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# University of Washington School of Medicine

## SB 5228 Report 2023

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In 2021, the Washington State Legislature enacted a law addressing disproportionate health outcomes by building a foundation of equity in medical training. Pursuant to [RCW 28B.10.699](#), UW School of Medicine has developed the following goal.

*Goal: The University of Washington School of Medicine will strive to produce graduates that reflect the diverse population of the state of Washington with a special focus on populations that are underrepresented in the medical profession.*

Method: The School of Medicine deploys a series of strategies to meet this goal. Activities, programs, and events related to these strategies in 2023 include:

### I. Targeted education and outreach

- A. To premedical advisors
  - 1. Bi-annual Premedical Advisors Conference – Admissions hosted virtual event, August 2023. Total attendees: 62 live, 42 viewed asynchronously.
  - 2. Up-to-date listserv to share updates – routinely updated, shared information regarding events and relevant changes to admissions requirements/process in messages sent in 2023. Currently reaches more than 450 people.
- B. To premedical students/families
  - 1. [Center for Workforce Inclusion and Healthcare System Equity \(WIHSE\)](#) - The center for Workforce Inclusion and Healthcare System Equity (WIHSE) is a program within the Office of Health Care Equity (OHCE). The goal of this program

is to increase diversity in the health professions by offering programming to Kindergarten to Postbaccalaureate students from underrepresented backgrounds.

- a) **Doctor for a Day (K-12):** The purpose of Doctor for a Day is to provide outreach to youth of color. Doctor for a Day events are centered on providing hands-on activities around a variety of themes: dermatology, cardiology, mental health, etc.
- UW Medicine's Doctor for a Day program introduced over 1,000 students from underrepresented backgrounds to healthcare careers through hands-on workshops and faculty interaction.
  - The Cambia Health Foundation grant supported hiring a student intern and expanded outreach, including a large event with 500+ high schoolers.
  - This program inspires and equips youth, fostering ecosystem development for a more diverse healthcare workforce. Over this year new partners were engaged including GEAR UP, a new subgroup of College Success Foundation, and a group from Yakima who have attended a Saturday programming. There have been consistently over 120 participants at events in 2023. A new middle school group from Highline school district was engaged for a weekday program that serves 41% Latinx students.
- b) **Dare to Dream Health Professions Academy (High School):** WIHSE partners with the UW Office of Minority Affairs and Diversity (OMAD) to offer a variety of activities across the health professions to high school migrant students in Washington state who are interested in health careers.
- For the fourth year in a row, UW collaborated with WSU to virtually introduce 30 students over 2 weeks to dentistry, nursing, medical laboratory sciences, pharmacy, social work, genetics, physical and occupational therapy and prosthetics, and public health.
  - Included LMSA as panelist and as hands-on activity for students. A current 4th year medical student, served as their keynote speaker.
- c) **UDOC (High School):** Students are introduced to a variety of health professions through hands on activities. Some of the students also joined SHPEP students on a trip to Mount Rainier.
- Second year of the re-imagined program. Students resided in the dorms for 3 weeks.

- Forged partnerships with new faculty such as sleep medicine and strengthened our relationship with research, so students were introduced to these opportunities as well.
- Able to get students two shadowing experiences with UW Primary Care over the 3-week period.
- Had one student from prior year indicate he was planning to apply to SHPEP.

d) **SHPEP (College):** One of OHCE's largest commitments is managing the Summer Health Professions Education Program (SHPEP.) SHPEP's goal is to strengthen the academic proficiency and career development of students underrepresented in the health professions and prepare them for a successful application and matriculation to health professions schools. The program continues to work with a regional advisory board to assist with recruitment and programmatic review.

- Enrollment: Met or exceeded all enrollment expectations for students from the Pacific/Rocky Mountain Region, community and technical colleges, and underrepresented minority groups.
- Academics: Successfully implemented a "Learn to Learn" model, integrating study skills and self-management strategies into the curriculum. Received positive feedback on teaching excellence and Khan Academy materials used in flipped classrooms.
- Provided focused workshops for medicine, dentistry, and public health tracks, including personal statement guidance, interviewing tips, and knowledge from the field.
- Service Learning: Reintroduced a service-learning project, allowing students to develop a myriad of skills including developing a project proposal, engaging, and collaborating with community partners (e.g., health center kitchen reopening, video PSA development) and creating and presenting a poster.
- 3,526 students have participated in UW SHPEP since 1989, with 1010 going on to medical school and 47 to UW School of Dentistry.
- New partnerships are being forged with high school programs and the UW Center for Indigenous Health to enhance the ecosystem for future healthcare professionals from underrepresented backgrounds.

e) **AFERM (Medical School Applicants):** The Alliance for Equal Representation in Medicine is a group of students and faculty at UWSOM dedicated to increasing diversity in medical education with the purpose of graduating representative physicians for all patients and communities.

AFERM coordinates two distinct programs – Mock Interview Program provides mock interviews and coaching for underrepresented or disadvantaged applicants invited to interview at UWSOM. Mentorship Program provides longitudinal mentorship for premedical or post-bac students in the greater Seattle area by pairing them with medical student mentors and offering networking events and workshops. The Spokane Foundations site (Gonzaga campus) has an AFERM group in addition to the Seattle-based site, which reaches out Montana applicants as well. In 2023, 280 interviewing applicants were invited to participate in AFERM activities.

2. Public presentations and opportunities hosted by Admissions Team
  - a) **Admissions advice sessions**
    - *Advice from Admissions* - May 2023 (webinar)
    - *E24 Essentials* - May 2023 (webinar)
    - *Admissions 101 - December 2023* (webinar)
  - b) **Inside Admissions** Session (co-host with UW Alumni) - February 2023 – 584 RSVP (Webinar)
  - c) **Pre-Medical Advisors Conference** – August 2023 (Webinar) – 62 live viewers, 42 recording views
  - d) **Admissions drop-in sessions** – 45 appointments scheduled in 2023
  
3. Admissions staff/dean attendance/presentation/provide supportive materials at premedical conferences/workshops/summits
  - a) UW Multicultural Association of Pre-Health Students (MAPS) presentation – February 2023
  - b) UW Native American Student Day – March 2023
  - c) AAMC Virtual Medical School Fair – March 2023
  - d) OHSU/UW/WSU/UC Davis American Indian/Alaska Native Premedical Workshop – April 2023
  - e) UW Community College Advising Conference presentation/Fair – April 2023
  - f) Odessa Brown Children’s Clinic Grand Rounds panel presentation – April 2023
  - g) Gonzaga Pre-Health Admissions Panel – May 2023
  - h) UW-Bothell Pre-Med Club Virtual Pre-Health Conference – May 2023
  - i) Bellevue College Careers Club presentation – May 2023
  - j) Asian American Panel Discussion – May 2022
  - k) UW-Tacoma Admissions presentation – May 2022
  - l) Summer Health Professions Education Program: Academic Preparedness – June 2023
  - m) INSIGHT presentation – June 2023
  - n) WSU RISE (Re-Imagine Indians into Medicine) Summer Academy presentation – June 2023
  - o) UW-Tacoma Biomedical Sciences Senior Seminar presentation – July 2023
  - p) AAIP (Association of American Indian Physicians)/ANAMS (Association of Native American Medical Students) – Annual Meeting and National

- Conference Tabling with UWSOM Center for Indigenous Health – September 2023
- q) Women in Medicine National Conference presentation (*LGBTQ+ in Medical School Enrollment*) – August 2023
- r) AAMC (Association of American Medical Colleges) Virtual Medical School Fair - Oct 2023
- s) AISES (American Indian Science and Engineering Society) National Conference – October 2023
  - Walking Tour Guide of UWSOM – Gonzaga campus
  - Conference tabling with Center for Indigenous Health
  - Conference panel presentation (*Getting American Indian/Alaska Natives into and Through Medical School*)
- t) UW-Tacoma Biomedical Sciences Senior Seminar presentation – October 2023
- u) AAMC Annual Meeting-*Diversifying the Next Generation of Doctors* presentation (*Admissions Unveiled: What you Need to Know, 2 sessions*) – November 2023
- v) AAMC Annual Meeting: *Diversifying the Next Generation of Doctors* Platinum co-sponsor with OHCE - tabling (included tables for Doctor for a Day, Office of Health Care Equity and UWSOM Admissions)
- w) AMA (American Medical Association) Interim Meeting panel presentation (*Diversity in MedEd-Pathway Program Success: Experiences of Native Americans/Alaska Natives*) – November 2023
- x) UW-Tacoma MAPS/Cedar Circle Presentation – December 2023

4. Center for Indigenous Health: the UW School of Medicine received funding from the Washington State Legislature to establish a new Center for Indigenous Health (CIH). With leadership from Dr. Jason Deen and Millie Kennedy, who are also part of the Office of Healthcare Equity (OHCE), the center focuses on increasing the number of Indigenous American physicians through programs that inspire K-12 and college level Indigenous students to pursue a career in medicine and by fostering a supportive community for Indigenous students, trainees, and faculty within the School of Medicine. The CIH is homed in the UW Department of Pediatrics.

- a) Goals:
  - Increase the number of Indigenous students trained by UWSOM.
  - Bolster support for current Indigenous medical students, residents, and fellows to ensure their success while fostering a sense of community and belonging at UW Medicine.
  - Grow a multi-tiered support system for current Indigenous faculty at UW Medicine to guarantee academic progression in their respective academic tracks.
- b) Outreach:
  - AAIP (Association of American Indian Physicians) Annual Meeting and Health Conference, September 2023
    - Conference Tabling
    - Student Poster Presentation support
    - Student conference attendance support

- AISES (American Indian Science and Engineering Society) National Conference, October 2023
    - Conference tabling
    - Sponsored/assisted in coordinating walking tour of UWSOM-Gonzaga Campus
    - Conference panel presentation – Faculty/Students
  - Chief Sealth High School, Seattle, October 2023
- c) Sample of ongoing initiatives:
- Increased number of Native premedical students followed by the Center from 8 to 50.
  - Small research grants: Dr. Reya Mokiao (assistant professor of Pediatrics) the first CIH small research grants awardee used CIH funds for a research needs assessment in the local NHPI community. These data were used to write her K award grant.

## II. Targeted Recruitment

- A. Lowering historical barriers to applying to medical school
1. Secondary Application fee waived during pandemic (entering class 2021, 2022) and waived for 2023, 2024.
  2. Virtual Interviews during pandemic (entering class 2021, 2022) and continuing in 2023, 2024.
- B. WIHSE Center recruitment efforts
1. [Medical Student Diversity Clerkships](#): The development of medical student diversity clerkships has emerged as a key strategy for increasing the diversity of residency and fellowship programs at the UWSOM. Diversity clerkships are funded opportunities for fourth year medical students from underrepresented groups to spend 4 weeks at the UW in a clerkship offered by the sponsoring department or division. Students are invited to apply and are selected for their likelihood of matching into the sponsoring program. In many cases, students successfully completing a diversity clerkship are highly ranked by the program. To date, the UWSOM offers over 14 diversity clerkships from some of the school's largest residency programs: Pediatrics, Internal Medicine, Surgery, Family Medicine, Radiology, Psychiatry and Behavioral Sciences, Emergency Medicine, and Infectious Departments invite between 2-5 students to participate annually. A Sub-Internship brochure detailing the specific programs is distributed to national medical schools and the LMSA and SNMA conferences.
  2. [UW NURF](#) (Residents/Fellows): The UW NURF (Network of Underrepresented Residents and Fellows) was established in 2010 as a resident retention and faculty pipeline program. NURF is co-sponsored by OHCE and the Office of Graduate Medical Education (GME) and supported administratively by OHCE. The aim is to promote cultural diversity in medicine through community involvement, mentorship, professional networking, cultural humility education, and recruitment of underrepresented minorities in medicine (URM). UWNURF collaborates with UWSOM medical students monthly to bring Doctor for a Day (DFAD) events to underrepresented middle and high school students in underrepresented communities and have started to offer mentoring

opportunities to medical students. UWNURF participants recruit at events including LMSA, SNMA and AAIP/ANAMS.

- a) Held successful Diversity Residency Recruitment Townhall with nearly 300 RSVPs.
- b) Attended the national AAIP/ANAMS and LMSA recruitment events.
- c) Held Diversity Discussion on “*Communication to Address Racism in Healthcare.*”
- d) Working with several high schools including Chief Sealth International School and another in Bellevue
- e) Co-sponsorship along with CMFA and student affinity groups networking events around heritage months to encourage community building among faculty, residents, fellows, and students.

3. [Committee for Minority Faculty Affairs \(CMFA\)](#): The Committee on Minority Faculty Advancement (CMFA) was established in 2011 by a group of minority faculty at the UWSOM with support from the Dean. This group of UW URM faculty and affinity members oversees multiple activities.

- a) Faculty development workshop.
- b) Awarded Dr. Ronald Kwon with the CMFA Minority Faculty Mentoring Award
- c) Co-sponsored with department support one faculty member’s attendance at AAMC Minority Faculty Leadership Development Seminar
- d) Co-sponsorship along with UWNURF and student affinity groups networking events around heritage months to encourage connections among faculty, residents, fellows, and students.

C. Admissions Support Program: This program was developed to improve support for underrepresented applicants throughout the pre-interview and decision-making phases of the admissions cycle. The program was founded by two students in the UWSOM Latino Medical Student Association (LMSA), with support from Office of Admissions and OHCE as part of our school’s efforts to increase diversity. Participation is voluntary and includes pairing with a current medical student for suggestions about interviewing, point of contact and support to answer questions.

D. Focused sessions and events during and around the *Second Look* event in March for accepted applicants were created and hosted by current medical students, programs, staff, and faculty including:

1. Breakout Session: Being BIPOC and/or Underrepresented in Medicine (Session 1 Session 2)
2. Breakout Session: Alliance for Equal Representation in Medicine (AFERM)
3. Breakout Session: Asian Pacific American Medical Student Association (APAMSA)
4. Breakout Session: UWSOM Association of Native American Medical Students (ANAMS)
5. Pathways – Underserved
6. Pre-Matriculation Program
7. Pathways - Indian Health
8. OHCE Pathways
9. Latinx Medical Student Association Meeting & Social
10. Chat with URiM Students

11. Meet & Greet with CMFA & NURF
12. UPREP

- E. Partner with Office of Health Care Equity to do outreach to accepted applicants: all accepted URiM applicants are contacted by URiM faculty for recruitment, community building.
- F. Student Affinity Group facilitation of events for accepted applicants: affinity groups are invited to host events around *Second Look* and *Campus Visit Days* on the Seattle and Regional campuses. Hosted an event also around orientation for Seattle Foundations BIPOC students.

### III. Student support/retention

- A. Financial Support
  1. Tuition Waivers: The UW Provost provides 5 Washington resident and 10 out-of-region (OOR) non-resident tuition waivers per year for UWSOM matriculants to incentivize highly desirable applicants who will bring unique diversity and experience to the class. For 2023, 10 Washington residents received ½ tuition waivers and 7 out-of-region applicants accepted tuition waivers. 11/17 waivers were awarded to URiM students. An additional 9 Washington residents were offered tuition waivers but declined their admissions offer to attend another medical school. Of those that matriculated elsewhere, 8 of 9 identified as underrepresented in medicine (URiM.) An additional 11 OOR applicants were offered non-resident tuition waivers that turned down this offer to matriculate elsewhere. Four identified as URiM.
  2. Incentive Scholarships: The admissions dean convenes a committee that works with [UW Medicine Advancement](#) to identify highly desirable candidates to receive scholarships available through generous gifts specifically designated for incentivizing such candidates. In 2023, 3 awards for \$20,000 annually up to 4 years and one award for \$7500 annually for up to 4 years were granted. All recipients identified as URiM. There was an additional one-time gift for a full-ride scholarship for 4 years which was awarded to a URiM student.
- B. Personal/Professional Development
  1. [CUSP \(Community-focused Urban Scholars Program\)](#): Community-focused Urban Scholars Program (CUSP) is a comprehensive approach to diversifying the UWSOM student population and addressing WWAMI's urban underserved physician workforce shortage through community-based medical school training. The goal is to develop a workforce of diverse physician leaders in under-resourced urban communities in the WWAMI region through a full circle program that fosters *and* supports qualified students through mentorship and professional development, population health training, service learning, and urban clinical experiences. CUSP aims to recruit students from urban underserved communities, train them in population health and health equity, tailor their clinical experiences for maximum exposure to urban underserved care, and send them back to Washington communities as physicians. Core to the mission is nurturing the talents of students from underrepresented backgrounds by



creating an ecosystem of support that offers mentorship, tailored programming, and professional development. CUSP admits 4 students per year into the Seattle cohort with a separate admissions process.

- a) CUSP graduates: 3
- b) CUSP faculty and staff along with CUSP 4th year students served on the UW School of Medicine Admissions Committee to interview incoming class applicants for CUSP.
- c) CUSP Program Faculty Director hired with start date of January 2, 2024.
- d) UWSOM Curriculum Committee approved CUSP as a formal program moving it from pilot to permanent, February 2023 (funding permitting).
- e) E-2023 class students (4) have a new UWSOM registration protocol system; all CUSP students moving forward will have priority in EVOS (new registration system) for all required rotations and potentially have preference for elective credits.

2. Affinity Groups active in 2023-24

- a) URiM (UnderRepresented in Medicine) – Gonzaga Campus
- b) QMed (Queer Medical Student Association)
- c) SEDI (Students for Equity, Diversity, and Inclusion) – Gonzaga Campus
- d) ANAMS (Association of Native American Medical Students)
- e) SNMA (Student National Medical Association)
- f) LMSA (Latino Medical Student Association)
- g) APAMSA (Asian/Pacific Islander Medical Student Association)
- h) TCDCIG (Trans & Gender-Diverse Care Interest Group)
- i) AFERM (Alliance for Equal Representation in Medicine)
- j) MSDCIA (Medical Students with Disabilities and/or Chronic Illnesses and their Allies)

3. Mentorship

- a) AFERM (The Alliance for Equal Representation in Medicine)
- b) Pathways Programs
- c) LGBTQ+ Health Equity Program (Mentorship Program)

4. New Assistant Dean for Equity and Medical Student Engagement: Hired and began in September 2023. The Assistant Dean reports to the Associate Dean for Student Affairs and works closely with the other academic affairs deans, regional deans, faculty mentors and the Office of HealthCare Equity to support medical student well-being from recruitment through graduation. The assistant dean for equity and medical student engagement is a 1.0 FTE position in the School of Medicine. A summary of key responsibilities of this position is outlined below.

- a) Develop and implement programs to support the success and wellness of underrepresented and disadvantaged medical students.
- b) Work with the Admissions Office and the Office of Healthcare Equity in the recruitment and retention of underrepresented and disadvantaged students.
- c) Actively engage with community members outside UWSOM across the WWAMI region in support of medical education.
- d) Provide oversight to medical student affinity groups.
- e) Work with regional campuses to develop and work with regional campuses' Equity, Diversity, and Inclusion (EDI) committees.

- f) Participate as an ex-officio member of the Student Progress Committee.
  - g) Work with College faculty in providing a supportive community for all medical students.
  - h) Oversee wellness activities for medical students across all regional campuses and all years of the medical student experience.
  - i) Work with Disability Resource Services to provide accommodations for medical students.
  - j) Actively participate in the Learning Environment Committee.
5. Center for Indigenous Health
- a) Student support for attending AAIP, September 2023
  - b) Support for UW Student Welcome Day at Intellectual House, September 2023
  - c) Support for Anatomy Lab Blessing Ceremony – Seattle campus, Fall 2023
  - d) Study space assigned specifically for Native UWSOM students in the RR wing of Health Sciences Building
  - e) Provided a budget to the Washington chapter of the Association of Native American Medical Students.
- C. Academic Support
1. Pre-Matriculation Program: The Office for Academic, Rural and Regional Affairs and the Office for Healthcare Equity sponsor a summer Pre-matriculation Program (PreMat) for entering first-year medical students in who have backgrounds underrepresented in medicine, identify as having a disadvantaged background and/or who have been away from an intensive academic program for two or more years. Held June 26-30, 2023, with 32 participants.
  2. [Pathways Programs](#): Recognizing that many students have a desire to work with underserved communities, the school has created several Pathways giving students the opportunity to pursue a particular interest and develop knowledge and skills specifically tailored to working with underserved communities domestically and abroad. Four of these are operated within the Office of Health Care Equity, the others are housed in various departments across the School of Medicine.
    - a) Indian Health Pathway – 11 graduates
    - b) Latinx Pathway – 8 graduates
    - c) LGBTQ Pathway – 12 graduates
    - d) Black Health Justice Pathway – admitted first class of 5 in 2022
    - e) Global Health Pathway – graduation information unavailable
    - f) Underserved Pathway – graduation information unavailable
    - g) Clinical and Translational Research Pathway – pilot starting with entering class 2023
    - h) Humanities and the Arts Pathway – pilot starting January 2020
    - i) Spokane Leadership Pathway – graduation information unavailable

#### **IV. Collaboration and communication among entities within the School of Medicine, UW medicine and the University of Washington**

- A. Recruitment from CMFA (Committee for Minority Faculty Advancement) and NURF (Network of Underrepresented Residents and Fellows) for Admissions Committee members.
- B. Admissions Committee training, process development and quality improvement regarding diversity, equity, inclusion.
  - 1. All-day retreat for Executive Committee (EXCOM), July 2023 including session on bias.
  - 2. Admission committee orientation including session on bias.
  - 3. Utilization of “Bias Breakers” from AAMC during every EXCOM meeting.
  - 4. Internal and external resources available to all committee members on protected committee website including topic such as implicit bias, equity, and anti-racism in health care, interrupting microaggressions, holistic review, and other Diversity/Equity/Inclusion topics.
- C. Tribal Liaison: The liaison strives to build and maintain strong relationships with Tribal governments, Urban Native communities, and other relevant communities, and does outreach to Native students at primary and secondary schools, Tribal colleges, and Universities. The liaison works within the Washington, Wyoming, Alaska, Montana, and Idaho region (WWAMI region), while also assisting with outreach for the WWAMI Foundational sites with the goal to increase American Indian and Alaska Native enrollment of students successfully into and through medical school. The liaison also supports various aspects of implementing the Indian Health Pathway working with the Program Director for Multicultural Education. In July 2023, with the establishment of the Center for Indigenous Health (CIH), the Tribal Liaison works in both Office of Healthcare Equity and the Department of Pediatrics.
- D. MSTP (Medical Student Training Program – MD/PhD) Partnership with HBCU, Howard University.
- E. Health Professions Recruitment Collaborative: Established in late 2016, this group of recruiters across the 6 health sciences schools meets monthly to talk about upcoming recruitment efforts on and off campus. Monthly guest speakers present information about their programs with the goal of finding areas of collaboration. Materials have been developed and distributed widely for high school students and early college students with enthusiastic support from Admissions, OMAD and community colleges. Strong ties have been developed with the UW pre-health advisers as well as WWAMI wide undergraduate programs. Because of the pandemic, this group began to offer monthly informational sessions that have been attended by high school and undergraduate students as well as advisers. The team has provided informational sessions for UW Dawg Daze, Husky Preview Days, Admitted Student Preview Fairs and Transfer Days. Information is annually presented about the health professions at the UW Community College Conference. The group was also responsible for finding students and providers who could speak to middle and high school students who attended the virtual Sound Careers in Healthcare, a collaborative effort with HILT, WABS, AHEC and others. This program alone reached over 300 students. Outreach efforts reach over 10,000 students annually.

- F. Restorative Practices: UW Medicine seeks to embrace restorative practices (RP) and processes for our faculty, staff, trainees, and students as a way of community building within groups, across groups, and between individuals throughout our system. We continue our work to build community by offering Restorative Justice (RJ) facilitator training and continue to engage where needed for harm reduction. Given our commitment to developing an RP mindset for UW Medicine, in 2023, a formal steering committee was launched to explore the creation of a Center for Restorative Practices at UW Medicine.
1. Restorative Justice (RJ) facilitator training has been completed for 42 facilitators.
  2. We have been involved in over several number of community building sessions.
  3. The office has offered RJ circles for the second group of incoming medical students to introduce education about race, racism in medicine, equity, and diversity using the book Fatal Invention. Sessions were held and books provided for all WWAMI students.
- G. **[The Latino Center for Health](#)**: Established in 2014, the Latino Center for Health (LCH) is a state-funded interdisciplinary research center at the University of Washington. The center conducts community-engaged research through capacity building and authentic partnerships with community stakeholders to promote the health and well-being of Latinx communities throughout Washington State. The LCH also is investing in nurturing a culturally and linguistically responsive healthcare workforce that reflecting the diversity of Latinx communities in our state. To this end, the LCH collaborates with other state educational institutions and entities to promote the health professions to Latinx youth, offers scholarships for health professions students committed to improving the health of Latinx communities in our state, and offers internship and practicum experiences for UW health professions students interested in serving Latinx communities. The center is co-directed by Gino Aisenberg, PhD, MSW (School of Social Work) and Leo Morales, MD, PhD (School of Medicine).
- H. Native American Health Endowed Professorship: Recruitment and selection of the Inaugural Endowed Professor of Native American Health occurred in 2023. The new professorship was made possible by a generous gift from an anonymous donor to the Department of Family Medicine at UWSOM. The purpose of the endowment is to provide resources to support protected time (0.1 to 0.15 FTE) or funding for important activities associated with the Endowed Professorship for Native American Health. This protected time will focus on research, patient care, academic administration, or healthcare education that aims to enhance healthcare for Native American and Alaskan Native communities regionally and nationally. The successful candidate demonstrates expertise in Native American/Alaska Native health education or research. They are expected to assume the position in early 2024.