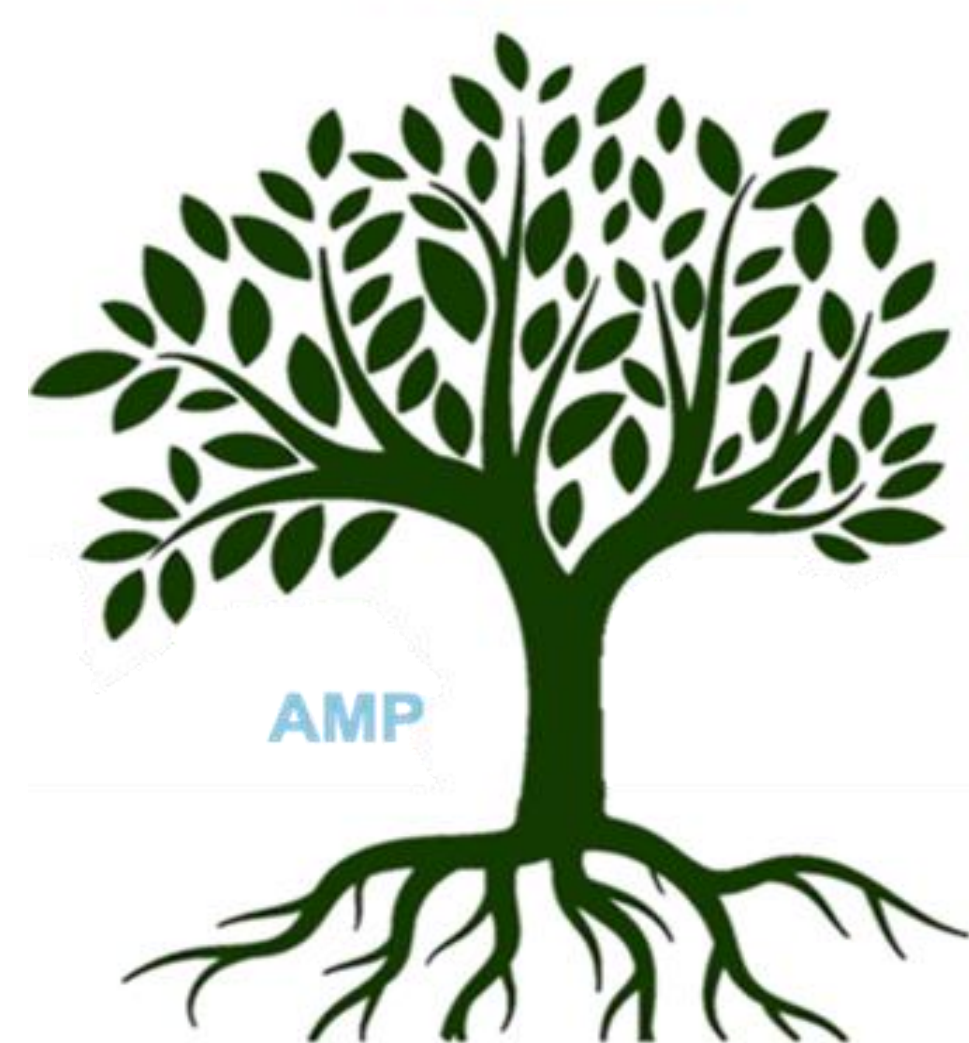
Literature suggests that placing a medical school near target populations is not sufficient to help under-represented students successfully navigate the medical school admissions process¹. MCW-Central Wisconsin wanted to develop a more targeted effort to make this regional campus more accessible to Hmong and rural students. This project protocol was reviewed by MCW IRB PRO00038142.



AMP Mission

The Advocates in Medicine Pathways or AMP, is a program aimed to support the professional development of undergraduate students interested in attending medical school at the Medical College of Wisconsin-Central Wisconsin to promote a diverse, future healthcare workforce built around resilience, relationships and system-based knowledge. AMP aims to increase the diversity and distribution of quality healthcare workforce in rural and underserved communities

Physicians



Central Wisconsin

Actions:

- Recruit underrepresented in medicine central Wisconsin students from Hmong and rural backgrounds
- Provide support, mentoring, and professional development
- Facilitate and retain a diverse healthcare workforce to fulfill ongoing primary care shortages in rural central Wisconsin

AMP Programmatic Components

AMP is a 6-month program that runs from January through July, comprised of five core programmatic components:

❖ Biweekly advising sessions with content experts centered around AAMC's 15 core competencies. Topics include:

- Cultural Competence
- Communication (Improv) Development
- Medical School Application & MCAT
- Written Competence
- Ethics in Medicine
- Rural Health
- Physician & Medical Student Panel

❖ Weeklong clinical job shadowing with a physician in family medicine or psychiatry

❖ 1 credit "Wicked Problems" course offered through UW-Stevens Point at Wausau (tuition paid by scholarships through the UW Wausau Foundation)

❖ Participation in the Wisconsin AHEC Community Health Internship Program, a full time, paid 8-week experience

❖ Opportunity to participate in Hmong Culture Day, Future Physician's Day, AHEC Community Health Immersions, tour of MCW-CW and Wausau community, and social networking events with medical students and faculty

Benefits:

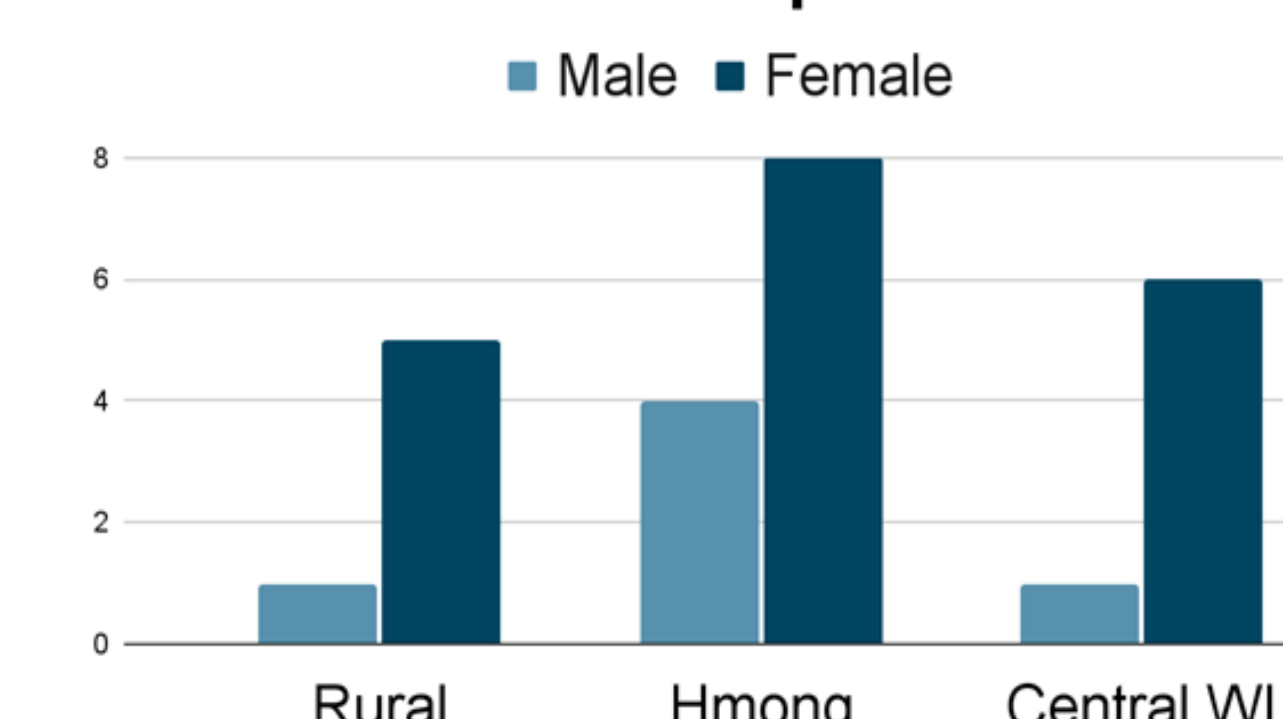
The program is built to help address the barriers that underrepresented students in medicine encounter when applying and transitioning to medical school. Programmatic elements aim to contribute to a successful medical school application and help address barriers that underrepresented students in medicine encounter when applying to medical school. Benefits of participation include:

- Networking, mentoring, and opportunities for strong letters of recommendation
- Assistance with crafting and refining personal statement
- MCAT test preparation and guidance
- Development of interviewing skills through mock interviews
- \$1000 in financial support for each AMP student to be used towards preparing for medical school. Examples include: purchasing MCAT test prep, technology needs, travel assistance, conference or professional development expenses, etc.
- Opportunity for direct interview at MCW-CW following successful completion of AMP and meeting required benchmarks

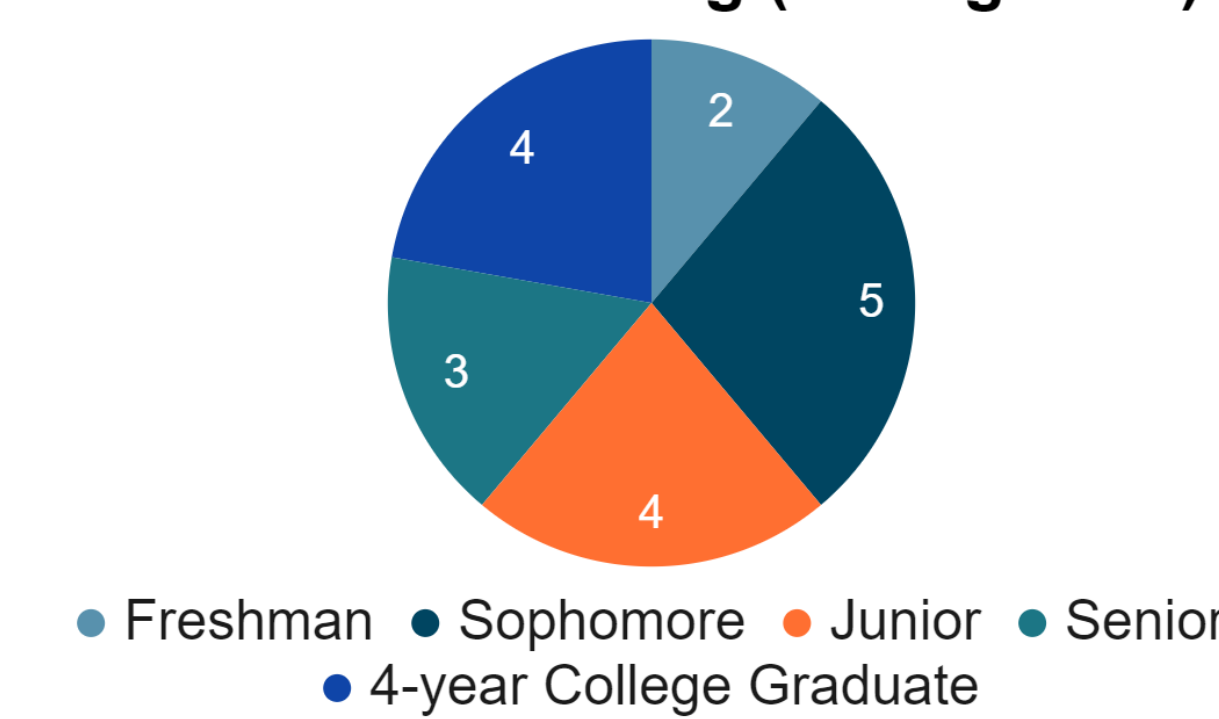
Results/Conclusions

AMP was first offered in 2021. The program has successfully graduated two cohorts (18 students total).

Gender and Underrepresented Status



Academic Standing (during AMP)



Student Reflections

"I never really knew what to expect of medical school besides people's horror stories online. So, getting to talk with medical students and professionals giving solid advice is really valuable."

"Each session gradually helped me learn what I need to learn."

"All the premed students I know, already have family members who are doctors or have siblings who are on a premed track, so they already have set plans and goals of what they need to accomplish. I didn't know anybody who was like me and didn't really know what to do."

Future Directions

- Update "Wicked Problems" course to include more case-based discussion.
- Continue to mentor and support AMP alumni as they prepare for and matriculate into medical school.
- Apply for funding to sustain the AMP program after 2024.

References

1. Johnson, GE, Wright, FC, and Foster, K. The impact of rural outreach programs on medical students' future rural intentions and working locations: a systematic review. BMC Med Educ. 2018; 18: 196.

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