

## **ABSTRACT: 2013 ELAM Institutional Action Project Poster Symposium**

### **Project Title:**

### **Demonstrating the Effect of Mission Based Admissions Policy on UT Southwestern Medical School over 10 Years**

### **Name and Institution:**

Shawna D Nesbitt MD, MS  
University of Texas Southwestern Medical School  
Dallas TX

### **Collaborators:**

Wes Norred, Charles Ginsburg MD

### **Background, Challenge or Opportunity:**

The mission of UT Southwestern is to produce physicians who will pursue academic research and education, become primary care providers, and provide care to the serve the underserved. Diversity of the medical student body is an important strategic goal of the university. Over the past 15 years, the method to achieve diversity in admissions to medical school has focused on a mission based approach. The percentage of underrepresented minorities increased with the initiation of this approach and has held steady at nearly 20%. The demographics of the population of the state of Texas are rapidly changing to become the third state with greater than 50% of the population from minority groups. Thus the need for diversity among the physician workforce is increasing.

Currently the US Supreme court is deliberating on a case versus UT Austin regarding the consideration of ethnicity in college admissions. The results of this case may have a significant effect on admissions policies of public institutions.

### **Purpose/Objectives:**

The objective of this project is to assess the effectiveness of the mission based approach in achieving the goal of educating physicians who serve the underserved and pursue primary care.

1. To assess the percentage of UT Southwestern graduates from 1997-2010 who were accepted under mission based approach that practice in underserved populations.
2. To assess the percentage of UT Southwestern graduates from 1997-2010 who were accepted under the mission based approach that are in primary care.
3. To compare the percentage of underrepresented minorities UT Southwestern graduates who choose primary care in underserved areas to nonminority graduates.
4. The percentage of UT Southwestern graduates from 1997-2010 who work in underserved populations will be compared to nonminority graduates who pursue academic research and education.
5. To assess the percentage of UT Southwestern graduates from 1997-2010 who were accepted under the mission based approach that are serving in underserved areas,

## **ABSTRACT: 2013 ELAM Institutional Action Project Poster Symposium**

pursuing a career in academics/education, and working in primary care compared to nonminority graduates.

### **Methods/Approach:**

The admission records will be retrieved from the admissions office and the alumni office from 1997 through 2010. The data on all graduates will be acquired from the Healthcare Data Solutions Database. This is an up to date comprehensive physician database. The data is acquired from state medical boards, DEA, National Practitioner Database, and physician societies. The database includes demographic data, medical school, year of graduation, field of practice, practice type, specialty, residency, board certification, practice location, zip code of practice location, and hospital affiliation.

We expect to achieve at least an 80% match rate with the data in the database.

### **Outcomes and Evaluation:**

**Aim 1:** To assess the main effect, we will perform t tests on the difference in the means between the groups in practice location (underserved or not underserved). We may perform additional exploratory analyses of variance to assess the effect of multiple variables on the practice location.

**Aim 2:** To assess the main effect, we will perform t tests on the difference in the means between the groups field of practice (primary care vs. non-primary care). We may perform additional exploratory analyses of variance to assess the effect of multiple variables on the field of practice.

**Aim 3:** To assess main effect, we will perform t tests on the percentage of mission based admission UT Southwestern graduates who choose primary care in underserved areas to nonminority graduates.

**Aim 4:** To assess the main effect, we will perform t tests on the percentage of mission based admission UT Southwestern graduates who choose a career in academic medicine/education compared to nonminority graduates.

**Aim 5:** To assess the main effect of this aim, t tests will be performed on the percentage of UT Southwestern graduates from 1997-2010 who were accepted under the mission based approach that are serving in underserved areas, pursuing a career in academics/education, and working in primary care compared to that of nonminority graduates.

# Demonstrating the Effect of a Mission Based Admissions Policy on UT Southwestern Medical School over 10 Years



\*This poster was presented at the 2013 ELAM® Leaders Forum

Shawna D Nesbitt MD, MS  
Associate Dean of Student Affairs, University of Texas Southwestern, Dallas TX



## Background

The mission of UT Southwestern is to produce physicians who will pursue academic research and education, become primary care providers, and provide care to the underserved. Diversity of the medical student body is an important strategic goal of the university. Over the past 15 years, the method to achieve diversity in admissions to medical school has focused on a mission based approach. The percentage of underrepresented minorities increased with the initiation of this approach and has held steady at nearly 20%. The demographics of the population of the state of Texas are rapidly changing to become the third state with greater than 50% of the population from minority groups. Thus the need for diversity among the physician workforce is increasing.

Currently the US Supreme court is deliberating the case “Fisher versus UT Austin” regarding the consideration of ethnicity in college admissions. The results of this case may have a significant effect on admissions policies of public institutions.

It is a crucial time to review the success of the current approach to achieving diversity in the medical student body.

## Objectives

- To assess the extent to which UTSW graduates meet the mission of serving underserved populations.
- To assess the extent to which UTSW graduates meet the mission of becoming primary care providers.
- To assess the extent to which UTSW graduates meet the mission of pursuing academic medicine.

## Methods

Admission and graduation records were reviewed in the UT Southwestern Medical School Admissions for the past 10 years. In the admission process, candidates were defined in 2 groups. Group 1 is the general group; Group 2 are accepted to assure that the mission of the school is achieved. Characteristics of interviewed and matriculant students were reviewed. Graduates will be assigned to their original admission group assignment. Alumni files will be searched using the HealthCare Solutions Database\* to determine:

- Practice location (zip code)
- Specialty
- Type of practice
- Hospital affiliation

\*This is an up to date comprehensive physician database. The data is acquired from state medical boards, DEA, National Practitioner Database, and

## Data Analysis

**Aim 1:** To assess the main effect of this aim:

- We will calculate the percentage of Group 1 graduates who are serving in underserved areas.
- We will calculate the percentage of Group 2 graduates who are serving in underserved areas
- We will perform t tests on the difference in the means between the admission groups in practice location.
- We may perform additional exploratory analyses of variance to assess the effect of multiple variables on the practice location.

**Aim 2:** To assess the main effect of this aim:

- We will calculate the percentage of Group 1 graduates who are primary care providers.
- We will calculate the percentage of Group 2 graduates who are primary care providers.
- We will perform t tests on the difference in the means between the admission groups field of practice.
- We may perform additional exploratory analyses of variance to assess the effect of multiple variables on the field of practice.

**Aim 3:** To assess main effect of this aim:

- We will calculate the percentage of Group 1 graduates who are pursuing academic medicine.
- We will calculate the percentage of Group 2 graduates who are pursuing academic medicine.
- We will perform t tests on the difference in the means between the admission groups on the pursuit of academic careers.
- We may perform additional exploratory analyses of variance to assess the effect of multiple variables on the pursuit of academic career.

## Data Analyses Pending

Further Data Collection in Progress

**Table 1: UTSW Interviewed Candidates**

Applic Yr	Hispanic	African Amer	Amer Indian	Hawaii Pacific Island	Asian	Caucasian	TOTAL
2004	80	46	2	0	184	350	662
2005	80	33	1	0	182	337	633
2006	102	49	1	0	172	282	606
2007	112	46	2	0	203	340	703
2008	91	44	2	0	209	377	723
2009	71	22	1	0	231	369	694
2010	71	34	4	0	262	352	723
2011	90	32	4	1	236	435	798
2012	78	47	2	0	263	377	767
2013*	110	37	5	1	289	492	934

**Table 3: Characteristics of UTSW Matriculants**

Year	Male	Female	Overall Mean GPA	Group 1 Mean GPA	Group 2 Mean GPA	Overall Mean MCAT	Group 1 Mean MCAT	Group 2 Mean MCAT
2004	109	88	3.7	3.8	3.6	32.4	33.5	26.8
2005	116	101	3.8	3.8	3.6	33.1	34.0	28.1
2006	109	99	3.7	3.8	3.6	32.2	33.2	27.6
2007	90	93	3.7	3.8	3.6	32.4	34.7	28.1
2008	96	104	3.8	3.9	3.6	33.1	33.5	30.0
2009	103	95	3.8	3.8	3.6	33.6	34.3	30.8
2010	114	96	3.8	3.9	3.5	33.5	34.6	29.8
2011	98	102	3.8	3.8	3.7	34.0	34.5	31.5
2012	104	101	3.8	3.9	3.7	33.8	34.2	30.5
2013*	118	101	3.9	3.9	3.7	34.9	35.3	31.3

\*Based on current data

**Table 2: UTSW Matriculating Medical Students**

Applic Yrc	Hispanic	African Amer	Amer Indian	Asian	Caucasian	TOTAL	% Underrep Minorities
2004	23	13	2	64	86	188	19.1%
2005	20	10	0	58	117	205	14.6%
2006	41	17	0	60	82	200	29.0%
2007	37	16	0	63	61	177	29.9%
2008	22	8	0	76	85	191	15.7%
2009	19	8	0	74	81	182	14.8%
2010	25	15	0	85	75	200	20%
2011	20	5	1	72	104	202	12.3%
2012	14	13	0	85	93	205	13%
2013*	32	10	1	85	104	232	18%

\*Based on current data

\*\*Does not include unreported ethnicity

There were no Hawaiian Pacific Islanders during this period

**Table 4: UTSW Graduates for the Past 10 years**

Applic Year	Hispanic	African Amer	Amer Indian	Asian	Caucasian	unknown	TOTAL	% Underrep Minorities
2004	17	9	1	54	105	4	190	13.6%
2005	22	14	0	51	115	10	212	16.9%
2006	21	17	1	57	119	3	218	17.4%
2007	30	13	0	50	123	17	233	18.4%
2008	20	15	3	63	99	14	214	16.3%
2009	17	10	1	72	127	11	238	11.3%
2010	41	14	0	59	85	13	212	25.9%
2011	33	19	1	66	76	12	207	25.1%
2012	28	7	0	77	103	10	225	15.5%
2013*								

\*currently in progress

There were no Hawaiian Pacific Islanders during this period

\*The data in Tables 1-3 does not include MD/PhD and Joint Admissions Program students

## Observations

- The diversity of the matriculating classes has varied between 12 to 29% for the past 10 years.
- The male to female ratio has remained stable at nearly 50:50 for 10 years.
- The GPA of the students has remained stable over the past 10 years although there is a small difference between Group 1 and Group 2.
- The mean MCAT of both Group 1 and Group 2 have increased slightly however the small difference between groups remained stable.
- The diversity of the graduating class has varied between 11.3% to 25.9% for the past 10 years.
- While the number of interviewees has increased, the rise in the number of matriculants has been less dramatic.

## Conclusion

- The preliminary results demonstrate the diversity of the UTSW medical school classes in this 10 year period.
- The academic measures of MCAT and college GPA between groups 1 and 2 have converged in the past 10 years.
- At the completion of the project, the data on field of practice, type of practice, and location of practice will be key data in assessing the success of the mission based admission policy.
- In addition, we will assess the effect of key variables in the choice of practice for these 2 groups of admitted candidates.