

# Designing Optimal Recruitment & Selection for a Menu of LICs

Anne Pereira, MD, MPH

Kathleen Brooks, MD, MBA

Nacide Ercan-Fang, MD

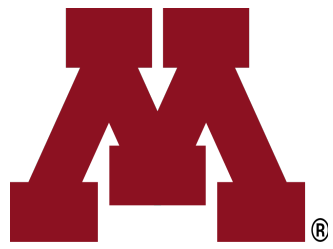
Patricia Hobday, MD

University of Minnesota Medical School



UNIVERSITY OF MINNESOTA

Driven to Discover<sup>SM</sup>



# University of Minnesota Medical School



SOTA

SM

# 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



	<b>RPAP</b> Rural Physician Associate Program	<b>MetroPAP</b> Metropolitan Physician Associate Program	<b>EPAC</b> Education in Pediatrics Across the Continuum	<b>VALUE</b> VA Longitudinal UME Education	<b>HeLIX</b> Hennepin Longitudinal Integrated Experience
<b>Mission</b>	Rural medicine	Urban underserved	Competency -based education & assessment	QI/PS	Health equity
<b>Site</b>	Statewide	Community practices	University- based	VAMC	Safety net teaching hospital
<b># std</b>	40	4	4	10	6
<b>Start</b>	Early 1970s	2010	2015	2015	2017



# 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?

