



President's Commission on Racial Justice:
Transforming Campus Culture
Underrepresented Minorities in Healthcare
Recruitment
Work Group

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All Things Converge – Guiding Principles For PCOM

PCRJ's aim is to advance our commitment to justice, equity, diversity and inclusion. These documents guide the efforts of the URM work group:

- PCOM 2025: Path to Greater Excellence
- 2025 Diversity, Equity and Inclusion (DEI) Strategic Plan
- 2021 Admissions and URM Recruitment Plan



Analyze Recruitment Data

- Provide annual progress reports on strategies implemented for this goal
 - Adopt new relationship management technology- SLATE
 - Build real-time dashboards and reporting
 - Examine trends of URM candidates
 - Utilize Artificial Intelligence to enhance PCOM admissions selection process of more diverse candidates



Percent of Total Applications

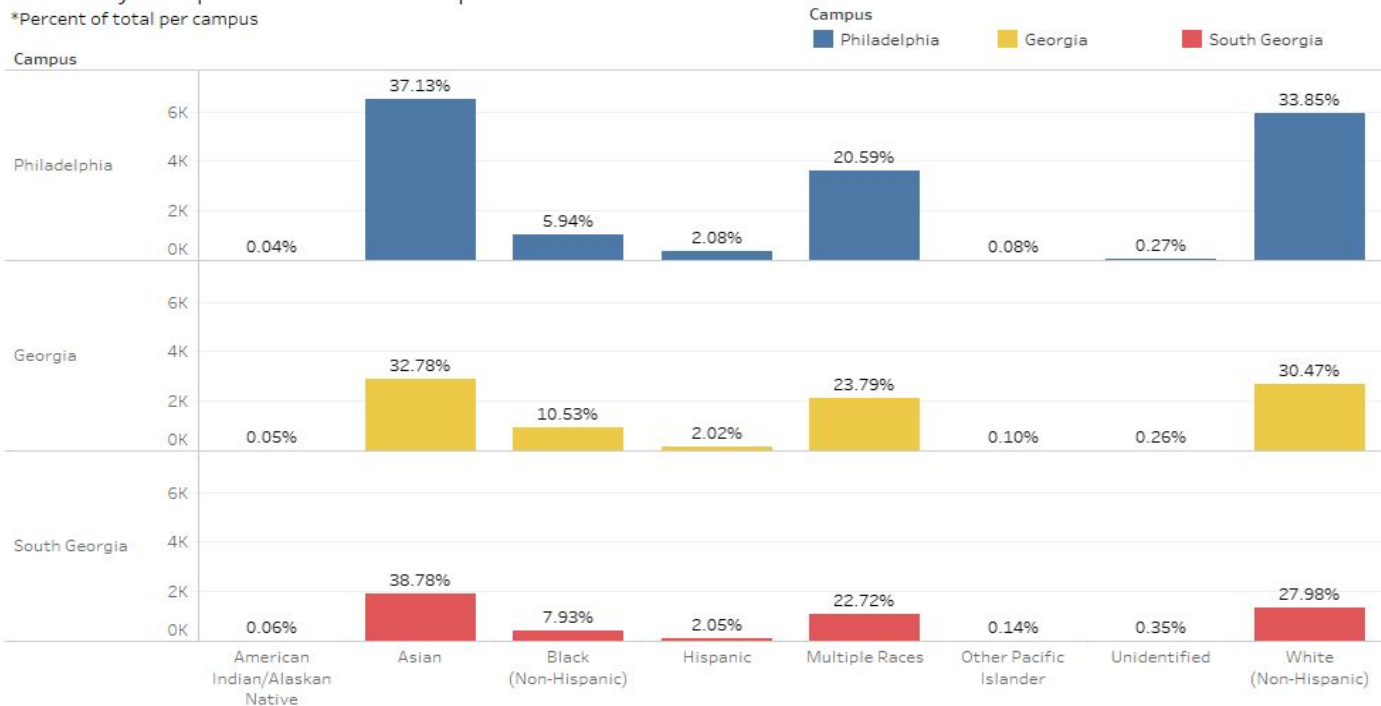
**URM consists of applicants who identified as Black, Hispanic, Multiple Races or Unidentified*

*This data includes all applications for the 2021-2022 academic year, submitted to admissions on or before January 6, 2021.

Non-URM	URM	Gender	Program
68.56%	31.44%	(All)	(All)
		Ethnicity	Application Status
		(All)	(All)
			Application Decision
			(All)

Ethnicity Comparison Across Campuses

**Percent of total per campus*





Percentage of Applications Separate by Campus, Program, and Ethnicity

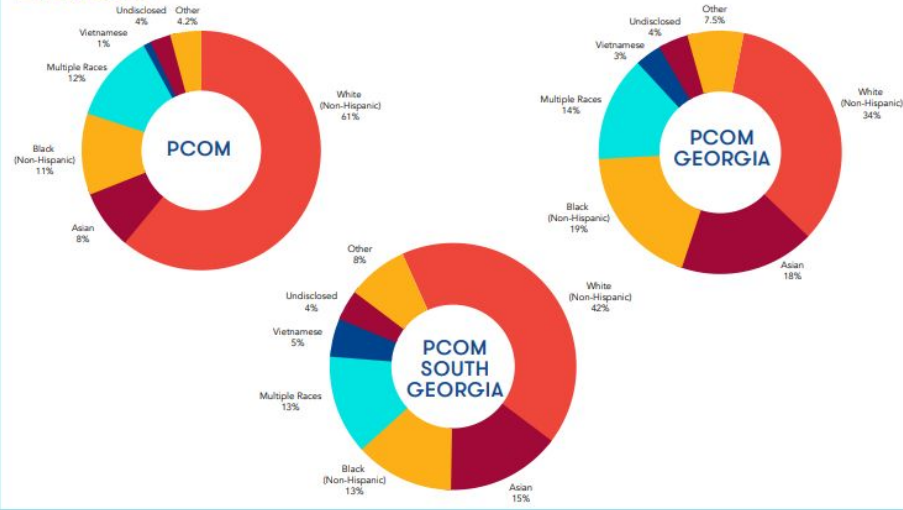
*This data includes all applications submitted to admissions on or before January 6, 2021

Campus	Program	American Indian/ Alaskan Native	Asian	Black (Non- Hispanic)	Hispanic	Multiple Races	Other Pacific Islander	Unidentified	White (Non- Hispanic)	
Georgia	Biomedical Science _ MSBMSCI		29%	22%	6%	24%			18%	
	Doctor of Physical Therapy _ PHYSTHERPY		15%	19%	1%	20%		0%	44%	
	Osteopathic Medicine _ DOOSTEO	0%	36%	9%	2%	23%	0%	0%	29%	
	Physician Assistant Studies _ MSHSCPA	0%	27%	12%	2%	25%		0%	34%	
	School of Pharmacy _ PHARMD		30%	27%	1%	26%			15%	
Philadelphia	Adv Grad Stu. Cognitive Beh Th _ CAGSCBT		50%						50%	
	Biomedical Science _ MSBMSCI		26%	6%	3%	32%			33%	
	Cer Adv Gr Pub Hlth Mgt and Ad _ CAGPHMGT			100%						
	Cert Adv Grad App Behavior Ana _ CAGSABA					100%				
	Cert Grad Stud App Behav Anal _ CRGSAPA			100%						
	Clinical Psychology _ PSYDCLPS		25%	9%	2%	29%			36%	
	Coun & Clinical Health Psy _ MSCHPHY		22%	11%		28%			39%	
	Educational Specialist _ EDSSPSY			13%		27%			60%	
	Forensic Medicine (MS) _ MSFOMED			17%	25%	8%	17%		33%	
	Mental Health Counseling _ MSMHLCN			17%	10%		14%		60%	
	MS Public Hlth Mgmt and Admin _ MSPHMGMT								100%	
	Organizational Dev & Ldrshp _ MSORLED				50%				50%	
	Osteopathic Medicine _ DOOSTEO	0%	40%	6%	2%	20%	0%	0%	32%	
	PhD Educational Psychology _ PHDEDPSYC					100%				
	Physician Assistant Studies _ MSHSCPA	0%	30%	6%	2%	21%		0%	40%	
	School Psy 3 year MS EDS _ SCPSYMSEDS		44%	11%					44%	
	School Psychology _ PSYDSCP		44%						56%	
	School Psychology (MS) _ MSSCPHY			13%			50%		38%	
	South Georgia	Biomedical Science _ MSBMSCI		40%	17%	7%	20%			17%
		Osteopathic Medicine _ DOOSTEO	0%	39%	8%	2%	23%	0%	0%	28%



2020-2021 STUDENT ENROLLMENT INFORMATION (ALL PROGRAMS)

ETHNICITY

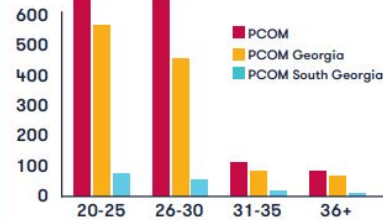


GENDER

MALE
 634 PCOM
 472 PCOM GEORGIA
 64 PCOM SOUTH GEORGIA

FEMALE
 1,154 PCOM
 743 PCOM GEORGIA
 67 PCOM SOUTH GEORGIA

AVERAGE AGE





Review/Revise Admissions Process

- Create a contemporary definition of URM for the purpose of admissions that is based on available, up-to-date regional and state demographic information
 - Utilize a holistic admissions review process to minimize bias, focusing on non-cognitive skills and the applicant's journey alongside applicant metrics
 - Created a Pathway Prioritization Team: One PCOM





Increase outreach

- Increase admission of Black and other URiM students
 - Current application pool
 - Pathway programs (cultivate interest , readiness, and mentoring)
 - Affiliation agreements
- Expand Pathway programs at the secondary and undergraduate educational levels through affiliations with minority serving institutions and historically black colleges and universities (HBCUs)
 - 2 Affiliations per year over the 5 year strategic plan



Establish recruitment best practices

- Provide a space for affinity groups to speak with applicants, (i.e. provide a space for URM applicants to speak specifically with URM students on interview day)
 - Admissions Ambassadors
 - Student National Medical Association (SMNA)
 - Current Students
- Offer more minority-based scholarships (not in lieu of the financial needs-based scholarships)
 - Diversity Scholar Physician Assistant Studies Scholarship for 2021



Create a coalition

The next phase:

The URM workgroup has developed committees supporting each of the charges of the PCRJ. The real work now begins...

Defining the URM

URM Scholarships

Recruitment/ Affiliation Agreements/Pathway
Programs



Create a coalition- next steps

Admissions events/affinity student participation

Documenting our progress (reporting)

