

**Beyond Flexner:  
Social Mission in  
Health Professions Education**

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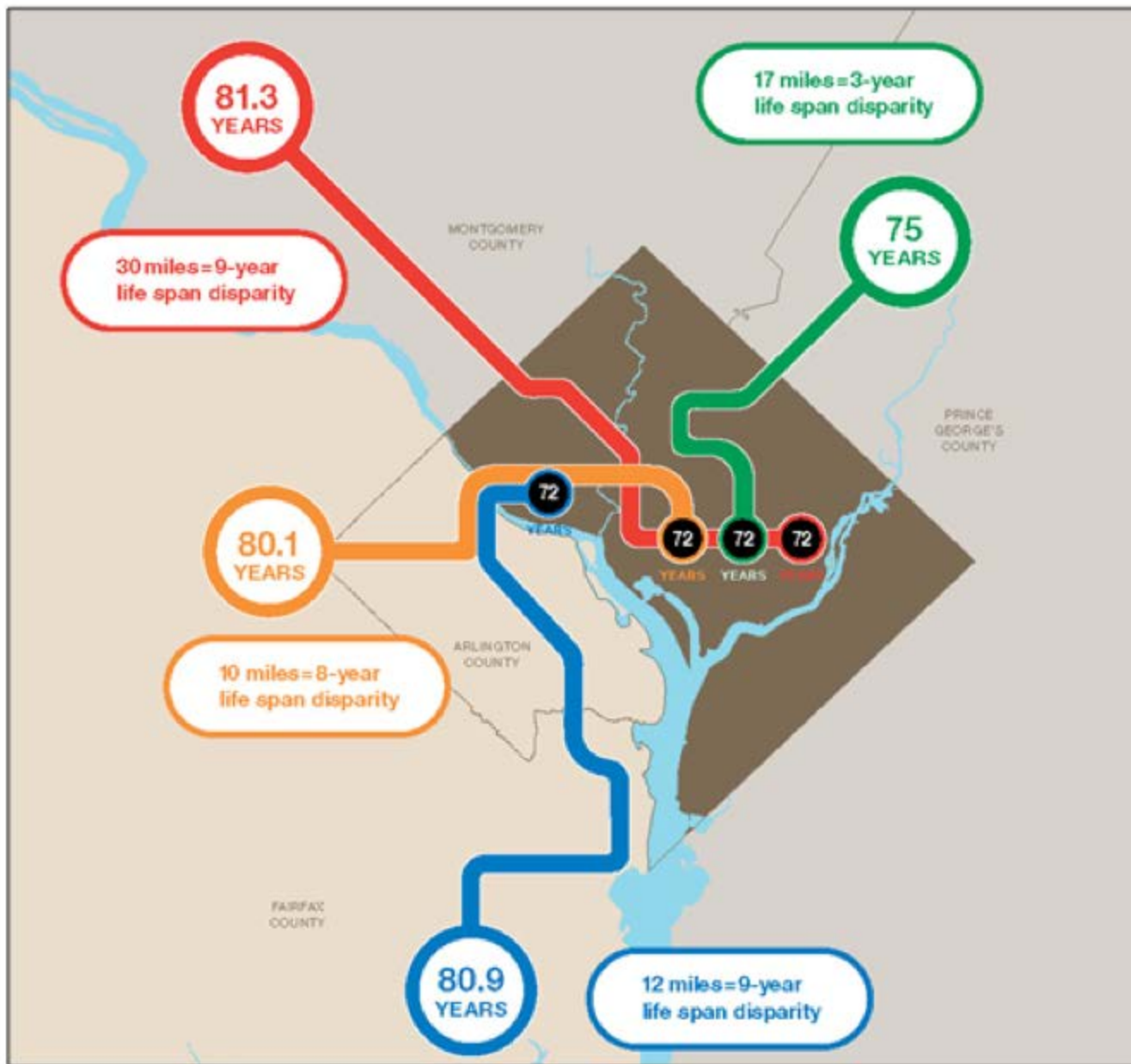
**October 24, 2018**

# **Social Purpose in Medicine**

- **Humanitarianism**
- **Minority health**
- **Faith based care**
- **Primary care, community oriented primary care, community responsive medicine**
- **Social medicine, social accountability**
  
- **... Social Mission**



***“The poor are getting poorer, but with the rich getting richer it all averages out in the long run.”***

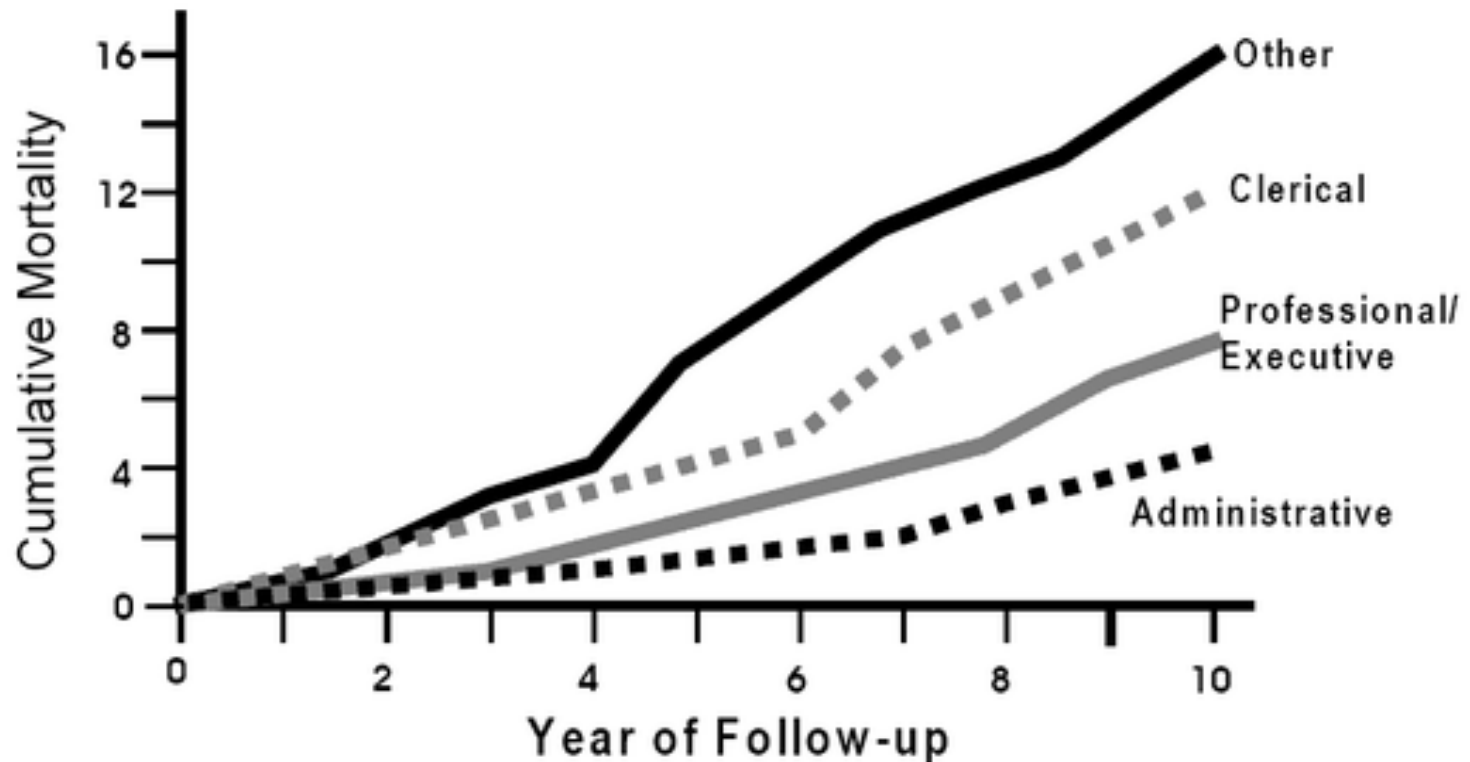


Source: Robert Wood Johnson Foundation, Commission to Build a Healthier America

# Social Determinants of Health

## U.K. CIVIL SERVICE Mortality - All Causes

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Whitehall

70 Whitehall

CABINET OFFICE

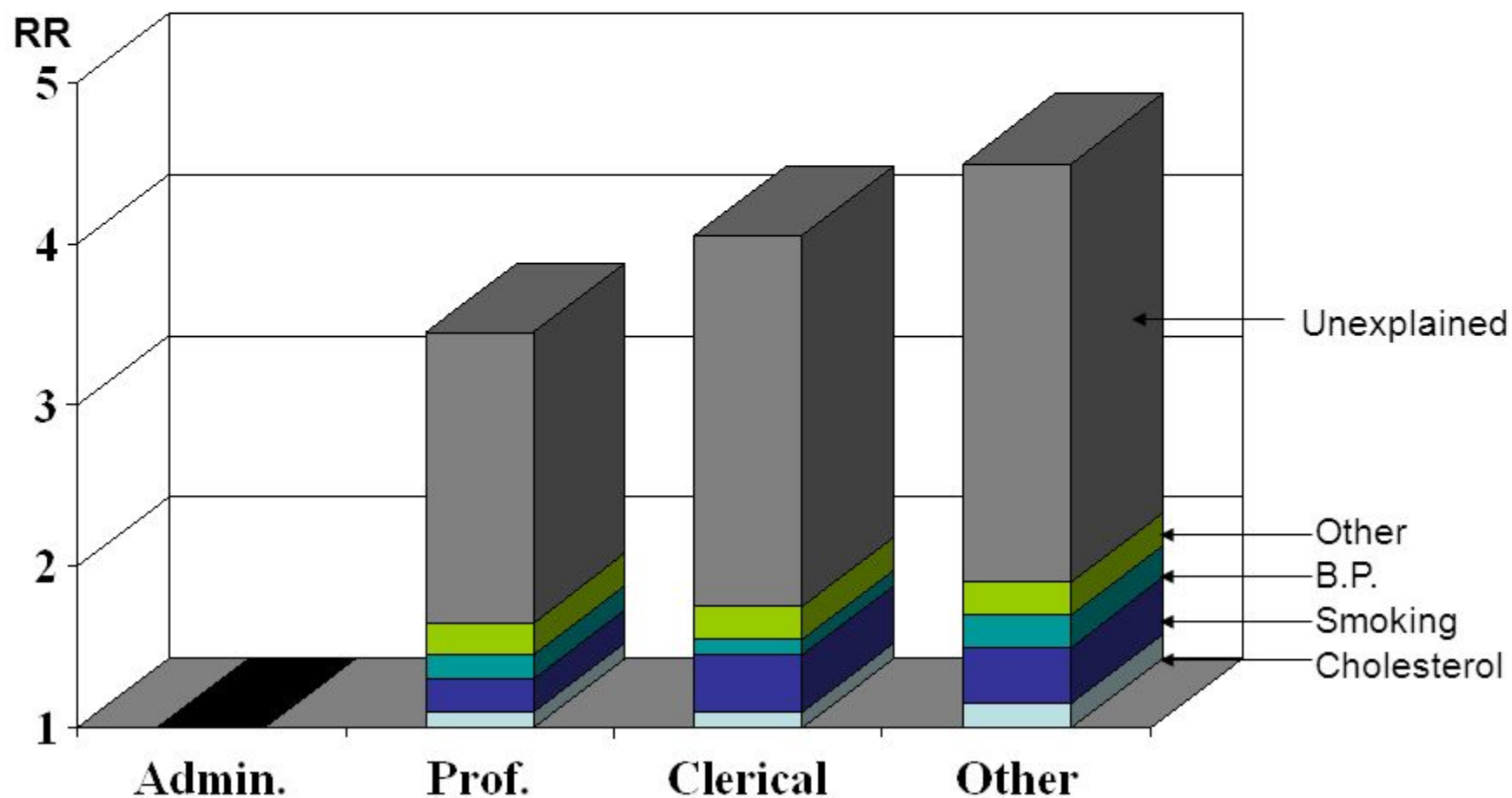
70 WHITEHALL





Michael Marmot with a bargraph from the Whitehall Study

Relative Risk of Death from CVD by Occupational Grade, showing portion that can be explained by conventional risk factors. Whitehall I Study.





# Social Mission of Medical Education: Ranking the Schools

ACADEMIA AND CLINIC

Annals of Internal Medicine

## The Social Mission of Medical Education: Ranking the Schools

Fitzhugh Mullan, MD; Candice Chen, MD, MPH; Stephen Petterson, PhD; Gretchen Kolsky, MPH, CHES; and Michael Spagnola, BA

**Background:** The basic purpose of medical schools is to educate physicians to care for the national population. Fulfilling this goal requires an adequate number of primary care physicians, adequate distribution of physicians to underserved areas, and a sufficient number of minority physicians in the workforce.

**Objective:** To develop a metric called the social mission score to evaluate medical school output in these 3 dimensions.

**Design:** Secondary analysis of data from the American Medical Association (AMA) Physician Masterfile and of data on race and ethnicity in medical schools from the Association of American Medical Colleges and the American Association of Colleges of Osteopathic Medicine.

**Setting:** U.S. medical schools.

**Participants:** 60 043 physicians in active practice who graduated from medical school between 1999 and 2001.

**Measurements:** The percentage of graduates who practice primary care, work in health professional shortage areas, and are underrepresented minorities, combined into a composite social mission score.

**Results:** The contribution of medical schools to the social mission of medical education varied substantially. Three historically black colleges had the highest social mission rankings. Public and community-

based medical schools had higher social mission scores than private and non-community-based schools. National Institutes of Health funding was inversely associated with social mission scores. Medical schools in the northeastern United States and in more urban areas were less likely to produce primary care physicians and physicians who practice in underserved areas.

**Limitations:** The AMA Physician Masterfile has limitations, including specialty self-designation by physicians, inconsistencies in reporting work addresses, and delays in information updates. The public good provided by medical schools may include contributions not reflected in the social mission score. The study was not designed to evaluate quality of care provided by medical school graduates.

**Conclusion:** Medical schools vary substantially in their contribution to the social mission of medical education. School rankings based on the social mission score differ from those that use research funding and subjective assessments of school reputation. These findings suggest that initiatives at the medical school level could increase the proportion of physicians who practice primary care, work in underserved areas, and are underrepresented minorities.

**Primary Funding Source:** Josiah Macy, Jr. Foundation.

*Ann Intern Med.* 2010;152:804-811.

For author affiliations, see end of text.

[www.annals.org](http://www.annals.org)

# Medical Schools Social Mission Score, Primary Care, HPSA and Minorities Highest Scores

Rank	School	State	Social Mission Score	% Primary Care [std score]	% HPSA [std score]	URM School State (Nation) Ratio [std score]	School URM%	State (Nation) URM%
1	Morehouse College	GA	13.98	43.7 [1.20]	39.1 [1.40]	3.15 [11.38]	83.3	26.5
2	Meharry College	TN	12.92	49.3 [2.00]	28.1 [0.14]	2.99 [10.78]	79.3	26.5
3	Howard University	DC	10.66	36.5 [0.19]	33.7 [0.78]	2.71 [9.68]	71.9	26.5
4	Wright State University	OH	5.34	49.2 [1.98]	28.0 [0.12]	1.31 [3.23]	19.0	14.5
5	University of Kansas	KS	4.49	45.2 [1.42]	43.9 [1.96]	0.77 [1.12]	11.6	15.1
6	Michigan State	MI	4.13	43.6 [1.20]	26.5 [-0.05]	1.24 [2.99]	23.7	19.1
7	East Carolina University	NC	3.72	51.9 [2.36]	34.2 [0.84]	0.62 [0.52]	17.3	28.1
8	South Alabama	AL	3.15	42.0 [0.97]	52.7 [2.97]	0.29 [-0.78]	8.2	28.7
9	Ponce Medical College	PR	3.02	33.0 [-0.31]	43.8 [1.94]	0.84 [1.38]	82.5	98.8
10	Iowa Carver	IA	2.97	37.1 [0.28]	21.0 [-0.69]	1.35 [3.38]	8.1	6.0
11	OHSU	OR	2.93	43.8 [1.22]	43.8 [1.94]	0.43 [-0.23]	5.5	13.0
12	East Tennessee	TN	2.88	53.5 [2.58]	32.7 [0.67]	0.39 [-0.37]	7.6	19.5
13	University of Mississippi	MS	2.86	33.5 [-0.24]	62.5 [4.11]	0.23 [-1.01]	8.8	38.3
14	University of Kentucky	KY	2.61	39.8 [0.65]	32.5 [0.64]	0.82 [1.32]	8.0	9.8
15	Southern Illinois	IL	2.59	45.0 [1.39]	46.5 [2.26]	0.22 [-1.06]	6.1	28.3
16	Marshall University	WV	2.51	46.8 [1.64]	20.9 [-0.70]	0.89 [1.58]	4.2	4.7
17	University of Mass	MA	2.48	45.9 [1.52]	36.7 [1.12]	0.44 [-0.15]	5.9	13.3
18	University of Illinois	IL	2.27	36.7 [0.21]	35.7 [1.01]	0.75 [1.05]	21.2	28.3
19	University of NM	NM	2.25	46.7 [1.63]	30.7 [0.43]	0.53 [0.19]	28.8	53.9
20	University of Wisconsin	WI	2.24	35.7 [0.07]	19.3 [-0.87]	1.26 [3.03]	13.8	11.0

# Medical Schools Social Mission Score, Primary Care, HPSA and Minorities Lowest Scores

Rank	School	State	Social Mission Score	% Primary Care [std score]	% HPSA [std score]	URM School State (Nation) Ratio [std score]	School URM%	State (Nation) URM%
122	Johns Hopkins University	MD	-1.9	24.3 [-1.53]	26.7 [-0.02]	0.40 [-0.35]	10.5	26.5
123	Stanford University	CA	-1.9	27.4 [-1.10]	16.2 [-1.23]	0.59 [0.43]	15.7	26.5
124	Duke University	NC	-1.91	22.3 [-1.82]	23.9 [-0.34]	0.55 [0.24]	14.5	26.5
125	Texas A&M	TX	-1.95	37.0 [0.26]	16.2 [-1.24]	0.24 [-0.97]	10.6	44.7
126	Columbia University	NY	-1.98	20.3 [-2.10]	31.8 [0.57]	0.37 [-0.45]	9.8	26.5
127	Albany Medical College	NY	-2.00	30.7 [-0.63]	24.2 [-0.32]	0.22 [-1.06]	5.7	26.5
128	Medical College of WI	WI	-2.02	33.5[-0.23]	15.9[-1.28]	0.36[-0.51]	9.4	26.5
129	University of Penn.	PA	-2.03	19.1[-2.27]	20.4[-0.76]	0.74[0.99]	19.5	26.5
130	Loyola University	IL	-2.06	33.7[-0.20]	20.7[-0.72]	0.20[-1.14]	5.2	26.5
131	Boston University	MA	-2.12	26.7 [-1.19]	23.3[-0.42]	0.35[-0.52]	9.4	26.5
132	Einstein	NY	-2.13	26.1[-1.28]	24.8[-0.25]	0.33[-0.60]	8.8	26.5
133	Stony Brook University	NY	-2.21	29.1[-0.85]	20.4[-0.76]	0.33[-0.60]	10.5	31.7
134	Thomas Jefferson	PA	-2.34	32.1[-0.42]	20.6[-0.72]	0.18[-1.19]	4.8	26.5
135	Uniformed Services	MD	-2.36	29.6[-0.78]	21.4[-0.64]	0.24[-0.95]	6.5	26.5
136	UMDNJ-New Jersey	NJ	-2.46	23.7[-1.61]	17.8[-1.05]	0.54[0.20]	14.8	27.7
137	NYU	NY	-2.65	24.3[-1.53]	22.1[-0.55]	0.34[-0.57]	9.0	26.5
138	UC – Irvine	CA	-3.02	32.9[-0.32]	14.2[-1.47]	0.17[-1.24]	7.0	41.2
139	Northwestern University	IL	-3.11	24.4 [-1.51]	19.5[-0.86]	0.30[-0.74]	7.9	26.5
140	UT - Southwestern	TX	-3.64	26.8 [-1.18]	15.1 [-1.36]	0.21 [-1.09]	9.3	44.7
141	Vanderbilt University	TN	-3.95	21.9 [-1.86]	20.8 [-0.07]	0.13 [-1.38]	3.6	26.5

beyond

**FLEXNER**

Social Mission in Health  
Professions Education



# Beyond Flexner 2012

## University of Oklahoma – Tulsa School of Community Medicine





Beyond  
**FLEXNER**Alliance  
Social Mission in Health Professions Education

Beyond Flexner 2018

**COMMUNITY  
DIVERSITY  
EQUITY**

April 9–11, 2018 in Atlanta, GA

**Conference Co-Hosts**

Morehouse School of Medicine

Emory University  
Nell Hodgson Woodruff  
School of Nursing

The Beyond Flexner Alliance

#SocialMission







Beyond  
**FLEXNER** Alliance  
Social Mission in Health Professions Education



**Dr. Loretta Ford receiving the Macy Lifetime Achievement Award for Excellence in Social Mission**



# **Social Mission of Health Professions Schools**

**The social mission of a health professions school is the contribution of the school in its mission, programs, and the performance of its graduates, faculty, and leadership in enhancing health equity and addressing the health disparities of the society in which it exists.**

# **Manifestations of Social Mission in Medical Education**

- **Community Engagement**
- **Diversity promotion**
- **Disparities reduction**
- **Cost/value concern**
- **Engagement with social determinants of health**

# CORE CONCEPTS AND PRINCIPLES

- Promote a **culture of accountability** in health professions education that values health equity
- Raise **public consciousness** about social mission
- Impact **future leaders'** understanding and commitment to social mission
- Create **social mission standards and metrics**
- Support pathways **to assure a diverse workforce** including leadership

# **Social Mission Challenges**

- **Recruitment/buy in**
- **Quantitation/Metrics**
- **IPE**
- **New models**
  - **Health plan/medical school collaborations**
  - **Teaching Health Centers/decentralized education**
- **Building local support**
- **Putting social mission on a par with teaching, service and research**

# Social Mission Metrics Study

Presentation October 8, 2018

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# The Case for Social Mission Metrics



# **Social Mission Metrics Study Timeline**

- **2016 -- Initial survey conceptualization and pilot testing**
- **2017 -- Field Studies x 2**
- **2018 -- Self study promoted, launched, retrieved, analyzed, and results distributed**

Domain	Activities	Evidence
Governance	<ul style="list-style-type: none"> <li>• Social mission values explicit in written goals</li> </ul>	<ul style="list-style-type: none"> <li>• Mission statement or strategic plan identifies a specific medically disadvantaged community of commitment</li> </ul>
Community Engagement	<ul style="list-style-type: none"> <li>• Meaningful bidirectional community partnerships</li> </ul>	<ul style="list-style-type: none"> <li>• Legal partnerships, CTSA involvement, faith based partnerships, FQHC partnerships/practice or clinical teaching arrangements, school/education partnerships, public health department partnerships, philanthropic organization partnerships</li> </ul>
Curriculum	<ul style="list-style-type: none"> <li>• Social mission embedded in curriculum</li> </ul>	<ul style="list-style-type: none"> <li>• Defined competency or domain in value-based care, health equity or disparities, social determinants of health, public health, health policy, advocacy, ethics</li> </ul>
Diversity and Inclusion	<ul style="list-style-type: none"> <li>• Establishment and yield of pipeline programs</li> </ul>	<ul style="list-style-type: none"> <li>• Number of minority students impacted, percentage of participating students entering higher education</li> </ul>
Research	<ul style="list-style-type: none"> <li>• Community needs impact research agenda</li> </ul>	<ul style="list-style-type: none"> <li>• To what extent is the research agenda/project guided by a community needs assessment</li> </ul>
Institutional Culture and Climate	<ul style="list-style-type: none"> <li>• Culture of inclusive excellence</li> </ul>	<ul style="list-style-type: none"> <li>• Cultural competency/cultural humility training</li> </ul>

# 18 Activity Areas

1. Social Mission
2. Curriculum
3. Extracurricular Activities
4. Targeted Education
5. Global Health
6. Curriculum and Community Needs
7. Community Collaborations
8. Student Diversity
9. Faculty Diversity
10. Academic Leadership Diversity
11. Pipeline Programs
12. Student Training
13. Faculty Training
14. Student-run Clinics
15. Student Activism
16. Faculty Activism
17. Primary and Community Based Care
18. Research

# Sample Results

- ▶ **59% of schools identify a “community of commitment” in mission statement**
  - ▶ *Community of commitment indicates a medically or socially underserved community – a health disparity community – that could be a geographic area, demographic group, or category of patient that your school has explicitly targeted as a focus for your work.*
- ▶ **54% of schools use a community health needs assessment to inform their curriculum**

# Sample Results

- ▶ *76% of schools have pipeline programs for K-12 students*
  - ▶ *100% of medical schools*
  - ▶ *50% of nursing schools*
  - ▶ *67% of dental schools*

# Sample Feedback Report

## RESULTS FOR YOUR SCHOOL

TABLE 1  
Overall social mission results  
School name here  
Institution name here

Result in relation to median for field test schools	Quartile II
Result in relation to median for field test nursing schools	Quartile I

*Note: Results for all areas on the survey were aggregated to create an overall result for Social Mission. The distribution of results were divided into Quartiles. Quartile I is the highest quartile and Quartile IV is the lowest quartile.*

TABLE 2  
Results for activity areas in social mission  
School name here  
Institution name here

Activity Areas	Result in relation to median for field test schools	Result in relation to median for field test nursing schools
Area1 School Mission		
Area2 Curriculum		
Area3 Extracurricular		
Area4 Targeted education		
Area5 Global health		
Area6 Curriculum aligns to community needs		
Area7 Community collaboration		
Area8 Student diversity		
Area9 Faculty diversity		
Area10 Academic leadership diversity		
Area11 Pipeline programs		
Area12 Student training		
Area13 Faculty training		
Area14 Student-run clinics		
Area15 Student activism		
Area16 Faculty activism		
Area17 Primary care		
Area18 Research		

*Note: Results for individual areas were frequently equivalent for large numbers of participating schools. Therefore we were unable to report quartiles for individual area results, and instead reported simply whether results were above, below, or equal to the median for all participating schools.*

# **SMM Next Steps: Self-Study Campaign**

## **National self-study campaign**

- **Tool development**
- **Partnership and distribution**

## **Goal:**

- **66 dental schools**
- **179 medical schools**
- **400 nursing schools**



# Potential Impact of Social Mission Metrics Study

- **Fuels the conversation around health professions education to include social mission**
- **Stimulates interprofessional engagement around social mission**
- **Provides benchmarks of social mission for participating schools**
- **Creates competition among schools for social mission recognition**
- **Promotes research on social mission and its measurement**

# **Social Mission ...**

**... not only to improve  
health but to make it  
fairer.**