Designing Optimal Recruitment & Selection for a Menu of LICs

Anne Pereira, MD, MPH
Kathleen Brooks, MD, MBA
Nacide Ercan-Fang, MD
Patricia Hobday, MD
University of Minnesota Medical School
University of Minnesota Medical School
University of MN Setting

- Years 1&2: 2 campuses
- 230 students
- 45 year old rural LIC RPAP, sites across MN
- 4 newer LICs in Mpls – St Paul MN metro area
<table>
<thead>
<tr>
<th>Mission</th>
<th>RPAP Rural Physician Associate Program</th>
<th>MetroPAP Metropolitan Physician Associate Program</th>
<th>EPAC Education in Pediatrics Across the Continuum</th>
<th>VALUE VA Longitudinal UME Education</th>
<th>HeLIX Hennepin Longitudinal Integrated Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mission</td>
<td>Rural medicine</td>
<td>Urban underserved</td>
<td>Competency-based education &amp; assessment</td>
<td>QI/PS</td>
<td>Health equity</td>
</tr>
<tr>
<td>Site</td>
<td>Statewide</td>
<td>Community practices</td>
<td>University-based</td>
<td>VAMC</td>
<td>Safety net teaching hospital</td>
</tr>
<tr>
<td># std</td>
<td>40</td>
<td>4</td>
<td>4</td>
<td>10</td>
<td>6</td>
</tr>
</tbody>
</table>
Challenges and Approaches

• Students wanting to apply to multiple programs
  – Synchronized application cycle
  – Collaboration in selection – concept of “match”

• Level of student interest
  – Consistent messaging from the medical school

• Matching into RPAP sites
Questions

• How do we recruit students to a wide variety of LICs and provide advising support to help them make the best choice for their career goals?

• How do we manage multiple program applications (the right thing for student choice) and the site specific matching within RPAP?