

# COLLEAGUES,

The entire planning committee wishes to thank you for your attendance at this third state-wide conference on preparing a diverse health professions workforce. Previous conferences have produced a number of recommendations to increase the representation of diverse students in health professions programs. Since our 2012 conference, we have officially launched the North Carolina Alliance for Health Professions Diversity, established a website, [www.ncahpd.org](http://www.ncahpd.org) and have conducted ongoing meetings to plan this conference.

The state of NC and the nation has real issues around population parity as it relates to the health profession. Demographics indicate that percentages of persons of color are increasing, yet we do not see a corresponding increase in diversity in our health programs. Research indicates that increasing the diversity of the health professions workforce reduces health disparities. It is the desire of the planning committee that this is not just another conference, but rather an opportunity to showcase and highlight best practices and strategic discussions around addressing this very important area.

Our mission is to promote and enhance diversity of these professionals through strategic partnerships and we envision that through all our individual and collaborative efforts, health professions will reflect the rich diversity of our state. This conference aims to further that goal.

Again, we thank you for your participation and dialogue and hope that you will be reinvigorated to promote a more diverse health professions workforce in North Carolina.

Enjoy the Conference,



**Jacqueline R. Wynn, MPH**  
Associate Director, NC AHEC Program  
Adjunct Assistant Professor, Public Health Leadership  
*Conference Co-Chair*



**Peggy Valentine, EdD, FASAHP**  
Dean, School of Health Sciences  
Winston-Salem State University  
*Conference Co-Chair*

Join the NC Health Professions Diversity Conference conversation on *Twitter*  
Follow the conference on your smartphone, tablet or laptop.  
Use #2015NCHPDC to track and contribute to the conversation on *Twitter*.

## Share *Highlights* of the Conference



- What are you learning during keynotes, sessions, in general?
- What useful resources are you hearing about? (Include links when you can.)
- What questions or answers are occurring to you, as you participate in the Conference?
- Post photos and selfies from the event.



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1. To get started, log in to Twitter.
2. Check out what your colleagues are sharing about the Conference by searching for **#2015NCHPDC**.  
See a tweet that interests you? Comment, retweet or favorite it.
3. Start tweeting! Be sure to add the Conference hashtag **#2015NCHPDC** to your tweets so others can find out what you are sharing.

# Conference Planning Committee

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School of Health Sciences  
Winston-Salem State University

**Jacqueline Wynn, MPH Conference Co-Chair**  
NC AHEC Program

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UNC Chapel Hill School of Nursing

**Chanel Arrington, BA**  
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Carolina Higher Educ Opportunity Programs &  
NC Health Careers Access Program

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**Elijah Onsomu, MS, MPH, PhD, CHES**  
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**Alice J. Schenall, MPH, MCHES, RHEd**  
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**Tara Owens Shuler M.Ed.**  
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**Holly Weir**  
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**Carla White, BS, Pharm, RPh**  
UNC Eshelman School of Pharmacy

**Cornell P. Wright, MPA**  
NC Office of Minority Health and Health Disparities

# BEST PRACTICES

The *Journal of Best Practices in Health Professions Diversity: Research, Education and Policy* (JBPHPD: Res, Educ and Policy) is an enterprise of the School of Health Sciences at Winston-Salem State University. Its mission is to provide a forum for the discussion of factors that promote or constrain the development and sustainability of a diverse health professions workforce. The journal is directed toward educators, policy makers and the health community. It is a bi-annual published source of information on maximizing recruitment and retention of a culturally diverse health professions and students in the healthcare professional areas.

A variety of manuscripts are welcomed, including original research reports; theoretical or philosophical essays; policy/legislative updates including implications for increasing diversity within health professions and/or addressing health disparities; ethical debates; literature reviews, meta-analyses, or meta-syntheses; book reviews, case studies, and Letters to the Editor, and announcements of upcoming conferences or events. Authors must specify a manuscript type for each submission.

Registered participants of this conference are entitled to a one-year complimentary subscription to the journal. For further details on the Journal, please visit the website: <http://www.wssu.edu/school-health-sciences/journal-of-best-practices>.



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# CONFERENCE AGENDA




TIME Sponsors	AGENDA - Day 1
7:30-8:30am	Breakfast Meeting with <b>Warren P. Newton, MD, MPH</b> ( <i>Invitation Only</i> ) <b>(Grandview A)</b>
8:00-9:00 am	Conference Registration Open / Breakfast <b>(Grandville Ballroom A &amp; B)</b>
9:00-9:30 am  	Welcome <b>Jacqueline R. Wynn, MPH</b> Associate Director, NC AHEC Program Adjunct Assistant Professor, Public Health Leadership Conference Co-Chair  <b>Peggy Valentine, EdD, FSAHP</b> Dean, School of Health Sciences Winston-Salem State University Conference Co-Chair  Conference Charge <b>Warren P. Newton, MD, MPH</b> Director, North Carolina Area Health Education Centers (AHEC) Program Vice Dean, UNC School of Medicine <b>(Grandville Ballroom C &amp; D)</b>
9:30-10:30 am UNC Chapel Hill's Health Affairs Pipeline Program Initiative (HAPPI)	Keynote - <i>Disruptive Demographics: Implication for the Health of Our Nation</i> <b>James H. Johnson, Jr., PhD</b> Director, Urban Investment Strategies Center, Frank Hawkins Kenan Institute of Private Enterprise William R. Kenan Jr. Distinguished Professor of Strategy and Entrepreneurship <b>(Grandville Ballroom C &amp; D)</b>
10:30-10:45 am	Break/Visit Exhibits <b>(Grandville Ballroom A &amp; B)</b>
10:45-11:45 am  	Plenary - CLAS is in Session: <i>Implementing the National Culturally and Linguistically Appropriate Services (CLAS) Standards</i> <b>Bahby Banks, PhD, MPH</b> Owner/CEO, Pillar Consulting <b>(Grandville Ballroom C &amp; D)</b>

# CONFERENCE AGENDA

11:45-12:45 pm	Networking Lunch/Visit Exhibits ( <b>Grandville A &amp; B</b> )
12:45-1:45 pm 	<b>Breakout Session I</b> A. Recruitment Panel ( <b>Grandville Ballroom C</b> ) B. Education Panel ( <b>Grandville Ballroom D</b> )
1:45-2:00 pm	Transition Break
2:00-3:00 pm 	<b>Breakout Session II</b> C. Recruitment Panel ( <b>Grandville Ballroom C</b> ) D. Education Panel ( <b>Grandville Ballroom D</b> )
3:00--3:15 pm	Transition & Coffee Break ( <b>Grandville Ballroom A &amp; B</b> )
3:15-4:15 pm 	<b>Breakout Session III</b> A. Programs to Recruit and Retain a More Diverse Workforce in Healthcare Agencies ( <b>Grandville Ballroom C</b> ) B. Successful Nursing Practices ( <b>Grandville Ballroom D</b> ) C. Native Health Programs and Development of Multicultural Health Practices/ Health Disparities Curriculum ( <b>Beaumont Room</b> ) D. <b>For Students Only:</b> The Student Experience Panel ( <b>Berkeley Room</b> )
4:15-6:30 pm	Adjourn Until Evening Program Begins
6:30-7:30 pm 	Evening Networking and Poster Presentations ( <b>Grandville A &amp; B</b> )
7:30-8:00 pm 	Dinner ( <b>Grandville C &amp; D</b> )

# CONFERENCE AGENDA

<p>8:00-9:00 pm</p> 	<p>Plenary - <i>Legislating Diversity? Can You? Would You?</i>  <b>Lodriguez V. Murray</b>                  Health and Medicine Counsel of Washington, DC  <b>(Grandville C &amp; D)</b></p>
<p>9:00-10:30 pm</p>	<p>Conference Networking  <b>(Colony Lounge)</b></p>

<p><b>TIME</b> Sponsors</p>	<p><b>AGENDA - Day 2</b></p>
<p>7:30-8:30 am</p> 	<p>NC Alliance Breakfast Meeting  <i>Alliance Founders will provide and share an update of the NC Alliance activities and discuss with attendees opportunities for future activities of The Alliance.</i></p> <p><b>Jacqueline R. Wynn, MPH</b>                  Associate Director, NC AHEC Program                  Adjunct Assistant Professor, Public Health Leadership</p> <p><b>Peggy Valentine, EdD, FASAHP</b>                  Dean, School of Health Science                  Winston-Salem State University  <b>(Grandville Ballroom A &amp; B)</b></p>
<p>8:30-8:45 am</p>	<p>Welcome and Overview  <b>Carla Y. White, BS Pharm, RPh</b>                  Director of Innovative Leadership and Diversity                  UNC Eshelman School of Pharmacy  <b>(Grandville Ballroom C &amp; D)</b></p>
<p>8:45-9:45 am</p> 	<p>Plenary - <i>Cultural Agility in Light of Healthcare Reform</i>  <b>James Taylor, PhD</b>                  Vice President, Chief Diversity Officer                  Carolinas HealthCare System</p> <p><b>(Grandville Ballroom C &amp; D)</b></p>
<p>9:45-10:15 am</p> 	<p>Visit Exhibits/Transition</p>



# CONFERENCE AGENDA

<p>10:15-11:15 am</p> 	<p><b>Breakout Session IV</b></p> <p>A. Practice Panel (<b>Grandville Ballroom C</b>)          B. Research Panel (<b>Grandville Ballroom D</b>)          C. <b>For Students Only:</b> Casual Conversation with Healthcare Executives          What are they looking for in the Future Healthcare Executive  <b>(Berkeley Room)</b></p>
<p>11:15-11:25 am</p>	<p>Transition Break</p>
<p>11:25-12:25 pm</p> 	<p><b>Breakout Session V</b></p> <p>A. Practice Panel (<b>Grandville Ballroom C</b>)          B. Research Panel (<b>Grandville Ballroom D</b>)          C. <b>For Students Only:</b> Professionalism &amp; Social Media  <b>(Berkeley Room)</b></p>
<p>12:25-1:30 pm</p> 	<p>Networking Lunch (<b>Grandville Ballroom A &amp; B</b>)</p>
<p>1:30-2:30 pm</p> <p>Medical School Collaborative</p>	<p>Closing Plenary - <i>The Importance of HCOP (Health Careers Opportunity Programs): The University of North Carolina Diversity Pipeline</i></p> <p><b>Cedric M. Bright, MD FACP</b>          Director of the Office of Special Programs          Assistant Dean of Admissions          Associate Professor of General Internal Medicine          UNC School of Medicine  <b>(Grandville Ballroom C &amp; D)</b></p>
<p>2:30-3:00 pm</p> 	<p>Table Talk Reports</p> <p><b>Renee Godwin Batts, RN, MSN</b>          Education Consultant, Health Sciences Academic Programs          North Carolina Community College System</p> <p><u>Closing Remarks</u></p> <p><b>Jacqueline R. Wynn, MPH</b>          Associate Director, NC AHEC Program          Adjunct Assistant Professor, Public Health Leadership</p> <p><b>Peggy Valentine, EdD, FSAHP</b>          Dean, School of Health Sciences          Winston-Salem State University  <b>(Grandville Ballroom C &amp; D)</b></p>

## KEYNOTE SPEAKERS



**Warren P. Newton, MD, MPH**

*Thursday, August 27, 2015 at 9:00AM*

Warren P. Newton, MD, MPH is Chair and William B. Aycock Distinguished Professor in the Department of Family Medicine. He also serves as the Director of the North Carolina AHEC and Vice Dean for Medical Education in the UNC-Chapel Hill School of Medicine. Dr. Newton is an expert in organization and effectiveness of healthcare, hospitalist work, prevention, geriatrics and population health.



**James H. Johnson Jr., PhD**

*Thursday, August 27, 2015 at 9:30 AM*

Jim Johnson is the William Rand Kenan, Jr. Distinguished Professor of Strategy and Entrepreneurship at UNC's Kenan-Flagler Business School and director of the Urban Investment Strategies Center at the Frank Hawkins Kenan Institute of Private Enterprise. His center focuses on innovative approaches to revitalizing urban areas and on teaching government, community, and nonprofit leaders and managers to become more entrepreneurial and business-like in their operations and service delivery.

Johnson is an expert on community and economic development, the effects of demographic changes on the U.S. workplace, interethnic minority conflict in advanced industrial societies, urban poverty and public policy, and workforce diversity issues. He is widely quoted in national media and appears on national network news programs. Fast Company magazine named Johnson one of the "17...brightest thinkers and doers in the new world of work."



**Bahby Banks, PhD, MPH**

*Thursday, August 27, 2015 at 10:45AM*

Dr. Bahby Banks is a widely sought after motivational speaker and program evaluation consultant residing in Durham, North Carolina. Her professional experiences have afforded her the opportunity to work on a variety of federal, state and local initiatives, as well as efforts with non-profit organizations in Europe, South America and Africa. Her contributions include research conducted at the World Health Organization, Fundação Oswaldo Cruz, Instituto Promundo and prestigious universities in the United States. Dr. Banks has presented her work at scientific meetings in Mexico and Australia and has also consulted on projects in Argentina and Malawi. As owner of Pillar Consulting, LLC, Dr. Banks continues to work with non-profit organizations to guide inquiry, build capacity and assess effectiveness of their programs.



**James E. Taylor, PhD**

*Friday, August 28, 2015 at 8:45 AM*

James E. Taylor is Vice President and Chief Diversity Officer at Carolinas HealthCare System, one of the nation's leading and most innovative healthcare organizations throughout North and South Carolina. In this capacity, Taylor is responsible for the development and implementation of Systemwide strategic diversity initiatives which differentiate and advantage Carolinas Healthcare System in the competitive industry marketplace. To this end, Taylor executes leading-edge and next-generation diversity strategies to progress the organization's diversity management capability and national presence as a diversity leader.

Previously, Taylor served as Executive Director, Diversity Strategy Execution and Workplace Inclusion at Kaiser Permanente, the nation's largest health care provider and not-for-profit health plan. In this role, Taylor was charged with ensuring Kaiser Permanente's continuing diversity visibility and influence through the development of products and services that enhanced the cultural competence of the workforce and

## KEYNOTE SPEAKERS

improved its competitive position in the market. During his ten year tenure with the organization, both Taylor and Kaiser Permanente were recognized as diversity leaders by various organizations including Diversity MBA Magazine, Diversity Inc., Catalyst, Black EOE Journal, and Hispanic College Fund.



**Cedric M. Bright, MD, FACP**

Friday, August 28, 2015 at 1:30 PM

Dr. Cedric Bright, physician and patient advocate, is Assistant Dean for Admissions, Director of Special Programs and Associate Professor of Medicine in the Department of Medical Education at the UNC School of Medicine, and served as the 112th President of the National Medical Association from 2011 to 2012. He was previously Associate Clinical Professor of Internal Medicine and Community and Family Medicine at Duke University and a staff physician at the VA Medical Center in Durham, North Carolina. Dr. Bright also served on the North Carolina Medical Society Patient Safety Taskforce; chaired the board of directors at the Lincoln Community Health Center; has spoken about health disparities before the Congressional Black Caucus; was a medical ambassador to Ghana; and has served as a mentor for the Student National Medical Association. He is a dedicated leader in delivering patient equity through broader access, and is a staunch proponent of healthcare reform.

# BREAKOUT SESSIONS

## Breakout Sessions I & II Thursday, August 27, 2015 12:45 - 1:45 pm & 2:00 - 3:00 pm

### Recruitment Panel

**Recruitment Panel Committee:** Michelle Boyd & May Cheung

**Theme:** Best Practices and strategies in recruiting and retaining student/employees in healthcare setting

- Moderator:** *Carla Y. White, BS Pharm, RPh*  
Director of Innovative Leadership and Diversity  
UNC Eshelman School of Pharmacy
- Panelist 1:** Pre-College  
*Joan Thompson*  
Health Science Education Consultant  
NC Department of Public Instruction/CTE
- Panelist 2:** Community /College in Rural Area  
*Holly Weir*  
Associate Dean, School of Health, Wellness & Public Safety  
Davidson County Community College
- Panelist 3:** Four Year College & Graduate (HBCU)  
*Peggy Valentine, EdD, FASAHP*  
Dean School of Health Science  
Winston-Salem State University
- Panelist 4:** Health Care System in a Metropolitan Area  
*Iris S. Cheng, MD, FACP*  
Medical Student Clerkship Director  
Clinical Professor of Medicine, UNC School of Medicine Charlotte Campus  
Internal Medicine  
Carolinas HealthCare System
- Panelist 5:** Health Care System in a Rural Area  
*Sonya Peoples, MBA*  
Adminstrator, Corporate Human Resources  
Vidant Health

# BREAKOUT SESSIONS

## Breakout Sessions I & II Thursday, August 27, 2015 12:45 - 1:45 pm & 2:00 - 3:00 pm

### Education Panel

**Panel Committee:** Daniel Erb, Mark Moore & Jacqueline Wynn

**Theme:** Preparing Competitive Applicants for Success in Health Careers

- Moderator:** *W. Mark Moore, PharmD, MBA, MS*  
Associate Dean of Admissions and Student Affairs  
Campbell University, College of Pharmacy and Health Sciences
- Panelist 1:** Precollege: High School  
*Amber Carr McGregor*  
NC-HCAP Pre-College Outreach Coordinator
- Panelist 2:** Four Year College and Community College  
*Paula Borden*  
CHEOP/NC-HCAP Associate Director and College Outreach Coordinator
- Panelist 3:** Health Professions Program  
*Brenda Mitchell*  
Associate Dean for Student Services at UNC Department of Allied Health  
and HAPPI Coordinator  
UNC Chapel Hill
- Panelist 4:** The State, Regional and National Perspective  
*Celeste Crow, MS*  
Director of Health Professions Advising  
Appalachian State University  
Past President, Southeastern Association of Advisors for the Health  
Professions  
Former Board Member, National Association of Advisors for the Health  
Professions

## Breakout Sessions III (See Insert)

# BREAKOUT SESSIONS

**Breakout Sessions IV & V**  
**Friday, August 28, 2015**  
**10:15 - 11:15 am & 11:25 - 12:25 pm**

## **Practice Panel**

**Practice Panel Committee:** Alice J. Schenall & Tara O. Shuler

**Theme:** Active Recruitment to Diversity Workforce in Clinical Organizations

- Moderator:** *Alice J. Schenall, MPH, MCHES*  
Assistant Director  
Area L AHEC
- Panelist 1:** *Claretta Foye, BS*  
Chief Operating Officer  
Lincoln Community Health Center
- Panelist 2:** *Sonya Peoples, MBA*  
Administrator, Corporate Human Resources  
Vidant Health
- Panelist 3:** *Brigit Carter, PhD, MSN, RN, CCRN*  
School of Nursing  
Duke University
- Panelist 4:** (Invited) Wake Forest Baptist Medical Center

# BREAKOUT SESSIONS

## Breakout Sessions IV & V Friday, August 28, 2015 10:15 - 11:15 am & 11:25-12:25 pm

### Research Panel

**Research Panel Committee:** Michelle Boyd, Derrick Sauls, Alice J. Schenall, Tara O. Shuler & Luis Suau

**Theme:** Research to Practice

- Moderator:** *Michael J. Cotton, DVM*  
Division of Natural Sciences  
Bennett College
- Panelist 1:** *Gregory Goins, PhD*  
Biology Department  
NC A&T
- Panelist 2:** *Luis Suau, PhD (pending)*  
Interim Chair, Allied Health  
Shaw University
- Panelist 3:** *Cliff Houston, PhD*  
Professor (Tenured)  
Herman Barnett Distinguished Professor, Microbiology & Immunology  
Associate Vice President for Educational Outreach and Diversity  
University of Texas Medical Branch at Galveston

### Breakout Session IV

**(For Students Only): 10:15-11:15 am**

#### **Casual Conversation with Healthcare Executives - What are they looking for in the Future Healthcare Executive?**

(Peggy Harris, MHA, FACHE, CDM, SPHR, Office of Diversity & Inclusion, Carolinas HealthCare System)

This very informal "fireside chat" will allow students that are preparing to enter the professional world to chat with a healthcare executive; no scripts just conversation.

### Breakout Session V

**(For Students Only): 11:25-12:25 pm**

**Moderator:** *Chanel Arrington, BA*

#### **Professionalism & Social Media**

(Tejas Desai, MD, East Carolina University) - The use of social media in professional related activities has increased dramatically in recent years. These popular, convenient outlets can benefit you in several areas, including keeping you informed of trends and news, serving as a place to search jobs, fellowships, and internships, and allowing you to expand your network. The purpose of this workshop is to make sure participants are aware of the appropriate ways to use social media and will provide examples of how one's social media presence has contributed to their success and/or hindered them in some way.

# CONFERENCE SPONSORS

This conference would not have been possible without the generous support of our conference sponsors.

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  - The University of North Carolina at Chapel Hill School of Medicine
  - Wake Forest School of Medicine
- University of North Carolina at Chapel Hill's Health Affairs Pipeline Partnership Initiative (HAPPI)
  - University of North Carolina at Chapel Hill, Department of Allied Health Sciences
  - University of North Carolina at Chapel Hill, Gillings School of Global Public Health
  - University of North Carolina at Chapel Hill, School of Nursing
  - University of North Carolina at Chapel Hill, Carolina Higher Education Opportunity Programs
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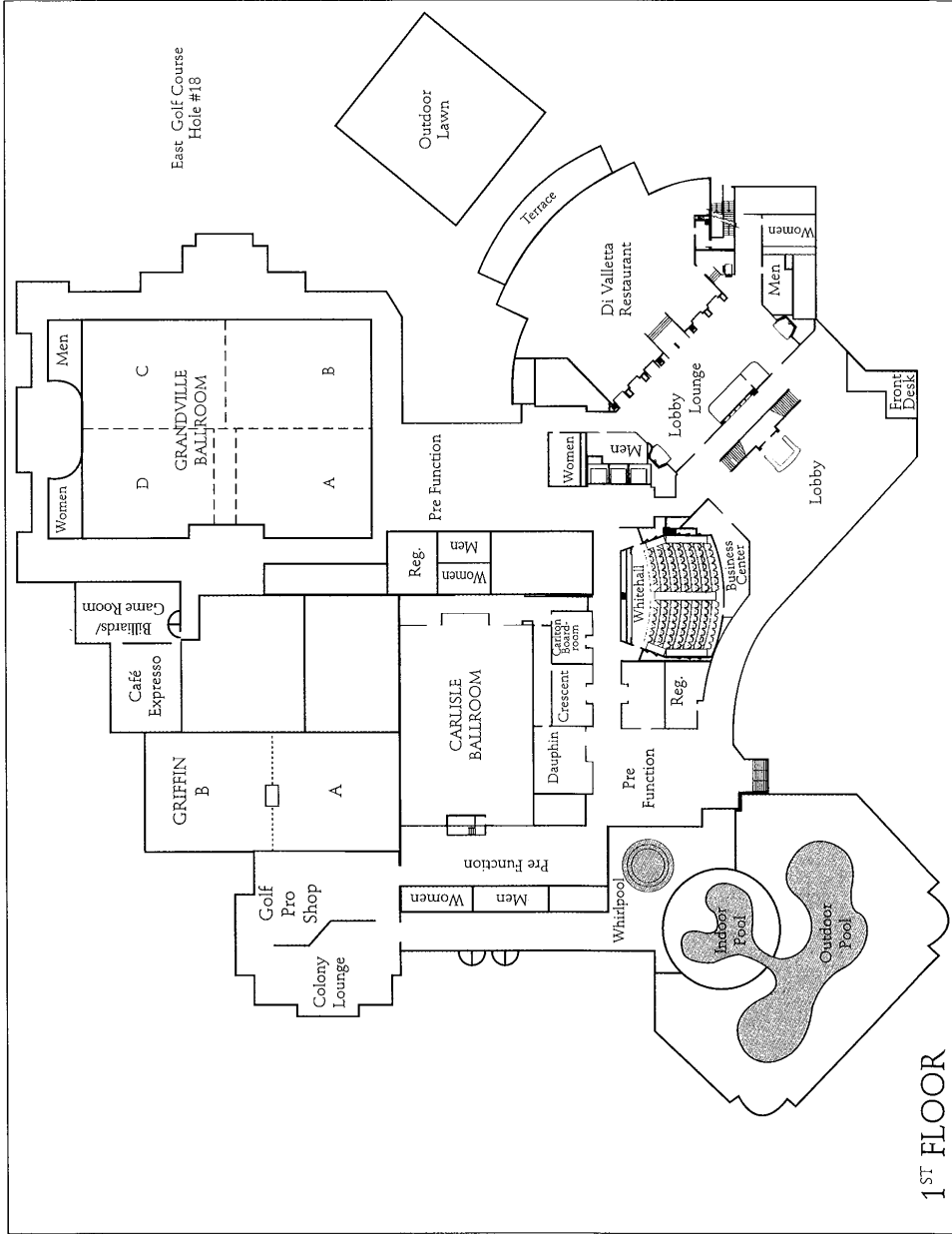
## **Collaborators**

- University of North Carolina at Greensboro, School of Health and Human Services



# MAP

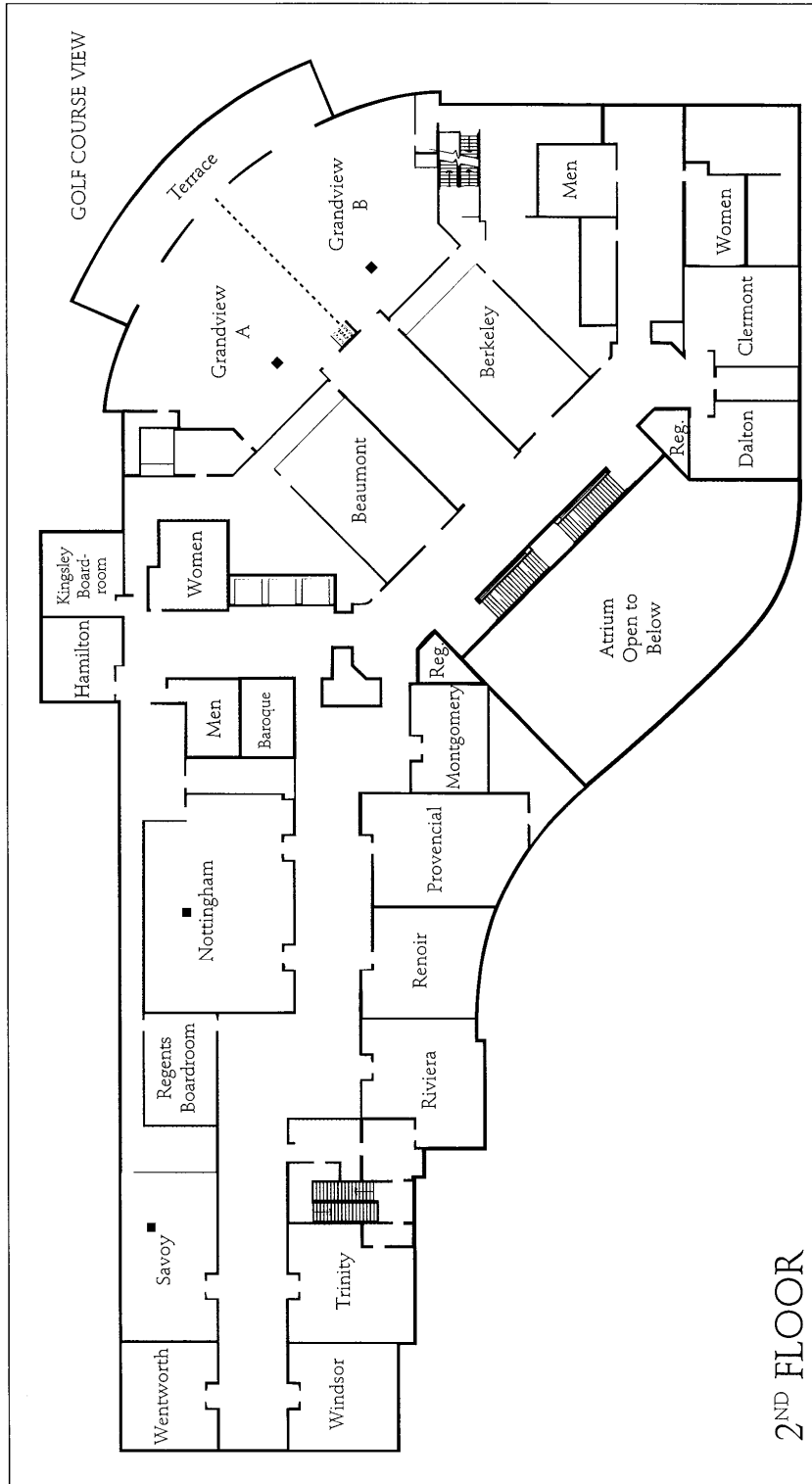
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