DIVERSITY AND INCLUSION
Drivers of excellence and innovation

The Ohio State University
College of Medicine
Ohio State is creating the future of medicine through . . .

A COMMITMENT TO DIVERSITY

Our Diversity Mission
The mission of The Ohio State University Wexner Medical Center is to improve people’s lives through innovation in research, education and patient care. Diversity is central to the academic medical center mission and serves as a driver of institutional excellence.

We celebrate and learn from our diversity, and we value individual differences. We see diversity as the uniqueness each of us brings to achieving our shared mission and goals. We recognize and value the different perspectives, characteristics, experiences and attributes of each individual in creating an environment where we thrive on and benefit from our differences. A diverse culture optimizes the ability of Ohio State’s Wexner Medical Center to provide innovative and evidence-based health care personalized for each individual by supporting a greater understanding and appreciation for each individual’s genetic makeup, behavior, experience and beliefs.

Our Diversity Vision
Diversity optimizes educational outcomes for healthcare professionals, trainees, researchers and patients at Ohio State’s Wexner Medical Center, and supports the academic medical center mission. The education component of this mission has adopted a vision of transforming health care by educating leaders for the health professions. The key strategies used to accomplish this vision are fostering curricular innovation to develop measurably excellent health professionals, enhancing the culture of humanism and professionalism to support relationship-centered care and rewarding teaching excellence to ensure that the students who graduate from The Ohio State University College of Medicine are capable of meeting the healthcare, wellness and biomedical research needs of a diverse community. We recognize diversity as relating to race, ethnicity, socioeconomic status, sex, gender identity, sexual orientation and disability.

“Ohio State is a vibrant and diverse university. We must lead our colleagues in exemplifying what it means to be an inclusive university in the 21st century, a place where diversity is a defining characteristic and source of strength. Our universities — of all places — must welcome and celebrate all individuals, regardless of race, class, culture, orientation or identity. The Ohio State University must be a leading light along the long arc toward greater inclusion, justice and understanding for all of our brothers and sisters. Our current aspiration is to widen the sphere of our impact, to be inclusive and expansive, as we move forward toward a bright and more perfect horizon.”

— Michael V. Drake, MD
President, The Ohio State University

On the cover: OSU medical students at the annual White Coat Ceremony.
A MESSAGE FROM ADMISSIONS

We strive for a diverse student body at The Ohio State University College of Medicine for several reasons. We believe that to produce leaders in the medical profession, we must graduate physicians who are prepared to care for all of the world’s citizens. Diverse communities will benefit from cutting-edge research when physician scientists come from a variety of backgrounds. Finally, we firmly believe that one tactic to eliminate healthcare disparities is to educate a diverse physician workforce. Come join us. We look forward to receiving your application.

Quinn Capers IV, MD
Associate Dean for Admissions
The Ohio State University
College of Medicine

Georgia Paletta, MA
Director of Admissions
The Ohio State University
College of Medicine

“Because we value diversity as a driver for excellence in the medical profession, we recruit heavily across the nation and devote significant energy to increasing the number of young minority students in the pre-med pipeline. Our review of medical school applications follows a holistic approach, ensuring that we matriculate not only brilliant doctors, but physicians who are compassionate and open-minded and who approach complex problems with creative solutions.”

— Dr. Quinn Capers, IV (3rd from left), interventional cardiologist and Associate Dean for Admissions in the College of Medicine.
## 2016 Entering Class Profile

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At The Ohio State University College of Medicine, we believe a diverse population enriches the educational experience of all our students and trainees, and we know that clinicians from groups underrepresented in medicine and biomedical sciences are key healthcare providers for our nation’s underserved population.

Out of a class size of 199, fifty-one students (or 26 percent) who are underrepresented in medicine (URM) matriculated into the entering class of 2016. One hundred seven (or 54 percent) of the class are women. The student entrants come from 27 different states and provinces across the United States. They represent 86 different academic institutions and 75 different majors.

“At Ohio State, we believe that a diverse population enriches the educational experience of all of our students and trainees, and we know that clinicians from groups underrepresented in medicine and biomedical sciences are key health care providers for our nation’s underserved population. It’s important for students to become culturally competent in order to provide better care for these varied populations and to help eliminate health disparities.”

— Leon McDougle, MD, MPH
Chief Diversity Officer,
The Ohio State University Wexner Medical Center
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**CURRICULAR INNOVATION**

**Curriculum Overview**

The Lead.Serve.Inspire. (LSI) curriculum takes a holistic, “systems” approach to human biology and fully integrates basic science learned in the classroom with clinical science applied in the clinical setting. Offered in a competency-based framework, the program ensures that our students are prepared to provide the best possible health care to an ever-growing and diverse population.

As an Ohio State medical student, you will gain hands-on experience early in the program through longitudinal, practice-based, clinical service where you can apply classroom knowledge to actual patient situations longitudinally over the course of the program. In week nine and transitioning into Part 2 of the program, you will be practicing in a clinic, attending one day every other week for 16 to 18 months and becoming a vital member of the healthcare team, getting to know our doctors, nursing staff and technicians and regarding their patients as your own.

In system’s-approach learning blocks, you will study not only the anatomy of the human body, but how the anatomy functions within the system, the associated pathological expressions, and their diagnosis and treatment, while seeing patients with those same disorders. A team-based environment, emphasizing self-directed learning with multiple assessment methods, provides you with individualized learning opportunities while producing standardized outcomes. Case discussions held in small learning groups also help to integrate core foundational concepts into clinical reasons, patient care and patient management.

**Hallmarks of the LSI Curriculum**

- Three-part curriculum that takes four years to finish
- Fully integrated basic and clinical sciences
- Early longitudinal practice based clinical service allowing students to apply classroom knowledge to real patients
- Self-directed learning with multiple assessment methods to provide individualized learning with standardized outcomes
- Faculty coaching to support strong clinical skills
- Project work that requires critical thinking and synthesis
- Clinical problem solving in a team-based environment

**Integrated Education Experience**

A cornerstone of the LSI curriculum is the integration of foundational science with early clinical experience in the student’s first year. Anatomy is integrated throughout the curriculum so students acquire regional anatomical knowledge associated with the foundational science concepts they are learning. Competency-based assessment allows students to master concepts before moving to the next component.

Early in the first eighteen months of the curriculum, Ohio State medical students begin learning about various body system disorders, including bone and muscle, neurological, cardiopulmonary, gastrointestinal, renal, endocrine and reproductive disorders, and they begin seeing patients with these disorders in clinical practice. This type of longitudinal practice reinforces understanding of the foundational concepts while integrating procedure-based training, history-taking and physical examination.

Case discussions held in small learning groups also help to integrate core foundational concepts into clinical reasoning, patient care and patient management.

Emphasis is placed on how future physicians work in complex systems of care and advocate for their patients within those systems. Students will be providing care in the field early in their studies and will be expected to think critically and to assert scientific-based inquiries during classroom and clinical experiences. Faculty guided self-assessment and reflection dovetail with critical thinking as another tenet of the LSI curriculum.

**Primary Care Track (OSU-PCT)**

For students interested in a career in family practice, Ohio State College of Medicine Primary Care Track (OSU-PCT) offers a three-year family medicine residency curriculum culminating in the MD degree. Students graduating from the OSU-PCT will be offered acceptance into the OSU Family Medicine Residency Program.

**Program Benefits**

- An accelerated curriculum leading to the MD degree in three years
- Core curricular objectives identical to the college’s four-year track, the Lead.Serve.Inspire. curriculum
- Scholarship covering 50 percent of in-state tuition all three years
- Progression into the OSU Family Medicine Residency Program
- Completion of medical school and residency training in Family Medicine in six years

Quarterly meeting of the African American Male Mentoring Roundtable of attending physicians and medical students

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“Diversity in people drives diversity in ideas, which are integral to the success of research endeavors and research training programs. The OSU COM offers a range of research education and training programs to recruit, train, mentor and sustain underrepresented groups in the biomedical science workforce. As stated by NIH Director, Francis S. Collins, MD, PhD, “The biomedical research enterprise must engage all sectors of the population in order to solve the most complex biological problems and discover innovative new ways to improve human health.” The importance of this goal to diversify the biomedical science workforce is reflected by funding priorities and NIH initiatives which are part of the “Enhancing the Diversity of the NIH-funded Workforce” program. https://commonfund.nih.gov/diversity/index.

— Ginny L. Bumgardner, MD, PhD
Associate Dean for Research Education
The Ohio State University College of Medicine
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A SUPPORTIVE LEARNING ENVIRONMENT

The College’s Office for Diversity and Inclusion (ODI) supports the needs and interests of students from groups who are traditionally underrepresented in medicine (URM) and traditionally underserved in the biomedical sciences. The goal of the ODI is to help qualified students from all backgrounds to realize their dreams of becoming physicians while making their medical school experiences personally and professionally rewarding.

ODI offers academic and career counseling, student advocacy and assistance with scholarships and grants for which students may be eligible. The office also supports educational experiences which promote personal growth and cultural sensitivity, such as assisting with travel expenses to professional conferences and matching students with mentors who are compatible with their individual professional goals and unique cultural backgrounds.

The office oversees the college’s pipeline programs to encourage greater diversity in medical school. One such program is the Medical Careers Pathway (MEDPATH) Post Baccalaureate Program, a one-year program aimed at increasing the number of underrepresented minorities and students from socioeconomically disadvantaged backgrounds who enter medical school. DISCOVERY PREP, a Post-Baccalaureate Research Education Program funded through the National Institutes of Health (NIH), aims to increase the number of PhD graduates who are underrepresented in the biomedical sciences. The Summer Undergraduate Course Creating Excellence in Scientific Study (SUCCESS) seeks to enhance and foster diversity among MD/PhD (Medical Scientist Training Program) students. In addition, the underrepresented in medicine Visiting Student Program for Medical Students provides a scholarship for underrepresented medical students to perform visiting rotations at the many facilities within, or partnering with, the Wexner Medical Center and The Ohio State University College of Medicine.

A vital component of the Office for Diversity and Inclusion, the College of Medicine’s Area Health Education Center (AHEC) Region Va, receives funding from the Ohio Legislature to increase the availability of healthcare professionals and improve access to quality health care in Ohio. The mission is accomplished through academic and community collaboration, by emphasizing primary care and by focusing on underserved areas. While working collaboratively on many state-wide initiatives, each AHEC Region in Ohio has developed unique programs to carry out the mission of improving health care in the communities served. Featured Region Va AHEC initiatives include the Clear Health Communication, Community-based Teaching and AHEC Grant programs. While working collaboratively on many state-wide initiatives, each AHEC Region in Ohio has developed unique programs to carry out the mission of improving health care in the communities served.

Other programs supported by the ODI include the Clotiude Dent Bowen, MD, Diversity Lecture Series, Mentoring in Medicine High School Exposition Day, Healthcare Education Alternatives Learning Series (HEALS), Exploration in Medicine Seminar Series, Mornings at ODI, and the annual Office for Diversity and Inclusion Graduate Celebration event in the spring.

The college’s annual MD Camp program allows high school students and recent high school graduates to sample medical school life through a three-week summer camp program on Ohio State’s health sciences campus. MD Camp strives to inspire students to pursue a career in medicine by challenging them intellectually, facilitating their academic and social development and increasing their awareness of the special needs of underserved populations.

Ohio State sponsors more than 100 medical student groups, offering its members numerous educational, social and volunteer opportunities. Organizations such as the Network of Underrepresented Residents and Fellows (NURF), the Ohio State chapter of the Student National Medical Association (SNMA), Aprovechando Salud y Educacion (Embracing Health and Education), and the Asian Pacific American Medical Student Association (APAMSA) assist communities by providing medical education and health screenings. The Office for Diversity and Inclusion provides support to these and other URM groups, including co-sponsoring SNMA’s annual Making It to Medical School 101 Pre-Med conference. For a list of medical student organizations, visit medicine.osu.edu/students/life/organizations.

African American women surgeons/surgery residents at OSU

“The importance of diversity and inclusion is significant, I believe, now more than ever. We are all living in a global society where what we do and say has an impact on others. Embracing and understanding differences as they relate to one’s abilities, sexual orientation, gender identity and expression, culture, ethnicity, socioeconomic and educational experiences, to name a few, go a long way toward peace and harmony that sometimes eludes our global, national and local communities.”

— Valerie Blackwell-Truitt, MS Director, Office for Diversity and Inclusion
COMMUNITY SERVICE

As a medical student at Ohio State, you will develop the competence to provide outstanding care to diverse patient populations. In the clinical setting, you will encounter patients who are from urban or rural areas, who are wealthy, poor, young, elderly, Christian, Hindu, Jewish or Muslim. You might see patients from developing countries and various ethnic groups, patients who do not speak English or who are part of a non-traditional family. Or you might practice in clinics that serve Latino/a or Asian patients, in retirement centers that serve geriatric patients, veterans in a homeless shelter, or at Ohio State’s University Hospital East, which is located in a local underserved area.

Columbus Free Clinic

The Columbus Free Clinic, which provides free health care to more than 1,200 underserved patients in the University neighborhood each year, is run by Ohio State medical students and supervised by volunteer Ohio State physicians. It has been providing free medical services for more than 20 years. The patient population served by the clinic is diverse, consisting of uninsured patients who come to the clinic for routine medical care, patients who are seeking a job or starting school and need a physical exam, and patients who are underinsured for the medical services or medications they need.

Other Clinics

La Clinica Latina is a free, full-service health clinic for Spanish-speaking individuals. It provides ongoing health care, including gynecological care for women. The Asian Health Initiative Free Clinic serves the needs of the Asian community through ongoing health care. The Physicians Care Connection Free Clinic, an affiliated organization of the Columbus Medical Association, is the largest provider of free episodic and specialty health care in Franklin County. Serving the Muslim community is the Noor Community Clinic, which provides health education services, routine medical care and physical examinations, treatment for non-emergency illnesses, screenings for diabetes mellitus, high blood pressure and STDs, as well as health education services.

PACT and the Health Sciences Academies

Under the Partners Achieving Community Transformation (PACT) program, Ohio State joins the City of Columbus, the Columbus Metropolitan Housing Authority (CMHA) and Near East Side Columbus stakeholders to create a healthy, financially and environmentally sustainable community where residents have access to safe and affordable housing, quality health care and education, and employment opportunities in the area.

One of the PACT programs, the Health Sciences Academies (HSA) addresses the shortage of physicians serving underrepresented communities by encouraging students residing in these communities to consider a career in medicine. The HSA aims to increase the academic performance of students who reside on the Near East Side of Columbus, as well as to increase student interest and achievement in the health sciences or other occupations within the healthcare industries (e.g., office/clerical, marketing and community relations). The program serves students at East High, Champion Middle, Boeotia Park, East Columbus, Eastgate, Ohio Avenue and Trevitt Elementary Schools by developing pathways to careers that provide services to residents of the PACT neighborhood.

“Hands-on” experience in the clinic

Wendy Anderson-Willis, MD, is an associate professor of pediatrics at Ohio State and a practicing physician at Nationwide Children’s Hospital providing primary care services to children living in Columbus’ Near East Side, as well as other underserved areas in the city. Her goal as a physician who once attended Champion Middle School is to serve as a mentor to students at Champion Middle and East High School. She is building relationships with students and parents, acknowledging students’ potential for careers in medicine and connecting students to shadowing, research, and employment opportunities at OSU and Nationwide Children’s Hospital. Dr. Anderson believes that HSA “creates opportunities to support students’ dreams early on, when ‘in person’ inspiration can change the trajectories of their lives.”
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EXTRACURRICULAR ACTIVITIES
Ohio State University Medical Student Organizations

The Ohio State University College of Medicine sponsors a variety of student organizations that promote activities from networking to volunteering to simple good fellowship. Among those geared toward diverse groups are the following:

- Student National Medical Association
- Aprovechando Salud y Educacion (Embracing Health and Education)
- LGBTQ+ & Allies
- Latino Medical Student Association at The Ohio State University Wexner Medical Center
- Asian Pacific American Medical Student Association
- Jewish Medical Student Interest Group
- Islamic Professional Student Association
- Physicians for Human Rights
- Women in Medicine

View the entire list at medicine.osu.edu/students/life/organizations/pages/index.aspx.

“Ohio State’s commitment to creating a culturally competent and inclusive environment is deliberate and purposeful. In partnership with our colleagues in the Department of Spanish and Portuguese, we designed and implemented the Advanced Competency Course in Latino Health, a unique program designed to train students in recognizing and addressing the unique healthcare needs of the Latino community.

The combination of novel curricular innovations, responsive to the needs of the population we serve, and the interactions with a heterogeneous cadre of students and faculty truly set the tone of the institution. Being part of this diverse learning environment ultimately forges not just excellent physicians, but also outstanding citizens.”

Alejandro Diaz, MD
Assistant Professor of Clinical Medicine
The Ohio State University College of Medicine

A STRONG ALUMNI NETWORK

The Ohio State University College of Medicine alumni network consists of more than 14,000 individuals who live and practice in every county of the state, in every state in the union and in more than 100 countries in the world. When students become members of Ohio State’s College of Medicine community, they join a proud family of physicians who make a difference in people’s lives through cutting edge advances in research, patient care and education.

The Ohio State University College of Medicine Alumni Affairs Office promotes fellowship among alumni and sponsors events and programs that support the educational mission of the college. Medical students interact and engage with College of Medicine alumni through student-alumni events such as alumni receptions, professional development presentations, sporting events and more.

Ranking among the college’s most honored alumnus is Clotilde Dent Bowen, MD ’47, the first African-American female to graduate from The Ohio State University College of Medicine. Dr. Bowen was the first black female physician in the United States Army, the first black woman to attain the rank of colonel, the first to command a military hospital clinic and the first to be named chief of psychiatry in two Veterans Administration hospitals and two Army medical centers. She was awarded the Bronze Star and the Legion of Merit in 1971 for her work in establishing drug treatment centers and for her efforts in lessening racial conflicts in the military during the Vietnam War. In 1974, she was awarded the Meritorious Service Medal.

The Office for Diversity and Inclusion and the Office of Alumni Affairs welcomed Philip Zazove, MD, as the 2016 Clotilde Dent Bowen, MD, Diversity Lecturer, Professor and Chair of the Department of Family Medicine at the University of Michigan School of Medicine. Dr. Zazove presented a talk entitled “Cultivating a Culture of Inclusion: Keys to Improving Access to Medical Careers for People with Disabilities.” The Clotilde Dent Bowen, MD, Woman Of Excellence Awards were presented to the 2016 winners, medical student Adriana Giuliani and Amenze Osa, MD.
ABOUT COLUMBUS

Columbus, Ohio is the fifteenth largest city in the U.S., with a metropolitan population of over 2 million people. More than 30 percent of the population represents people of color. Columbus has been cited as one of the top ten cities for African-Americans in the US (#1 for African-American families); Columbus’ Somali community is the second largest in the U.S. Accordingly, Columbus offers a diverse range of cultural and artistic events, sports, restaurants, festivals and more—all within close proximity to The Ohio State University campus.

For those interested in music and dance, the Columbus Symphony Orchestra, Pro Musica Chamber Orchestra, BalletMet, and Opera/Columbus are regionally renowned. Art lovers will appreciate the collections and exhibits displayed at Ohio State’s Wexner Center for the Arts, the Columbus Museum of Art, and galleries in several Columbus arts districts, including the Gateway and Short North, which also feature specialty boutiques, antiques shops and eateries located in the University district. The Short North is one of Columbus’s historic neighborhoods, which also includes German Village, Victorian Village, Italian Village and Old Town East. Annual neighborhood festivities include Oktoberfest in German Village, Irish Festival in Dublin and the Jazz and Rib Fest in downtown Columbus.

The Franklin Park Conservatory, Ohio’s Center of Science and Industry, the Lifestyle Communities Pavilion and the nation’s number one ranked Columbus Zoo offer additional leisure activities. Theater, popular music and nightclubs are also readily available. Columbus is known for its fine dining, craft beverages and eclectic food carts.

Now in its 72nd year, the Columbus International Festival celebrates cultural diversity by bringing global arts and crafts, ethnic foods, live performances, and more to central Ohioans.

Nature lovers have easy access to some of the most breathtaking parks and scenic rivers in the Midwest, offering hiking, camping, biking and boating activities. Nearby glacier-carved gorges, waterfalls and towering cliffs allow exploration of the area’s natural wonders, including Hocking Hills State Park, located just an hour away in the foothills of the Appalachian Mountains.

In addition to Ohio State Buckeyes football, sports fans can enjoy the NHL’s Columbus Blue Jackets, the Columbus Crew men’s professional soccer team and Columbus Clippers baseball. The PGA Memorial Golf Tournament is held annually at Jack Nicklaus’s world-class Muirfield Golf Course and each fall, thousands run the Columbus Marathon.