Curricular changes in 2017-18

Longitudinal Culture, Health, Equity and Society (CHES) thread implemented with incoming class

All health schools sponsor *The Unquiet Mind* in One Book, One Campus initiative

CSB Disability Curriculum pilot

Enhanced use of flipped classroom techniques

Assessment changes
  - Cumulative exams in phases 1 and 2
  - Reevaluation of exam questions to more closely match format of NBME
  - Increasing support for pass/fail grading in phases 1 and 2
Leadership, Curiosity, Commitment

Meetings with all chairs and education VCs

Med student engagement

Retreat October 30\textsuperscript{th}
  ◦ Focus on 2040

10 Subcommittees
  ◦ IT, integration, healthcare, discovery
  ◦ Faculty
  ◦ Students
  ◦ Residents

Steering Committee
  ◦ Tai Lockspeiser, Chad Stickrath, JJ Cohen, Doug Jones, Gretchen Guiton

Consultants from other SOMs
Subcommittees

1. Technology and Instructional Design
2. Health Policy, Advocacy, Law and Medicine
3. Leadership
4. Inter professional education and team based care
5. Curiosity, Discovery and Application of Evidence
6. Faculty Engagement
7. Humanism in Medicine
8. Assessment, Competencies and Outcomes
9. Integrated Basic Science Curriculum
10. Longitudinal Clinical Curriculum
How to get involved?

Attend the retreat, Oct. 30th
Give feedback to education leaders in your department
Volunteer for a subcommittee
Participate in surveys and discussion groups

Attend talks on campus of visiting scholars
- Bill Cutrer (Vanderbilt), Master Adaptive Learner, October 16th
- Doug Larsen (WUSTL), Learning Processes, “Make it Stick,” December 15th

Email me: shanta.zimmer@ucdenver.edu
AAMC GQ Survey

Please rate how often the following behaviors/attitudes are demonstrated by your medical school’s faculty

- Being respectful of house staff and other physicians  
  25<sup>th</sup> Percentile
- Being respectful of other health professions  
  10<sup>th</sup> Percentile
- Being respectful of other specialties  
  10<sup>th</sup> Percentile
- Providing direction and constructive feedback  
  10<sup>th</sup> Percentile
- Showing empathy and compassion  
  25<sup>th</sup> Percentile
- Actively listening to patients  
  10<sup>th</sup> Percentile
- Being respectful of patients’ dignity and autonomy  
  10<sup>th</sup> Percentile
Office of Professionalism

*Eva Aagaard, Jean Kutner, Steve Lowenstein

History

Structure within academic affairs
Professionalism, Remediation, Resiliency
Consultations
Outreach
Mediation
- Barry Rumack, MD
- Josette Harris, PhD
- Abbie Beacham, PhD

Next Steps
- Accepting directorship applications:
  - [https://cu.taleo.net/careersection/2/jobdetail.ftl?job=11268](https://cu.taleo.net/careersection/2/jobdetail.ftl?job=11268)
- Ongoing discussions to support culture of professionalism
University of Colorado Anschutz Medical Campus

Community-Campus Partnership:
An Anchor Institution Mission to Improve Well-Being

Presentation to CU School of Medicine Faculty Senate
October 10, 2017

Robert McGranaghan, MPH, Director
Senior Instructor, Department of Family Medicine, CU School of Medicine
Department of Community and Behavioral Health, Colorado School of Public Health

Funded by: University of Colorado Anschutz Medical Campus, The Denver Foundation,
UCHealth, and Children’s Hospital Colorado, with In-kind support from the City of Aurora
North Aurora Snapshot

- North ("Original") Aurora - population ~125,000 in 3 zip codes
  - Youngest in the city
  - Diversity index of 86%
  - 130 languages spoken in the schools
  - Highest unemployment, lowest income and lowest educational attainment.

Anschutz Medical Campus
Community-Campus Partnership: Background & Rationale

In 2012, CU Chancellor commissioned a team to create a framework for a community health partnership with local neighborhoods.

“Our campus will flourish only if we become a good neighbor in the service of our neighbors’ health.”
– Jerry Wartgow, Chancellor, 2012
Establishing the Community-Campus Partnership

• **2012**: 100+ Key informant interviews – perceptions of the campus and the community

• **2012-13**: Initial Advisory Group Meetings – is this a good idea? Yes!

• **2013**: Planning Committee formed to develop vision statement, principles, goals, programs; “Signature Program” identified: Jobs on the Campus for local residents (“Hire Local”)
Establishing the Community-Campus Partnership

• Summer/Fall 2013: Funding obtained from CU Chancellor & Medical School Dean and The Denver Foundation; Planning Committee becomes the “CCP Coalition”.

• Fall 2014: Learning journey to Cleveland’s Greater University Circle Initiative - genesis for developing an “anchor institution mission”.

• Fall/Winter 2014-15: Resident Leader Council (RLC) formed and conducts “Connections Campaign” – 236 interviews with local residents to identify concerns, priorities and hopes for the future.
Results of RLC Connection Campaign: 236 One-to-one interviews

concerns in the community: October 2014-January 2015
Community-Campus Partnership: Community Engagement

- Resident Leader Council
- Monthly Networking Breakfasts & Dinners
Community-Campus Partnership: Communication & Evaluation

- Building a “Constant Contact” listserv (1700+ and growing)
- Developing a tracking and evaluation database
- 2015: Launched interactive website: Com-Cam.org
- Publishing and distributing bi-monthly e-newsletter and Weekly Update emails
Establishing the Hire Local Program
Rationale

• Great need and great potential exist right next door to the campus.

• Greater diversity in employees results in more dynamic, innovative and productive business.

• Increasing diversity and inclusion in our workforce will improve understanding, communicating and connecting with our clientele (patients, families, students).

• Shorter work commutes = greater job satisfaction and commitment, less job turnover.
Establishing the Hire Local Program

Focus Group Recommendations to address barriers:

• Establish better communication between campus and the surrounding community.
• Establish a “go to” place and person to learn about jobs on the campus.
• Spread the word (about jobs) in a local way.
• Add human dimension to application process.
• Offer training to build skills.
• Job fairs.
• Offer volunteer/mentorship to build skills/experience.
• Affordable childcare.
Establishing the Hire Local Program

• Key informant interviews with HR leaders and their staff.

• Convening of inaugural “Employers’ Summit”, June 2015.

• Agreement among all campus employers to meet regularly to develop and sustain a coordinated “Hire Local” effort.

• Funding for initial pilot, 2015.
Hire Local Goals:

1. Establish an accessible, reliable and trusted Job Hub.

2. Develop an equitable, intentional and inclusive recruitment strategy.

2. Hire more people from the surrounding neighborhoods.

2. Support residents who gain employment to stay in jobs, advance and thrive in their careers.
Establishing the Hire Local Program
The Community-Campus Partnership’s Role:

• Aligns training programs with community colleges.

• Finds resources for job readiness “wrap around support”.

• Outreach to the local community.

• Works closely with employers.

• Identifies needed changes in hiring practices.

• Enhances the reputation of campus employers.

• Supports strong inclusive practices in our systems.
Hire Local Accomplishments
Healthcare Bridge Pilot Program (with Community College of Aurora)
2015-17

• Adult Basic Education grant from the Colorado Department of Education.
• Other Partners – UCH health, Children’s Hospital Colorado, Arapahoe/Douglas Works! Workforce Center.
• 10-week course prepares students for entry level jobs in Patient Services.
• 80 students over 7 cohorts completed the program (97% completion rate) with 47 hires; average wage ~$15/hr
• 98% retention rate after 18 months.

Healthcare Bridge Graduation
Hire Local Accomplishments

(continued)

• Developing **job pathways** for refugees and immigrants (particularly for CU jobs).

• Adding **more campus jobs** to our “job family”

• Opened a **Job Hub** in April, 2017
Hire Local Job Hub
Located in CCP community offices @ Hoffman Municipal Services Bldg,
1298 Peoria St.

• Community and targeted “Information Sessions” held throughout each month to promote Hub services and gather sign-ups for appointments

• Job pathways: Patient Services, Food and Nutrition Services, Environmental Services, CNA, MA, Animal Care I, Standardized Patient for clinical education, Vet Tech I, Sterile Processing Technician (Dental School), Administrative Assistant

• Intake assessments, job readiness training sessions and one-to-one job application assistance

• Case-by-case assistance for those with higher skills (especially immigrants and refugees)
• Follow-up with Hiring Manager through application and interview phase (CCP staff)

• Regular check-ins post-hire (CCP staff)

***156 clients in pipeline since opening
16 hires (University of Colorado Hospital)
6 hires in CU***
Learn Local Goals

Goals:

Increase Aurora students in health sciences career pipeline programs on the campus.

Increase service learning opportunities in the surrounding community.

Increase participation in volunteer activities in the surrounding community.

Change faculty promotion policies to incentivize and reward increased participation in community engaged scholarship.
Learn Local Activities

• “Lunch and Learns” – career exploration discussions with Aurora students

• Health Career Days at Aurora schools

• Campus visits by Aurora students: campus hospitals; Wellness Center; Cancer Center; Cardiovascular Center; research labs; cadaver lab; Pharmacy School

• Hosting high school student interns

• Homeless & Immigrant and Refugee outreach

• Community Engagement Forum and Training Workshops on campus

• “Community on the Campus” and “Campus in the Community” Days

• Connecting faculty, students and staff to volunteer opportunities in Aurora
Conclusions

Value of establishing an anchor institution mission:

- The CCP serves as an important convener and bridge.
- Building inclusivity.
- Improving economic well-being.
- Striving to improve diversity and inclusion within campus worksites.
- Enriching teaching, learning, clinical experiences and research.

“The way to improve community health is through building community wealth”
(Lilly Marks, VP for Health Affairs, CU Anschutz Medical Campus)
Community-Campus Partnership

Working **together** for healthy and vibrant communities!

Robert J. McGranaghan, MPH, Director
Community-Campus Partnership
University of Colorado | Anschutz Medical Campus

[Email Link]

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