

## MINORITY PAs

Bass K. "The need to expand minority recruitment." *Physician Assist.* 13(6): 12-3, Jun 1989.

Journal abstract: Involvement of minorities in the PA profession does not match the changing demographics of the United States. A concrete affirmative action plan should be developed to recruit more minorities into the profession to help meet the health care needs of underserved populations.

Garcia RD, Fowkes VK. "Recruitment and retention of minority students in a physician assistant program." *J Med Educ.* 62(6): 477-84, Jun 1987.

Journal abstract: The authors report two years of experience in the recruitment and retention of minority physician assistant students and the employment patterns of graduates from one physician assistant program. Recruitment strategies increased the proportion of minority students to 54 percent in the first year of the program and to 44 percent in the second year. The number of years of postsecondary education and clinical experience acquired by the minority students before admission to the program tended to have less impact on their performance in training than did their prior completion of formal academic degree programs and prior level of clinical responsibility. Attrition was higher for the minority students than nonminority students, and the minority students took longer than nonminority students to complete the program. The rates at which the students passed the certifying examination of the National Commission on Certification of Physician's Assistants were comparable for the two groups. Minority graduates tended to practice in areas of health manpower shortage.

Friedman E, McTernan EJ, Leiken A. "A historiography of a model statewide allied health manpower supply/demand study." *J Allied Health.* 14(1):129-39, Feb 1985.

Journal abstract: Noting the absence of unified data on the supply and demand of allied health practitioners in New York State, a study was conducted at the State University of New York at Stony Brook of 16 professional groups. The study consisted of a statewide census; a market survey of professional leaders, hospitals, long-term care facilities, and practicing professionals; and an analysis of educational programs available and minority enrollment in those programs. The results indicated that, in general, the supply and demand for the services of allied health professionals in New York State are in rough equilibrium, with some shortages in rural and inner-city locations. It was further noted that while the educational institutions are preparing adequate numbers of professionals to meet the employment demand, minority groups are significantly underrepresented in the enrollment figures.

Garcia RD, Villanueva J, Fowkes VK. "Abstract: A minority recruitment program for physician assistants: two years experience." Association of Physician Assistant Programs. Proceedings of the Paper Presentation Session. Eleventh Annual Physician Assistant Conference. May 29-Jun 2, 1983. St. Louis, Missouri, p. 13-14.

The development and implementation of the minority recruitment project evolved directly from core goals and deployment outcomes of the program. The majority of recruitment strategies include: developing a minority recruiter position, increasing the visibility of the program in the minority community, and developing linkages with educational and clinical networks in target areas. Methods of contacting, teaching, counseling and postadmissions follow-up activities, as well as

integration of the recruitment project into the administrative structure of the entire program, are important factors.

Prohaska B. "Abstract: Deployment of the graduates of an urban, minority physician assistant program." Association of Physician Assistant Programs. Proceedings of the 1981 Midyear Meeting Paper Presentations. In conjunction with the 92nd Annual Meeting of the Association of American Medical Colleges. Oct 31-Nov 5, 1981, Washington, DC. p. 35.

The results of a survey (mailed questionnaire with telephone follow-up) of the deployment of the graduates of an urban PA program with a large minority group representation are reported. The survey instrument was constructed to permit comparison of many dimensions with 1978 and 1981 APAP data. The results indicate that PAs graduated from the program are providing primary care services to an underserved population in a cluster of non-private practice settings unique to urban areas. However, more PAs were found to be concentrating in acute care hospitals where they were receiving higher salaries, but seeing fewer patients, exercising lower levels of responsibility and receiving higher degrees of supervision than those in other practice settings.

Weiner T, Schneller ES. "Black attrition in physician assistant training programs." *Am J Public Health*. 71(4): 425-427, Apr 1981.

Journal abstract: We report on correlates of attrition for Blacks and Whites in physician's assistant training programs. The data reveal an unusually high rate of attrition for Blacks (65 percent) and, in particular, for Black males (59 percent). This latter group, regardless of educational background and other potential predictors of educational success, encounters significant difficulty in the educational process. An understanding of this attrition phenomenon is useful for designing admissions policies which identify a larger percentage of low risk recruits to health professions education.

Harrison FG, McBride ET. "A minority recruitment and retention model for a department of medical allied health professions." *J Allied Health*. 10(1): 15-22, Feb 1981.

Journal abstract: A model for the recruitment and retention of minority students for a department of medical allied health professions has been developed. The model includes four major components: recruitment, admissions, support systems, and career realization. Suggestions for implementation and coordination of model activities revolve around the services of a minority student advocate whose job description is provided. Specific criteria for evaluation and the timetable for implementation of the model are suggested. The model has implications for improving the potential for a positive experience for minority allied health students who apply to and enroll in majority campuses of higher education.

Weiss L, Wiese W, Goodman A. "Scholarship support for Indian students in the health sciences: an alternative method to address shortages in the underserved area." *Public Health Rep*. 95(3): 243-246, May-Jun 1980.

Journal synopsis: The University of New Mexico Area Health Education Center was established in conjunction with the Navajo Health Authority to begin health manpower development immediately in the Navajo Nation and surrounding areas...a student support program was established at the Navajo Health Agency to recruit and support Indian students with scholarships, to provide them with culturally based counseling, and to reinforce the students' intentions of ultimately returning to serve Indian people. No payback penalties or other forms of coercion were

used in this program to encourage students to return to the underserved Indian areas...return rate to an underserved area is substantially better than anticipated from a review of programs that employ a variety of coercive methods to encourage recipients of loans to settle in specific underserved areas after the necessary training.

"Bright future for Black PAs?" *Health Practitioner and Physician Assist.* 3(3): 22-23, Mar 1979.

Findings of a 1975 survey of Black physicians by Eric Johnson, a PA student, are discussed. It showed that 84% of the Black physicians who had been in practice less than 10 years responded positively to the PA concept. The most positive attitudes were found in the South. Salary, work hours and chart review were discussed. Johnson suggests that Black PAs work directly with the National Medical Association and with Black osteopaths in seeking employment.

Schneller E, Weiner T. "The Black physician's assistant: problems and prospects." *J Med Educ.* 53(8): 661-666, Aug 1978.

Study of 1,126 characteristics of Black students enrolled in physician assistant programs. Of the 6.9% total studied, results showed that Black recruits on the whole were older than whites and were more likely to value the status, income, and stability perceived to be associated with the occupation. Blacks appeared more likely to favor national health insurance and to look forward to practicing in ghetto areas. These attitudes provide some support for affirmative action policies to meet the needs of medically underserved areas.

Johnson E. *Survey of black physicians regarding physician's assistants.* Hahnemann Medical College PA Program Student, 13 p. 1975.

Survey conducted by PA student in 1975. Black physicians, shown to have a patient population eight times greater than their white counterparts, responded positively (84%) to the PA concept. The most positive attitudes were found in the South, followed by the West. Salaries, work hours, and chart review are discussed. Endorsement of the PA concept by the National Medical Association is urged.

Applewhite H. "Blacks in public health." *J Natl Med Assoc.* 66(6): 505-510, Nov 1974.

The shortage of Black health personnel and the lack of opportunities for advancement for Blacks in all areas of medicine (e.g. dentistry, health care administration, psychiatry) are discussed. In 1974, only two percent of US physicians were Black and in Black urban communities the physician-to-population ratio was 1:3000 as compared to the national average of 1:700. One idea advanced is the use of federal funding to provide inducements for recruiting and training of Black health personnel in return for a stipulated number of years of service in Black urban or rural areas.

Applewhite H. "A new design for recruitment of Blacks into health careers." *Am J Public Health.* 61(10): 1965-1971, Oct 1971.

The formidable barriers confronting Blacks in meeting traditional white middle-class admissions criteria for medical and dental schools as well as allied health programs is discussed. An aggressive program of counseling and recruitment for Black students is urged. Also suggested is federal funding of school programs in exchange for promises of service in an underserved area.

Alexander L. "The physician assistant—A challenge toward bridging the gap." *J Natl Med Assoc.* 62(6): 426-430, Nov 1970.

General information on the physician assistant profession with attention to minority PAs. The views of the National Medical Association (NMA) concerning the physician assistant are presented. Also discussed are projects instituted by the NMA to improve delivery of health care to the Black poor and efforts to bring more minority students into the health fields.