INNOVATIVE PROGRAMS
(Section 46a-68-93)
September 2019

This section was found to be in compliance in the previous filing, and there were no proposals/recommendations.

UConn Health acknowledges that the development and implementation of programs not covered elsewhere in Sections 46a-68-75 through 46a-68-114, inclusive, is an important part of the road to affirmative action. Accordingly, UConn Health’s executive and senior management staff view these regulations as a minimum framework in which to further develop innovative comprehensive programs and to create opportunities for potential and existing staff that may not otherwise be available. Such innovations work to ensure the full and fair participation of protected class persons in all areas of the employment process.

Examples of innovative programs are as follows:

- Summer employment programs;
- Youth programs;
- Apprenticeships;
- Work-study programs;
- Job sharing arrangements;
- Internships;
- Day care programs;
- Creation of new positions;
- Outreach for high school and college students;
- Reassignments
- Positive, results-oriented program designed to achieve affirmative action.

UConn Health implores proactive measures in its recruitment endeavors by establishing networks to source underrepresented groups into the health and medical field for its different departments. The Schools of Medicine and Dental Medicine makes it a top priority to ensure recruitment and retention of students from diverse groups in American health care professions.

The Department of Health Career Opportunity Programs also actively engages underrepresented medical and dental students and supports those who are enrolled throughout the academic year. Creating a pipeline of programs has been successful in helping participants realize their dreams of becoming health care providers. This department-focused outreach are instrumental in aiding the development of the future health career workforce in the U.S.

UConn Health Center has developed and implemented the following initiatives to further its commitment to Equal Employment Opportunity/Affirmative Action:
Utilization of noncompetitive programs

Opportunities were created that resulted in full and fair participation of all protected group members using promotions through re-classifications. Human Resources has a formalized policy for reclassifications of filled positions which sets forth a procedure to determine if an employee is performing duties outside of their current classification. Noncompetitive advancement is available in the medical technologist, physical therapy, social worker positions. In the area of nursing the Health Unit Clerk (Office Assistants) positions are under filled at the Clerk Typist level and the incumbents are reclassified after meeting the training and experience requirements. There are two (2) nursing clinical ladder programs, one for inpatient and one for outpatient nurses. Both programs have established criteria for promotion and employees can be promoted by applying for and meeting the standards. New graduate nurses are brought in at a CN1 Level and promoted to the journeyman CN2 Level after completion of the probationary period and orientation.

Day Care Program

Creative Child Care Center is located on the lower campus of the University. It is primarily for UConn Health employees. It provides programs for infants, toddlers, preschoolers and kindergarten-aged children. The program has qualified, degreed teachers, low student to teacher ratios. The Center uses students from Early Childhood Education programs to assist in maintaining ratios as well as providing an educational experience for the students. This facility remained at full capacity throughout the plan year as employees welcome this excellent benefit that allows them full and fair participation in UConn Health employment.

Internships/Externships

The Clinical Engineering department provided a clinical internship program for graduate students in the masters of Biomedical Engineering program. The internships afforded participants the opportunity to work in a health care environment. The internships are for a period of one (1) year.

The University Medical Group (UMG) has contracts with the following educational facilities to provide both internships and externships for students in the fields of nursing, medical assisting and other related areas:

<table>
<thead>
<tr>
<th>Stone Academy</th>
<th>Sawyer Business School</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stony Brook University School of Nursing</td>
<td>University of Hartford</td>
</tr>
<tr>
<td>Quinnipiac University Branford Hall - Southington and Windsor</td>
<td>University of Connecticut Department of Communication Sciences</td>
</tr>
<tr>
<td>Lincoln Technical School</td>
<td>Porter and Chester Institute - Rocky Hill, Enfield, Watertown Campuses</td>
</tr>
<tr>
<td>--------------------------</td>
<td>---------------------------------------------------------------------</td>
</tr>
<tr>
<td>Institute of Healing Arts and Sciences</td>
<td>Fox School of Business</td>
</tr>
<tr>
<td>Saint Joseph College - Psychology Department/Advanced Practitioner Registered Nurse Program</td>
<td>Northwestern Connecticut Community College</td>
</tr>
<tr>
<td>Goodwin College</td>
<td>Gateway College</td>
</tr>
<tr>
<td>Yale School of Nursing</td>
<td>Manchester Community College</td>
</tr>
<tr>
<td>Tunxis Community College</td>
<td></td>
</tr>
</tbody>
</table>

UMG is continuing to develop contracts with other facilities to expand on this program.

**Non-Paid Student Educational Experiences**

This program allows departments to host/precept students that may be interested in pursuing a career in the health professions and would like to provide him/her with an observational or internship experience. The goal of this program is to consistently pursue excellence and innovation in the education of health professionals; the discovery, dissemination and utilization of new knowledge; the provision of patient care; and the promotion of wellness.

**Summer Employment Programs**

UConn Health hires summer students to work in areas such as the library, pharmacy, volunteer service, clinics, nursing units, research, administration, etc. The Department of Orthopedics has a program that is designed for students in undergraduate programs that provide knowledge of molecular and cell biology to work with biomaterials and tissue engineering. The program is for an eight (8) week period and designed to provide experience in biomaterials and tissue engineering and gives priority consideration to underrepresented minorities.

**Aetna Health Professionals Partnership**

UConn Health Center partners with the Aetna Health Professionals Partnership Initiative (Aetna HPPI Pipeline) to co-sponsor innovative programs and initiatives for (a) Summer Employment Programs, (b) Youth Programs, (d) Work-Study Programs, (i) Outreach for high school and college students, and (k) several positive, results-oriented programs designed to achieve affirmative action. These partnership initiatives included the following during the annual reporting period:

**Great Explorations Doctors Academy (for Middle School Students)**

A science enrichment program that engages 6th to 8th grade students in hands-on science activities and college exploration.
Innovative Programs

School of medicine, dentistry, and dental medicine.

The program consists of a series of weekly lectures and demonstrations presented by faculty members of the UConn Schools of Medicine and Dentistry. The program is open to all interested students, particularly those in their senior year.

High School/Mini Medical/Dental Program

The program is open to high school students who are interested in pursuing careers in medicine, dentistry, and dental medicine. Applicants are selected based on their academic performance and their potential for success in these fields.

Bridge to the Future Science Mentoring Program (for High School Students)

The program provides an opportunity for high school students to explore careers in health professions. It is designed to help students develop the skills and knowledge required for success in college.

Participating Organization Workshops are held for all students participating in the six-week program. Workshops are held on Saturdays during the academic school year where the grade is offered.

Resident Transportation is provided as well.

The program offers six-week, Monday through Friday, summer academic enrichment.

Center: Two Rivers Magnet Middle School

Enrollment: River Academy/Reorientation Learning Academy

Schools: Ellis, Koontz, Kressy, Naylor, Sport and Science, and Science, Math, Reading, and College Preparation activities.

It provides educational enrichment in science, math, reading, and college preparation activities.
High School Student Research Apprentice Program

This program is for 11th and 12th grade students interested in medicine, dental medicine or biomedical research. Priority consideration is given to pipeline participants. It is a six-week summer program which provides students with a research experience in one of the basic science or clinical laboratories. It is held at UConn Health or Central Connecticut State University.

Requirements include students to be able to commute daily to UConn Health or Central Connecticut State University. The program supplies students with an earned stipend.

Jumpstart Doctors Academy

Is designed for 9th and 10th grade students interested in medicine, dental medicine or biomedical research. Priority acceptance into the program is given to former Great Explorations participants and students enrolled in Hartford Public Schools.

It includes daily classes in language arts, math, science, career and college awareness preparation, integrating PSAT strategies and support across the curriculum. Enrichment experiences both in and outside of the classroom are also included in the six-week, Monday-Friday, Summer Academic Enrichment Program.

There is an optional 30-week, Saturday Academy during the academic school year where students can continue to enhance their academic skills, college preparation, and exposure to careers in the health professions. The program provides assessments and evaluations throughout a student’s affiliation with Jumpstart and includes pre, mid, and post testing; student and parent surveys; mid and final progress reports; etc.

Classes are held at UConn Health and transportation is provided to Hartford residents. Students earn stipends while introducing young adults who meet certain socio-economic guidelines (low income and/or first generation to attend college) to the medical field. Participants are encouraged to demonstrate a strong motivation and potential to enroll in a four year college program. There are Parent/Guardian Orientation Workshops for all students participating in the program.

Junior Doctors Academy

This program is developed for 11th grade students interested in medicine, dental medicine or biomedical research. Priority acceptance into the program is allotted to former Great Explorations and Jumpstart Academy participants and students enrolled in Hartford Public Schools.

The curriculum involves a review of Algebra I, Geometry, Algebra II, Chemistry, Language Arts and proven test-taking strategies to increase SAT and ACT scores. The course offers both a six-week, Monday-Friday, Summer Academic Enrichment Program and a 30-week, Saturday
Academy during the academic school year where students can continue to enhance their academic skills, college preparation, and exposure to careers in the health professions.

Students are provided assessments and evaluations throughout a student’s affiliation with Junior Doctors Academy and includes pre-, mid-, and post-testing; student and parent surveys; mid and final progress reports; etc. Classes are held at UConn Health. Transportation is provided to Hartford residents. There is an opportunity to earn a stipend.

It is geared towards students who meet certain socio-economic guidelines (low income and/or first generation to attend college) and demonstrate a strong motivation and potential to enroll in a four year college program and enables students to participate in the High School Mini Medical/Dental School Program during the following academic year.

Senior Doctors Academy

The Senior Doctors Academy is for 12th grade students interested in medicine, dental medicine or biomedical research. Priority acceptance into the program is given to former Great Explorations, Jumpstart, and Junior Doctors Academies participants and students enrolled in Hartford Public Schools.

The syllabus includes a review of pre-calculus, calculus, biology, physics, anatomy and physiology, and writing. This is offered in either a 6 week or 30 week course offering during the academic school year where students can continue to enhance their academic skills, college preparation, and exposure to careers in the health professions. Classes are held at UConn Health and transportation is provided to Hartford residents. Students can earn stipends and encourages students who are low income and/or first generation to attend college the ability to demonstrate a strong motivation and potential to enroll in a four year college program. Participants can then be eligible to participate in the Pre-college Enrichment Program during the summer of their graduating senior year.

Bridge to the Future Science Mentoring Program

An annual conference which brings together high school and college students to explore health care issues and prepare for health careers. Developed for students who have expressed an interest in a career in the health professions. It is beneficial in helping mentees gain insight into successful preparation for an application to professional schools.

The course is student run and is designed at meeting the long-term objective of increasing underrepresented student representation in health professions programs. It provides an opportunity for college and high school students to seek advice from mentors enrolled in professional health profession programs. A network is established which includes the middle school through professional school educational community. The goal is to expose students to the medical, dental, graduate, nursing and allied health careers and offer students in the graduate arena to serve as mentors and models to college and high school students. The program is sponsored by the local chapters of the Student National Medical Association, the Student National Dental Association and the Department of Health Career Opportunity Programs.
Health Disparities Clinical Summer Research Fellowship Program

This initiative is for rising college sophomores, juniors, seniors or recent graduates. Priority consideration will be given to pipeline participants in the seven-week program. Students are provided with a clinical research and enrichment experience and an introduction to health disparities, cross cultural issues, principles of clinical medicine and skills for public health research and interventions. There is also an invaluable overview of approaches to cultural definitions, public health issues and discussion of specific techniques for working with diverse populations in community settings. Housing, meals, and a stipend are provided.

Medical/Dental Preparatory Program (MCAT or DAT Prep Course; or Basic Medical Science Course)

The preparatory science course is for college sophomores, juniors, seniors or recent graduates. Priority consideration is given to pipeline participants to this six-week summer program consisting of two tracks. Track One MCAT/DAT Preparation Program is for students who will be taking the Medical College Admission Test (MCAT) or Dental Admission Test (DAT). The program focuses on MCAT test preparation or DAT test preparation, application essay workshop, mock interviews, professional development workshops, and some exposure to clinical medicine or dental medicine.

Track Two Basic Medical Science Program is for all other students not on Track One. This track focuses on a course emphasizing essential principles of cell and molecular biology correlated to team-based learning activities including laboratories and case studies. The course has two purposes (a) to facilitate the entry of these students into medical and dental schools by improving their performance on admissions tests and through professional development activities and (b) to increase the retention of successful matriculants to professional schools through early exposure to professional education. This program provides housing, meals and a stipend.

Summer Research Fellowship Program

Has been developed for college sophomores, juniors, seniors or recent graduates. Priority consideration is given to pipeline participants in this nine-week program. Emphasis is on a laboratory research enrichment experience and some exposure to clinical medicine or dental medicine. This program attracts students who are interested in a career in medicine, dental medicine or biomedical research and for applicants who have completed some college coursework in biology and chemistry (preferably through organic chemistry). Students must commit to approximately 32 hours per week of work on a research project and 8 hours per week to required clinical experiential. Housing, meals, and a stipend are provided.

The selected students will identify a faculty sponsor. Faculty develops and makes available suitable project descriptions. The students contacts his/her faculty sponsor in April or May and develops a research protocol. Minority Access to Research Careers (MARC) students are encouraged to apply.
Parental Seminar Series

The Parental Seminar Series is an opportunity for students and parents to learn more about the college admissions process and important health issues affecting their community. Parents are asked to submit a survey on the topics they are most interested in learning about and the series of lectures are then tailored to their needs. Each academic year, UConn Health’s Department of Health Career Opportunity Programs invites college admissions personnel, physicians, dentists, and other health professionals to speak to the parents and students on college admissions and various health topics such as hypertension, asthma, stress management, diabetes, obesity, and nutrition. The scheduled seminars occur approximately twice per semester on a weekday evening from 6 to 7 p.m. at UConn Health in Farmington.

The organizational structure of the Aetna Health Professionals Partnership Initiative Pipeline (Aetna HPPI Pipeline) is listed as follows with examples of diversity and cultural results-oriented programs that UConn Health sponsored during the reporting period to support and achieve affirmative action awareness and participation:
Aetna Health Professions Partnership Initiative Pipeline

Great Explorations Doctors Academy (6th - 8th grades)
Jumpstart Doctors Academy (9th - 10th grades)
Bridge to the Future Science Mentorship Program (9th - 10th grades)
Junior Doctors Academy (11th grade)
Senior Doctors Academy (12th grade)

High School Mini Medical/Dental School Program (11th - 12th grades)
High School Student Research Apprentice Program (11th - 12th grades)

Pre-College Enrichment Program (PCEP)
(College Pre-Freshman)
Health Disparities Clinical Summer Research Fellowship Program (HDCSFPP)
(College Sophomores)
Summer Research Fellowship Program (SRFP)
(College Juniors)
Medical/Dental Preparatory Program (MDPP)
(College Juniors/Seniors)

University of Connecticut Schools of Medicine, Dental Medicine, and Graduate School
Post-Baccalaureate Program (Postbac. Students)

Aetna Health Professions Partnership Initiative Summer 2018 Program Closing Ceremony Medical Alumni Speaker

Kirk Campbell, M.D. graduated from the UConn School of Medicine in May of 2000 and completed his residency in internal medicine at Yale-New Haven Hospital. He then did a clinical and research fellowship in nephrology at The Mount Sinai Hospital in New York. Dr. Campbell is an associate professor in the Division of Nephrology, vice chair of Diversity and Inclusion, director of the Nephrology Fellowship Program, and ombudsperson for medical students at the Icahn School of Medicine at Mount Sinai, New York. He is board certified in nephrology. In addition to treating patients with renal disease, Dr. Campbell leads an NIH-funded research program focused on understanding the mechanism of podocyte injury in the progression of proteinuric kidney diseases. He is a Nephcure Foundation Young Investigator Awardee and a recipient of the Carl Gottschalk Research Scholar Grant from the American Society of Nephrology. Dr. Campbell is a member of the Medical Advisory Board of the National Kidney Foundation serving Greater New York.

Dr. Kirk Campbell
Innovative Programs
Page 9 of 13
Jennifer Smith Turner is a native of Boston, Massachusetts graduating from Union College and receiving her Master's Degree from Fairfield University. Ms. Smith Turner is president/CEO of Smith & Associates, LLC, a company specializing in assisting organizations in achieving their strategic and operational potential. She was appointed by former Governor Lowell P. Weicker as a Trustee of the University of Connecticut. During her years as trustee, Ms. Smith Turner chaired the Health Affairs Committee which had policy oversight of the Medical and Dental Schools. She established two endowments in her name, one for scholarships for African-American students at the Medical and Dental Schools and the other for Women's athletics. Later Ms. Smith Turner served on the UConn Foundation Board. She is the retired CEO of the Girls Scouts of Connecticut and had an extensive career in corporate and government sectors over multiple decades. Most notable – an appointment by former Governor M. Jodi Rell as deputy commissioner of Economic and Community Development, president/CEO of BerkleyCare Network and vice president of W. R. Berkley Corporation, held many executive positions at Aetna Life & Casualty, held numerous management positions at Travelers Insurance, and was appointed director of Personnel and then assistant city manager for the City of Hartford. Recently Ms. Smith Turner was elected to the Board of Newman's Own Foundation and has been a board member on many academic and non-profit boards such as the University of Hartford, The Hartford Stage Company, Hartford Healthcare, Achievement First, Union College and many others. She is a published poet. Parennial Secrets, Poetry & Prose was published in 2003 and Lost and Found, Rhyming Verses Honoring African American Heroes was published in 2006.
The UConn Chapter of the Student National Dental Association/Hispanic Student Dental Association (SNDA/HSDA), in collaboration with the Latino Medical Student Association (LMSA) and the Department of Health Career Opportunity Programs, continues to celebrate Hispanic heritage and traditions through various activities and programs including an annual event for Hispanic Heritage Month. The event is a way to show appreciation for the Hispanic culture of the UConn Health community through food, song, dance, and other artistic presentations. Last year's event took place on November 15, 2017, at the UConn Health campus. The event included authentic Hispanic cuisine, raffle prizes, and music and entertainment. Additionally, salsa performances and lessons were a highlight of the evening's activities.
Student National Medical Association—UConn Health
Chapter Culture Shock Event

Each year the Student National Medical Association (SNMA) hosts Culture Shock, an event sponsored by the Department of Health Career Opportunity Programs. The purpose of the event is to celebrate the diversity of the UConn Health community through food, poetry, fashion, song, dance, and other artistic presentations. Participants enjoy a wide array of local and international cuisine, which is obtained through donations from many restaurants and individuals from UConn Health. Last year, Culture Shock was held on December 8, 2017, in UConn Health’s Keller Auditorium. All proceeds from the raffle were donated to Mercy Housing and Shelter Corporation in Hartford.

SNMA is a nationally run student organization whose mission is to “support current and future underrepresented minority medical students, to address the needs of underserved communities, and to increase the number of clinically excellent, culturally and socially conscious physicians.” Mercy Housing and Shelter Corporation is dedicated to “empowering homeless persons to become independent so they may live and work with dignity and respect” by “providing housing, food, job training, access to medical services, and basic human needs.” The UConn Chapter of SNMA chose to donate to Mercy Housing and Shelter Corporation because of its previous relationship with this organization. Additionally, Mercy House’s work with those who are socio-economically challenged within the Hartford community was something that SNMA felt strongly about. SNMA has since held several volunteer events at Mercy House, serving its residents. Additionally, SNMA wanted to raise awareness concerning homelessness and food instability as a major factor in the development of disparate health outcomes that disproportionately affect marginalized groups such as minorities and individuals with mental health issues.
West Middle School Enrichment with the Student National Medical Association—UConn Chapter

On February 23, 2018, the Department of Health Career Opportunity Programs hosted 36 seventh- and eighth-grade students from Hartford's West Middle School for a day of enrichment at UConn Health focused on the heart and lungs. The enrichment workshops were facilitated by the members of the UConn Chapter of the Student National Medical Association. Throughout the day, the middle school students heard from a panel of current medical students, participated in a jeopardy game concentrating on the heart and lungs, and learned how to take blood pressure readings. The morning's session also included a visit to the Virtual Anatomy Lab for hands-on activities focused on human organ systems, which was led by Dr. John Harrison, associate professor, Craniofacial Sciences, UConn Health. This event was funded by The Hartford.