

## Faculty Staff Diversity Mini-Grant Application

### Project Title:

College of Health Professions' Best Practices Day 2015: Health Disparities

List the members of the team and indicate their roles on the project. One member should be identified as Team Leader.

1 (required) Sheila MacEachron Role on team: Team Leader for Grant Application

2 (required) Cathy Archer Role on team: Chair, COHP Diversity & Inclusion Committee

3 (required) Theresa Raglin Role on team: Administration Representative, COHP Diversity & Inclusion Committee

### Contact Information for Team Leader:

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Office: VFS 405A

**Project Summary (150-200 words).** If the application is approved the project summary will be posted on the Diversity and Inclusion Office website.

Health Disparities is the topic for the College of Health Professions' (CHP) Best Practices Day 2015. The entire FSU committee will be invited to attend this informative seminar. The Keynote Speaker is Dr. Monica Lypson from The University of Michigan Medical Center. Her interactive presentation is titled "*Health Disparities Education in the Academy*". The focus will be on how educators can teach students about health disparities and diversity. The CHP Diversity & Inclusion Committee is organizing the seminar. The participants will also hear about ongoing research in vulnerable populations and have an opportunity to interact with a panel of experts in the area of health disparities.

**Project Narrative.** Please be Concise. Structure your narrative as follows. Do not omit any section.

1. Discuss the need for this project;

As the CHP Diversity & Inclusion Committee members were in the early stages of organizing the Best Practices Day 2015 it was clear that a keynote speaker with expertise in the area of health disparities was desired. One of the members researched speakers in the State of Michigan and Dr. Monica Lybson's name cropped up throughout these searches. She was asked if she would like to speak at this annual event and she agreed. The committee members wanted a speaker that could address not only health disparities but also how educators could incorporate this issue into the classroom.

The topic of this year's Best Practices Day also ties in very nicely with the university's Go Beyond: Diversity project.

2. Provide a detailed description of the project, including how it will be implemented and the specific roles of each member of the team;

The project is to provide funding for the keynote speaker at CHP's Best Practices Day 2015.

Sheila MacEachron researched speakers and contacted Dr. Monica Lybson. Sheila will continue to communicate with Dr. Lybson regarding the logistics, etc.

Dr. Lybson arrives in Big Rapids from Ann Arbor on April 1<sup>st</sup>. She will stay at the Country Inn and Suites. On April 2<sup>nd</sup>, Sheila will pick up Dr. Lybson at her hotel and drive to the event. After the seminar, Sheila and Cathy Archer will take Dr. Lybson to lunch at the University Center. Sheila has arranged a tour of the Jim Crow Museum for Dr. Lybson in the afternoon. After the tour, Dr. Lybson will return to Ann Arbor.

3. Provide the timeline for the project. Be sure to specify at what point the grant will be considered complete;

April 1	Keynote Speaker, Dr. Monica Lybson, arrives in Big Rapids
April 2	Best Practices Day
April 6	Participants will receive survey
April 20	Survey results will be tabulated and results shared with CHP administration
April 21	Grant completion

4. Describe the target audience and indicate how many participants are expected. Discuss how the project will be publicized and promoted and, if appropriate, how participants will be selected.

The target audience is the faculty and staff of Ferris State University. Since the emphasis is on health disparities, this topic is pertinent to everyone. The faculty members of the College of Health Professions are required to attend. The faculty members of the College of Pharmacy and the Michigan College of Optometry are highly encouraged to attend.

Approximately 150 participants are expected to attend. The CHP Diversity & Inclusion Committee is encouraging faculty and staff to RSVP for the event.

Flyers will be placed across campus to publicize and promote the event. Signs on stakes will be placed strategically around campus. Also, University-Wide Notices will be sent via email to the Ferris community.

5. Discuss specifically how the project will address at least one FSU core value, at least one FSU strategic initiative, and at least one FSU Diversity plan goal;

Best Practices Day's topic of Health Disparities addresses the FSU Core Values of Diversity and of Excellence. Dr. Lypson's keynote presentation will provide information on vulnerable populations within a health care context. Since the emphasis is on how educators can teach this topic, we are also striving to create excellence within the classroom.

The topic and presentation also address the areas of diversity, learning and opportunity within FSU's Strategic Initiatives. Diversity in regards to vulnerable populations, learning in regards to providing high quality teaching about health disparities, and opportunity in regards to professional development.

The FSU Diversity plan goal is addressed through faculty and staff learning about health disparities and how vulnerable populations need access to health care. This is a wonderful opportunity for professional development. The information gathered in this seminar can then be taught to the students.

6. List at least 3 measurable outcomes for this project/event. For each outcome, identify how it is connected with the values, initiatives, and goals that the project is meant to address and include a description of how the outcome will be assessed;

Upon completion of Best Practices Day 2015, participants will be able to:

- a. Create diversity-guided communication tools for use in the classroom and in clinical practice.  
Dr. Lypson will provide tools for use in the classroom and clinical practice regarding diverse patient populations.  
Assessment: The CHP Diversity & Inclusion Committee will survey participants post event.
- b. Define and describe health disparities.  
The emphasis of Best Practices Day 2015 as well as Dr. Lypson's presentation is health disparities and how to communicate this need to students. Vulnerable populations and how to increase access to health care will be discussed.  
Assessment: Survey post event.
- c. Describe the impact that limited access to health care will have on future generations.  
Dr. Lypson will talk about this impact in her presentation.  
Assessment: Survey post event.

7. Describe how the results of the assessment will further the diversity goals of the university.

Awareness of diversity issues, including health disparities, aligns with the diversity goals of the university. It is the hope of the CHP faculty and staff that tools presented by Dr. Lypson will be utilized in the classroom and beyond. Students should be able to define and describe what is meant by health disparities and who are included in vulnerable populations. Students should also be able to describe the impact that limited access to health care has on the U.S. health care delivery system.

**Budget and budget Justification. Use the attached budget form. Required components are:**

The College of Health Professions Diversity & Inclusion Committee is requesting \$1817 to cover the honorarium and travel expenses for the Keynote Speaker at Best Practices Day. The administrators in the College of Health Professions have committed funds to cover the publicity, handouts and food for the event.

The Committee respectfully requests the following:

Keynote Speaker Honorarium	\$1500
Mileage Round Trip Ann Arbor/Big Rapids, 370 miles @ 0.56 per mile	\$208
Hotel, Country Inn & Suites, 1 night, April 1 <sup>st</sup>	\$90
Dinner, April 1 <sup>st</sup>	\$19
<b>Total</b>	<b>\$1817</b>

**Final Report.**

Expected completion date: April 21, 2015

**Additional Materials**

**Biography and Picture of Keynote Speaker**

Monica L. Lypson, MD, MHPE graduated from Brown University and received her medical degree from Case Western Reserve University School of Medicine. She completed her graduate medical training at the Brigham and Women's Hospital in Internal Medicine - Primary Care. Subsequently, Dr. Lypson completed a Robert Wood Johnson Clinical Scholars program at the University of Chicago and completed a master's in Health Professions Education at the University of Illinois at Chicago.

Dr. Lypson is Professor of Internal Medicine and Medical Education, Assistant Dean for Graduate Medical Education at the University of Michigan Health System (UMHS), as well as faculty director for the UMHS Standardized Patient Program and communication skills. 2011-2013 she served as the Interim Associate Dean for Diversity and Career Development. Dr. Lypson practices as a board-certified internist at the VA Ann Arbor Healthcare System. Her work on trainee assessment, sociocultural issues in medicine, leadership and the under-representation of minorities in academic medicine has resulted in over 50 peer-reviewed publications in several of the top-tier medical education journals including the New England Journal of Medicine, Academic Medicine and internationally-based Medical Education and countless invited talks both nationally and internationally. In her role as Assistant Dean for Graduate

Medical Education, she has been a pioneer in post-graduate assessment leading one of the first OSCEs for incoming interns in the nation. Dr. Lypson was honored by the Society of General Internal Medicine (SGIM), as the 2013 Mid-Career Education Mentor. She also served on SGIM's Executive Board and National Council as Secretary from 2009-2011. She represents the SGIM on the Alliance for Academic Internal Medicine (AAIM) Internal Medicine Education Redesign Advisory Board and serves on the American Hospital Association Regional Board where she represents the interest of the University of Michigan and physicians at large. She was elected as the Member-At-Large of the National Board of Medical Examiners (NBME) and currently serves on the Executive Committee. She is dedicated to the issues related to graduate medical education. She has represented the Group on Resident Affairs (GRA), Association of American Medical Colleges as Chair-elect, Chair and Past Chair 2011-2014. In recognition of her numerous scholarly contributions to GME, Dr. Lypson was appointed as the Associate Editor of the Journal of Graduate Medical Education and the Co-Editor of the Rip-Out Section 2010-2014, which is dedicated to providing educators with information to facilitate their ongoing development in graduate medical education.



Signature Page

*Sheila MacEachron*

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Sheila MacEachron, Team Leader

*Cathy Archer*

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Cathy Archer, Chair, CHP Diversity & Inclusion Committee

*Theresa A. Raglin*

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Theresa Raglin, Administration Representative, CHP Diversity & Inclusion Committee