

Parkland – UTSW Health Equity Scholars Program

Roberto De La Cruz, EVP and Chief Clinical Officer, Parkland Hospital

Quinn Capers, IV, MD, Associate dean of Faculty Diversity, UTSW

This collaborative partnership between Parkland Hospital and UTSW has as its goal the recruitment and retention of outstanding new faculty for UTSW and Parkland who will spend a significant portion of their career caring for patients from underserved and disadvantaged communities and working to promote health equity. The partnership will provide support and training for talented faculty interested in this career path. The distinguishing aspects of the program are 1) that it will provide two years of protected time (20% FTE) for the faculty member to engage in a mentored health equity or community outreach project; and 2) that the faculty member will spend most of their time in direct clinical care of patients from underserved and disadvantaged populations. **It should be noted that unlike the other UTSW “Scholars” programs, the goal of this program is not to produce independent researchers, but to equip clinicians dedicated to serving disadvantaged populations with tools to perform community outreach projects and/or advance health equity that can be incorporated into their professional activities.**

Five new faculty members will be selected to participate in the program each year. Faculty members will receive salary support amounting to one day per week of protected time for a total of 24 months. This support will allow time for involvement in faculty development and mentored activities related to community outreach and health equity. The financial support will be split between Parkland and UTSW proportional to the percent of time the faculty member spends on each campus. For example, if the faculty member’s clinical time is divided equally between Parkland and the UTSW campus, Parkland and UTSW will split the support equally. If the faculty member’s clinical time is 75% at Parkland and 25% on the UTSW campus, Parkland will provide 75% of the support for the protected time with UTSW supplying the balance of the support. Likewise, if the faculty member spends 75% of their clinical time at UTSW and 25% at Parkland the support from the two entities will be proportional to the faculty member’s time. At the end of the 24-month period, it is expected that one of the following will occur: 1) the faculty member’s home department will continue to support approximately 20% of the faculty member’s time for projects advancing health equity; 2) the faculty member will obtain external support for this protected time; or 3) the faculty member will increase their direct clinical care proportionally.

At the end of the two year program, the scholar will complete a capstone project in which the scholar will present a synopsis regarding their completed research or quality improvement project, the relevance of their clinical practicum experience, and recommendations to improve health equity within the community. The Capstone project will be reviewed by the Health Equity Scholars Program Advisory Committee to affirm requirements have been met for completion of the program. This committee will also provide guidance to the scholars.

The Health Equity Scholars Program will operate with the participation and guidance of two committees:

1. A Health Equity Scholars Selection Committee will review nominations made by department chairs, division chiefs, or Center directors and make the final selections of the cohort of five

Health Equity Scholars per year. This committee will be composed of senior administrators and faculty leaders experienced in faculty development, clinical care of underserved populations, and community outreach. The composition of the committee will be such that half of the members are primarily based at Parkland and half are primarily based at UTSW.

2. A Health Equity Scholars Advisory Committee composed of PHH and UTSW leaders with expertise in clinical research, health equity, racial disparities, and community engagement will provide overall guidance of the program, identify mentors for the scholars, and review the community outreach or health equity research or quality improvement project.

Program Estimated Start Date: Nominations taken between July and Aug 2022, Scholars support to start by September, 2022

Budget:

	Year 1	Year 2 / Forward
Maximum Annual Number of Scholars	5	10
Annual Salary Support Per Scholar*	<u>\$44,400</u>	<u>\$44,400</u>
Annual Salary Budgeted	\$222,000	\$444,000
Parkland Annual Budget Allocation**	\$111,000	\$222,000
UTSW Annual Budget Allocation**	\$111,000	\$222,000

**Salary support projections are estimates and are based on salary support for Associate Professor of Internal Medicine for illustrative purposes only.*

***Budget allocations are estimates and based on the assumption that scholars spend 50% of their clinical time at UTSW and Parkland. Actual allocations will be proportional to the clinical time on each campus.*

UTSW will support Scholar by:

- Financial support towards 20% of the faculty member's FTE, split proportionally with Parkland Hospital
- Active mentorship of scholar in early career development, promotion, and tenure process (via participation in the SUCCESS program administered by the UTSW Office of Faculty Development)

and Diversity, and through direct seminars arranged by the Health Equity Scholars Advisory Committee.)

- Scholars will be enrolled in the Leadership Emerging in Academic Departments (LEAD) Program of faculty development for junior faculty physicians administered by the UTSW Office of Faculty Development and Diversity.
- Scholars will be invited to participate in educational or practical programs focused on the delivery of health care to underserved groups administered by the new School of Public Health.
- Training in Implicit Bias Mitigation. Scholars will have formal training in implicit bias mitigation and will become workshop moderators and leaders in Implicit Bias mitigation in their department/division/section.

Parkland will support Scholar by:

- Financial support towards 20% of the faculty member's FTE, split proportionally with UTSW
- Involvement in Community Health Needs Assessment (CHNA) implementation activities (opportunity for early involvement in Public Health implementation strategies in support of Health Equity).
- Scholars pursuing a formal research project will receive partial support for one research study that focuses on an aspect of the Community Health Needs Assessment and will be paired with a mentor experienced in community health research. Support will include waiver of Parkland's research review fee, use of Parkland's Redcap for data collection, and up to 2 hours of study design and analytics support at no cost. ¹
- Scholars will have access to a one-hour training session on research protocol development and a one-hour training session on grant writing and grant seeking administered by Parkland Hospital.
- Scholars will participate in quarterly round-table meetings with Parkland Senior Executives (CEO/Chief Clinical Officer/Chief Medical Officer) to discuss enterprise-wide activities to promote health equity.
- Scholars will participate in Parkland's Summer Intern Program, interacting with and mentoring high school and college students aspiring to careers in healthcare.

Faculty Qualifications:

- Outstanding junior faculty or faculty within three years of initial appointment who aspire to a career largely dedicated to promoting Health Equity and delivering Health Care for minority and disadvantaged populations.
- Due to the heavy emphasis on direct patient care of individuals from underserved and disadvantaged communities, it is assumed that most eligible faculty will be from the Clinician-

Educator or Clinician Faculty Tracks, though in some unusual cases a nominee might be from the Clinical Scholar Track.

- The Health Equity Scholars Program Selection Committee will review nominations and make the final selections. Nominations will come from the eligible faculty member's division chief, Center director, or department chair.

-
1. ⁱ Any publications resulting from this approved study will acknowledge Parkland's contributions as appropriate through joint authorship and institutional affiliation. Publication acknowledgements should state "This study was funded through the Health Equity Scholars Program at Parkland Health and Hospital System."



MISSION

Advance Wellness | Relieve Suffering | Develop and Educate

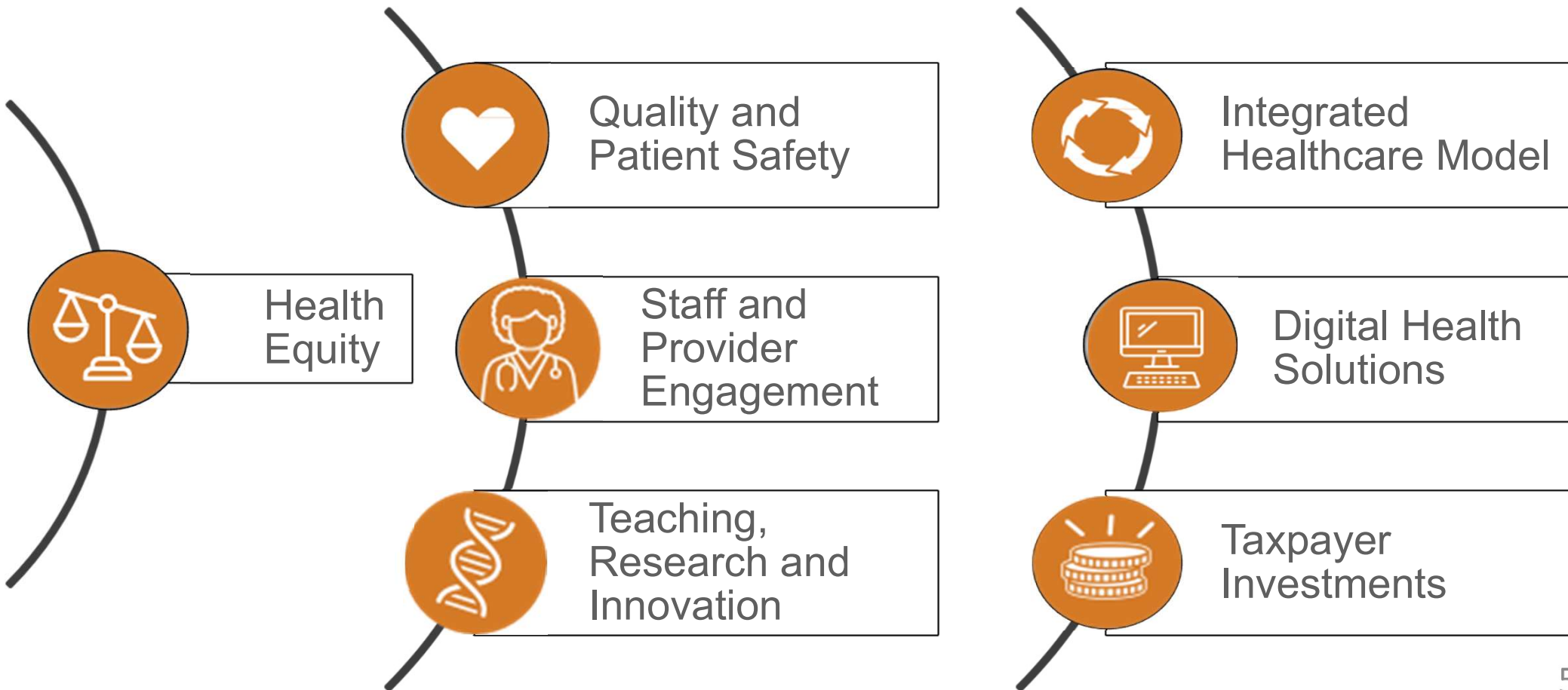
VISION

**We will advance Health Equity
through excellence as a Public Health System**



Parkland

Strategic Priorities





Decrease health disparities by providing equitable access to healthcare services and partnering with communities to address social determinants of health.

PRIORITY OBJECTIVES:

Provide equitable
access

Use a data driven
approach to achieve
health equity

Create a path to
become an anchor
institution



Parkland

Goals

PAVING THE ROAD TO HEALTH EQUITY

Health Equity
is when everyone has the opportunity
to be as healthy as possible



Programs

Successful health
equity strategies



Measurement

Data practices to support
the advancement of
health equity



Policy

Laws, regulations, and
rules to improve
population health



Infrastructure

Organizational structures and functions that support health equity



U.S. Department of
Health and Human Services
Centers for Disease
Control and Prevention

CS044027

- **Recruit, develop & retain physician leaders in health equity for UTSW and Parkland Health**
 - Leadership Training & Education
 - Research
 - Mentorship
 - Experiential Learning
- **Identify and advance opportunities in health equity & public health**



2023				2024			
Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Jan-Mar	Apr-Jun	Jul-Sept	Oct-Dec	Jan-Mar	Apr-Jun	Jul-Sept	Oct-Dec

Selection & Orientation

Rotation 1

Rotation 2

Rotation 3

Project

LEAD Program

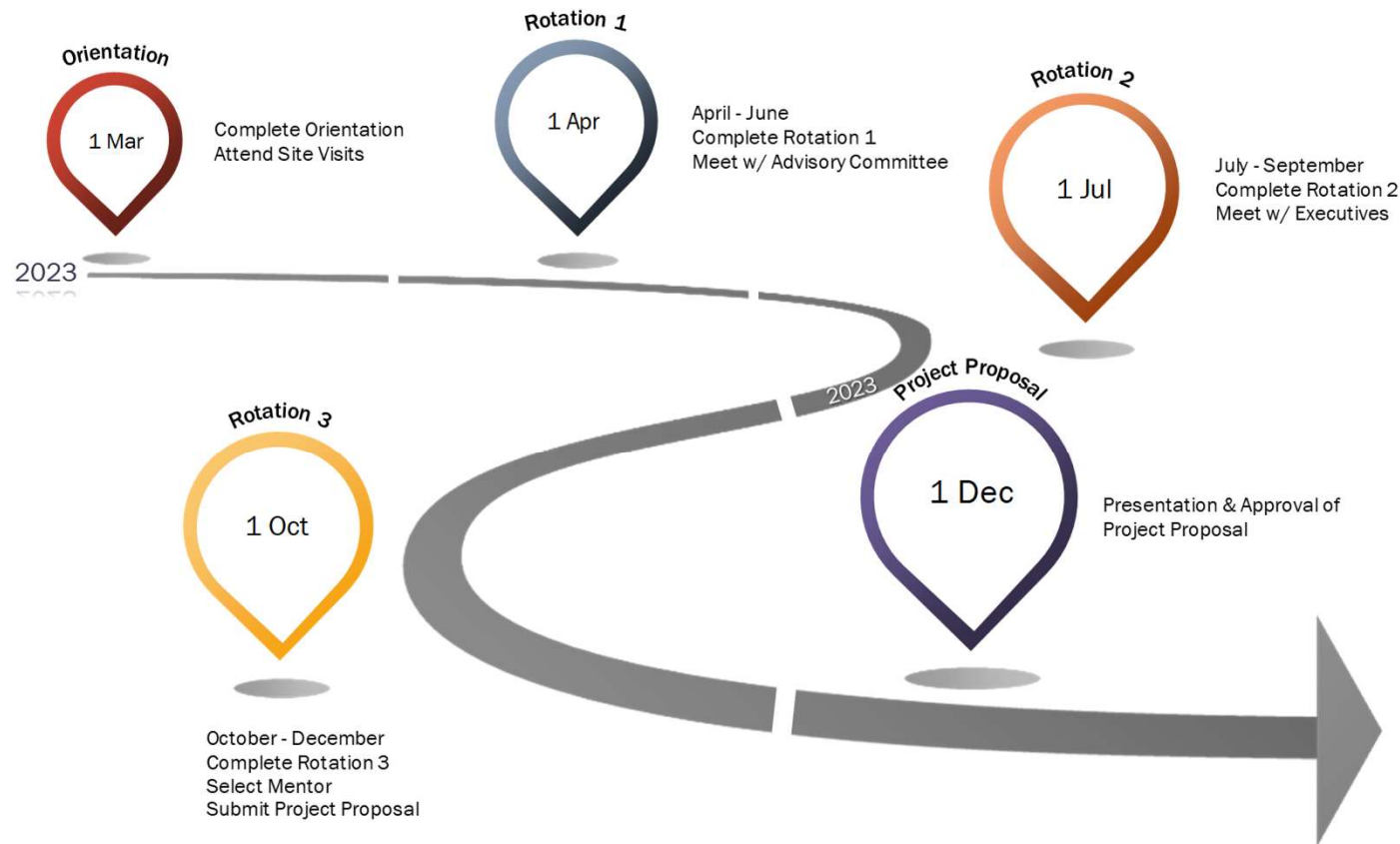
Project Presentation





Parkland

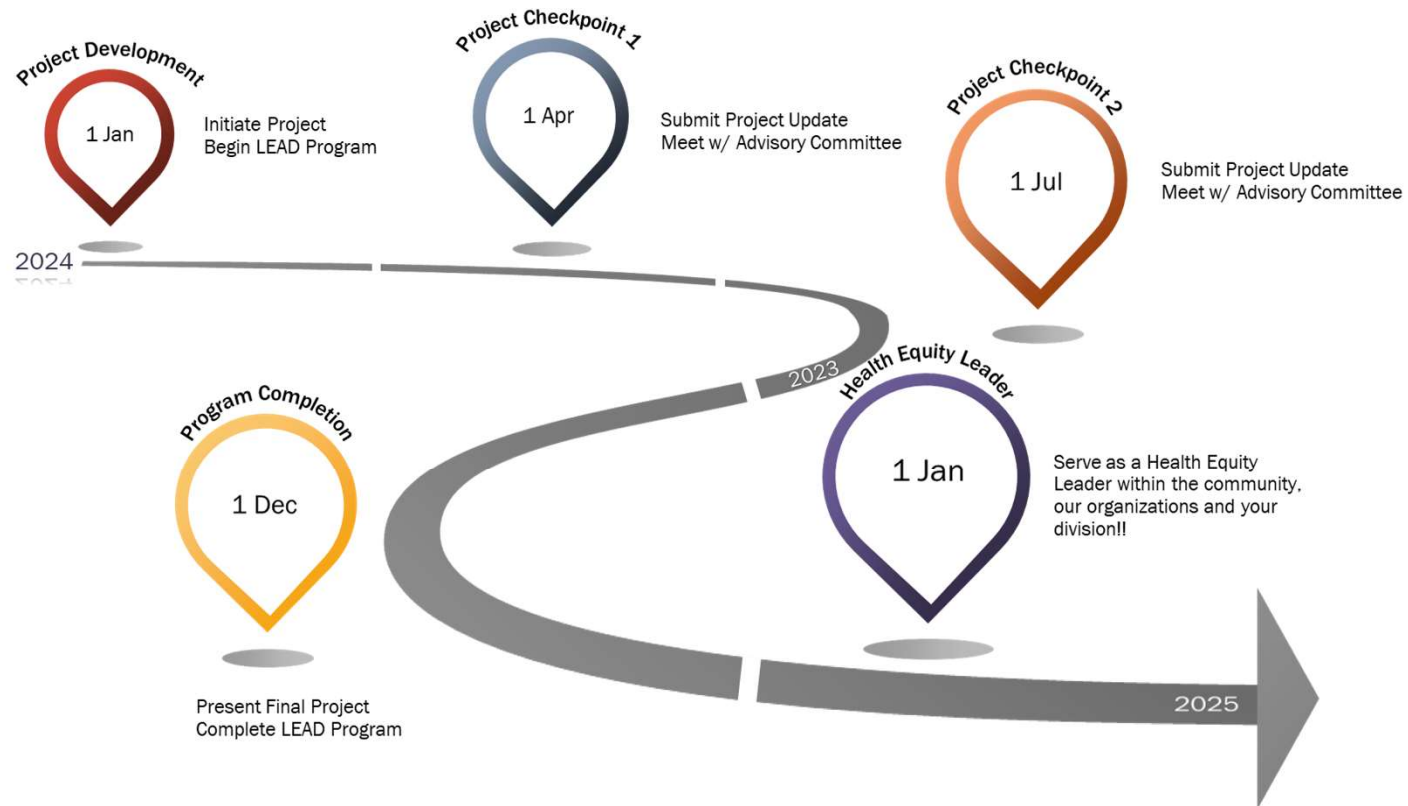
Program Timeline Year 1





Parkland

Program Timeline Year 2





✓ **Criteria for Completion:**

- Successful completion of all rotations & scheduled training
- Successful completion and presentation of final project

✓ **Weekly Rotations:**

- Experiential rotations
- 8 hours/week (32 hours/month)

✓ **Education:** (including but not limited to)

Parkland	UTSW
<ul style="list-style-type: none">• CHNA• Grand Rounds• Medical Affairs Lunch & Learn	<ul style="list-style-type: none">• Bias Mitigation Workshop• Promotion & Tenure Workshop• LEAD

✓ **Communication:**

Monthly	<ul style="list-style-type: none">• Rotation leader/scholar meeting• Scholar group meeting
Quarterly	<ul style="list-style-type: none">• Round table with Senior Executives• Advisory Committee meeting

Health Equity Scholar Program
Schedule - Cohort 2

	2024								2025												2026														
	Q2		Q3		Q4		Q1			Q2			Q3			Q4			Q1			Q2			Q3			Q4							
						1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24						
	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec			
Application Open																																			
Complete Selection																																			
Scholar Schedule Changes																																			
Orientation																																			
Rotation 1																																			
Rotation 2																																			
Rotation 3																																			
Project																																			
Project Presentation																																			
LEAD Program (Dec-Nov)																																			

Health Equity Scholar Program - Year 1

Chart Milestones by Year, Day Month, or leave blank. Select an option at right:

Day Month

Date	Milestone Title	Description or Activity
3/1/2023	Orientation	Complete Orientation Attend Site Visits
4/1/2023	Rotation 1	April - June Complete Rotation 1 Meet w/ Advisory Committee
7/1/2023	Rotation 2	July - September Complete Rotation 2 Meet w/ Executives
10/1/2023	Rotation 3	October - December Complete Rotation 3 Select Mentor Submit Project Proposal
12/1/2023	Project Proposal	Presentation & Approval of Project Proposal

Complete Orientation
Attend Site Visits
Test 2
Test 3

