

**Examples of Medical Schools with Successful Diversity
Recruitment/Retention Models:**

“Several medical schools in the United States have achieved diversity in their student bodies through a focused mission or by means of special programs.

For example, the [University of New Mexico Health Sciences Center](#) has as an institutional [mission](#) to provide a diverse workforce and has in place methods by which to assess longitudinal outcome data to determine whether the school is meeting this goal. A 10-year retrospective study demonstrates that the school has been highly successful from its initial identification of a cohort of minority students that ultimately engages in practice in the rural and underserved areas of the state. This **mission is supported throughout all levels of the institution** (University of New Mexico, unpublished data, 2003).

Another school, the [University of Illinois at Chicago College of Medicine](#), graduates one of the largest cohorts of minority students in the country. The college has developed programs to encourage applications from qualified individuals from medically underserved areas of Illinois. The college maintains a professional staff to provide guidance and counseling to motivated students from minority ethnic groups and those resident candidates whose backgrounds indicate potential for practice in underserved areas of the state (AAMC, 2001–2002).

The [Drew/University of California at Los Angeles \(UCLA\) medical program](#) offers 24 of the 145 UCLA entering places to students interested in addressing the concerns of an underserved population. Students spend the first 2 years at UCLA and their second 2 years at the Martin Luther King, Jr./Charles R. Drew Medical Center in south central Los Angeles.”

SOURCE: Wagoner, N. E., Johnson, L., & Jonas, H.S. (2004). Paper Contribution C: The Role of Accreditation in Increasing Racial and Ethnic Diversity in the Health Professions. *In the Nation's Compelling Interest: Ensuring Diversity in the Health-Care Workforce*. National Academy of Sciences.