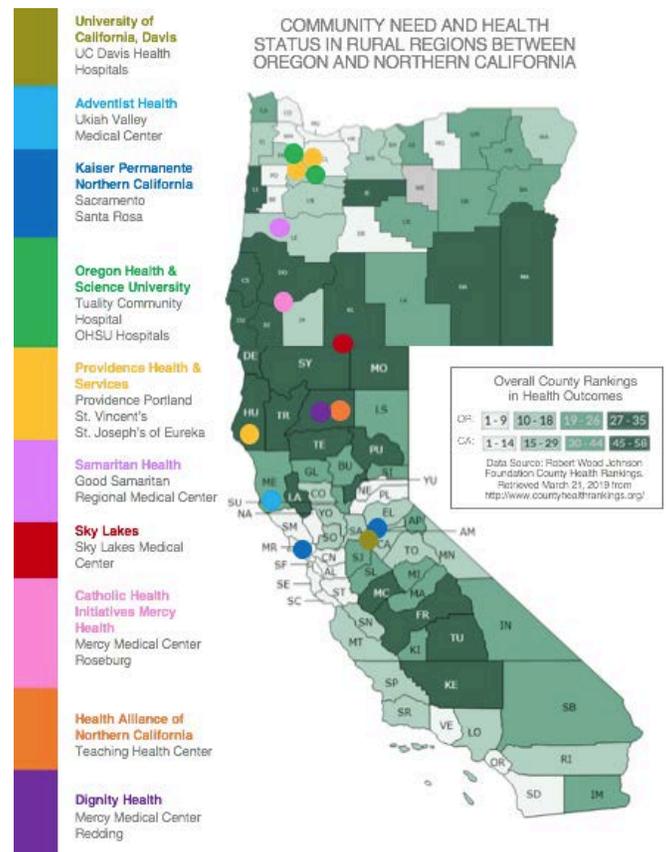


COMPADRE: California Oregon Medical Partnership to Address Disparities in Rural Education and Health

Oregon Health & Science University (OHSU) and UC Davis are assembling a robust collaborative of health care systems, GME programs and FQHCs to address workforce shortages in under-resourced communities between Sacramento and Portland. COMPADRE will reduce health disparities by creating a physician workforce that is better prepared, more equitably distributed and more deeply connected to underserved communities. COMPADRE aims to:

- (A) Redesign the UME to GME transition so learners focus on skills development rather than GME selection;
 - a. Your interns may experience a smoother transition
 - b. Create a pathway for capable, pre-vetted interns who will enter residency familiar with your health care system
- (B) Design and deploy a curriculum for practice in under-resourced communities;
 - a. Share best practices for preparing residents for under-resourced communities
 - b. Benefit from curricular toolkits and shared resources that can be implemented in your program
- (C) Establish a thriving learning community to enhance wellness and joy in practice;
 - a. Participate in a community to support learners and faculty
- (D) Innovate admissions practices to transform the composition and distribution of the physician workforce;
 - a. Have a voice in the admissions at OHSU and UC Davis to select students most likely to thrive in your community
- (E) Measure impact on workforce needs, e.g., practice location, specialty choice and community health outcomes.
 - a. Have the opportunity to participate in workforce outcomes research for your community
 - b. Show accountability, impact, and value of your program to your institution, stakeholders and community partners



COMPADRE will include 31 GME programs across 7 specialties. Members of local communities will participate in: selection; designing curriculum and community engagement activities; and defining workforce outcomes. 15 students from each school will spend a minimum of 14 weeks in a partner GME site: prior to matriculation, during first year, and > 12 weeks on clinical rotations. By Year 5, COMPADRE will have *120 students and 90 residents* (one resident/GME site/year). Activities include:

- **Targeting recruitment** with existing pathways, community colleges and FQHCs for students who intend to practice EM, FM, general surgery, GIM, OB/GYN, pediatrics or psychiatry in low resource settings.
 - Seeking NRMP Match waiver to permit students to seamlessly enter GME. Students retain an opt-out option.
- **Expanding health systems science** by adding eight new competency domains: agency, adaptability, community-responsiveness, comprehensiveness, integrity, abundance in the face of scarcity, reflective practice and resilience.
 - Learners will conduct a QI project with GME partners guided by OHSU's PC Transformation curriculum.
 - ILPs and community coaches to assist learners in understanding the assets, social opportunities and culture of their patients. Supporting GME directors, faculty and preceptors will serve as mentors and coaches.
- **Establishing wellness as a key quality indicator and actively monitor well-being** using the Mayo Well Being Index for all participants. Team-based training and a supportive learning community will decrease isolation and prevent burnout.
- **Focus on regional workforce needs:**
 - Data-driven process will link graduates to practice sites, specialty choice and population health outcomes
 - Advisory Board will monitor GME site and specialty recruitment to match needs of target communities.

