

In addition to multiple programs and initiatives designed to increase Faculty and OHSU Student diversity, OHSU has extensive **pathways programs** in place that reach middle, high school, undergraduate and graduate college students throughout the state and include the initiatives listed below.

1. The four *Oregon Area Health Education Centers* (AHECs) are coordinated and funded through OHSU, and provide a wide variety of programs for high school students from rural environments including career exploration camps and job shadows. <https://www.ohsu.edu/area-health-education-centers>.
2. *BUILD EXITO* is an undergraduate research training program that supports students on their pathway to become scientific researchers. Portland State University is the lead on this National Institutes of Health center for innovation to help undergraduates. OHSU serves as the research-intensive partner. <https://www.pdx.edu/exito/about-build-exito>; Carlos Crespo, Director (PSU) and Cynthia Morris, Co-Director (OHSU).
3. OHSU's *On Track* is based in the Office of Science Education Opportunities. The program engages over 3500 URM grades 6-16 students and guides them toward careers in STEM. Currently, projects are located in Portland Public Schools' Jefferson cluster, Woodburn School District, The Confederated Tribes of Warm Springs K-8 Academy and Madras High School, and the Klamath Tribes and Klamath County School District in Southern Oregon. <https://www.ohsu.edu/xd/education/student-services/science-education-opportunities/education-programs/on-track/>; Katie Lenahan, Director.
4. The *Oregon Institute of Occupational Health Sciences* summer student research awards are 2 - 3 month paid summer internships designed to introduce 10 – 14 college sophomores, junior, and seniors annually to various fields of biomedical research. <https://www.ohsu.edu/xd/research/centers-institutes/oregon-institute-occupational-health-sciences/outreach/awards.cfm>; Alisa Mukai, Coordinator.
5. The *Vollum Summer Undergraduate Research Program* evolved from a longstanding program between Reed College and the Vollum Institute for summer undergraduate research internships. <https://www.ohsu.edu/xd/education/schools/school-of-medicine/academic-programs/neuroscience-graduate-program/application-information/summer-research-program.cfm>. Drs. Mary Logan and Kelly Monk, Key contacts.
6. The *Northwest Native American Center of Excellence* is a collaboration between OHSU, the Northwest Portland Area Indian Health Board, and Portland State University working to comprehensively and sustainably address the health care needs of all people by increasing Native American voice in the U.S. health professions workforce. NNACOE's programs include the *Wy'East* Post-baccalaureate program to assist AI/AN students to achieve entry into medical school, *Tribal Health Scholars* providing job shadows for AI /AN high school students in Indian Health Service Clinics, and *We Are Healers*, a digital platform to support and encourage AI/AN participation in health careers. <https://www.ohsu.edu/school-of-medicine/nnacoe>; Erik Brodt, Director.
7. The *Post-Baccalaureate Initiative* is a pilot funded by the Vollum and the Executive Vice President for Research. The target population is college seniors from NIH-defined underrepresented minorities who intend on applying to graduate school within 1-2 years of college graduation. <https://www.ohsu.edu/school-of-medicine/neuroscience-post-baccalaureate-initiative>; Letisha Wyatt, Faculty contact.
8. *Discover Careers!* is a career exploration program for 9th and 10th grade students in metro area high schools which have large populations of URM students and offer a health or science track. The

Office of Science Education Opportunities hosts the program that serves 300 students annually. Students come for two visits to campus and meet role models working in a wide variety of fields. Susan Shugerman, Director.

9. The OHSU School of Nursing hosts the *HealthE STEPS* nursing workforce diversity program on all five undergraduate campuses, attracting and advancing a diverse nursing student body in Oregon from pre-nursing through graduate education. <https://www.ohsu.edu/xd/education/schools/school-of-nursing/interprofessional-initiatives/nursing-workforce-diversity/>; Joanne Noone, Director.
10. The *Youth Engaged in Science* (YES!) program works to counter educational and health disparities in underrepresented minority communities by exposing URM middle and high school students to science, research & STEM-related careers. They also send graduate students and postdocs to Portland area middle and high schools to provide interactive lessons about the brain using our "Brain-in-a-Box" program developed in partnership with the [OHSU Brain Institute](https://www.ohsu.edu/school-of-medicine/developmental-cognition-and-neuroimaging-lab/outreach). <https://www.ohsu.edu/school-of-medicine/developmental-cognition-and-neuroimaging-lab/outreach>.
11. The *Knight Scholars Program* brings cancer research experiences to rural Oregon high school students. The NIH-funded program encourages youth whose communities are underrepresented in cancer research, healthcare and public health – including those of diverse races and ethnicities and those from rural areas – to consider making a career out of the fields of cancer research, treatment and prevention. Rural Oregon high school teachers also participate. <https://www.ohsu.edu/xd/health/services/cancer/outreach-programs/programmatic-outreach/knightscholars.cfm>; Jackie Shannon, Director.
12. *Provost Scholars* funds two URM undergraduate students each summer for 10-week biomedical research experiences at the Oregon National Primate Research Center. Students are supported by a team of individuals dedicated to their success, both during the term of their summer fellowship and into the future. <https://www.ohsu.edu/xd/education/student-services/science-education-opportunities/education-programs/ohsu-onprc-provost-scholars.cfm>; Diana Gordon, Education Manager.
13. The Murdock Undergraduate Collaborative Research Program annually hosts 10 undergraduate students in their junior year from Concordia University, George Fox University, Lewis & Clark College, Linfield College, Pacific University, University of Portland, Warner Pacific College, and Willamette University who are interested in pursuing a career in biomedical research or an MD/PhD. Students spend 8 – 10 weeks in summer internships.
14. The *University Center for Excellence in Developmental Disabilities* (UCEDD) Summer Internship Program provides 8-week opportunities for high school and early college students to gain experience in the disability field. <https://www.ohsu.edu/xd/research/centers-institutes/institute-on-development-and-disability/ucedd/training/ucedd-summer-youth-program.cfm>; Erin Taylor, Coordinator.
15. The *OHSU Center for Diversity and Inclusion* (CDI) offers programs to create awareness about STEM careers. CDI offers summer internship programs for research and clinical experiences in medicine, nursing, dentistry, and other health care professions. Programs include:
 - ❖ The *OHSU Summer Equity Internship Program* offers an opportunity for diverse undergraduate students to spend 8 weeks working with administrators, faculty, scientists, and graduate students in a research and community based setting. <https://www.ohsu.edu/center-for-diversity-inclusion/equity-research-program>; Andrew Justicia, Center for Diversity and Inclusion

- ❖ *The Ted R. Lilley Continuing Umbrella of Research Education Intern Program* is supported by the OHSU Knight Cancer Institute and CDI. It offers research experiences to URM Portland area high school students. <https://www.ohsu.edu/center-for-diversity-inclusion/ted-r-lilley-cure-program>; Melanie Bennett, Administrative Manager, Knight Cancer Institute.