



# DELAWARE INSTITUTE OF MEDICAL EDUCATION AND RESEARCH (DIMER)

QUARTERLY BOARD MEETING

DECEMBER 11, 2024

# WELCOME

# DIMER BOARD: ROLL CALL

**Kathleen S. Matt, PhD**

DIMER Chair  
University of Delaware, College of Health Sciences

**Brian Frazee, MPP**

Delaware Healthcare Association

**Rachel Hersh, DrPH, MSN-PH, RN**

Sussex County FQHC

**Neil Jasani, MD, MBA, FACEP**

ChristianaCare

**Joseph Kim, DO**

TidalHealth, Medical Residency Program

**Janice L. Lee, MD, MMM, FAAFP**

Delaware Health Care Commission

**Marshala Lee-McCall, MD, MPH**

First State Chapter of the National Medical Association

**Brian Levine, MD**

ChristianaCare Medical Residency Program

**R. Christopher Mason, PhD**

Delaware State University

**Robyn Miller, MD**

A.I. Dupont Hospital for Children, Medical Residency Program

**Robert Monteleone, MD**

Saint Francis Hospital, Medical Residency Program

**Nichole Moxley**

Department of Health and Social Services, Division of Public Health (ex officio)

**Juliet Murawski**

Department of Education, Delaware Higher Education Office

**Jennifer Nauen, PhD**

University of Delaware

**Joyce Robert, MD, FAAFP**

Medical Society of Delaware

**Tabassum Salam, MD, MBA, FACP**

ChristianaCare

**Gary Siegelman, MD, MSc, CPE**

BayHealth Medical Residency Program

**Paul Sierzenski, MD, MSHQS, CPE, FACEP**

Beebe Healthcare Medical Residency Program

**Kate Smith, MD, MPH**

Delaware Academy of Medicine/Delaware Public Health Association

# AGENDA

- I. Call to Order
- II. Approval of June 18, 2024, meeting minutes
- III. Welcome to all DIMER Board members and self-introductions by all DIMER Board members
- IV. Overview of DIMER and next steps
- V: Update: Delaware Health Sciences Alliance (DHSA)
- VI: Update: Sidney Kimmel Medical College (SKMC)
- VII. Update: Philadelphia College of Osteopathic Medicine (PCOM)
- VIII. Updates from DIMER Board Members on the programs at their institutions
- IX. Public Comment and Discussion
- X. Adjourn



# CALL TO ORDER

## Virtual Meeting – Housekeeping

- **Public** - Please send your name, email contact, and organization affiliation (if applicable) to [DHCC@delaware.gov](mailto:DHCC@delaware.gov) or add in the Teams meeting chat box.
- Please keep your computer/phone on mute unless you are making a comment, and if you are not on visual, please identify yourself as well.
- This meeting will be recorded for minutes.



# APPROVAL OF MINUTES

- Approval of June 18, 2024, meeting minutes

*(At least 10 former DIMER Board members needed for vote. Of the 10 members, 6 members are needed to approve the minutes. New members and former members not in attendance should abstain from voting.)*



# WELCOME TO ALL DIMER BOARD MEMBERS AND SELF-INTRODUCTIONS BY ALL DIMER BOARD MEMBERS

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# OVERVIEW OF DIMER AND NEXT STEPS

## House Bill 432 w/House Amendment I signed September 19, 2024

- Act updates provisions of the Delaware Code covering DIMER which creates partnerships with out-of-state medical schools to provide an opportunity for Delaware residents to attend medical school
- Board consists of 19 members
- Board may establish working committees to assist in completing its work; however, it shall maintain a standing “Committee on Rural Health” to assure that the unique health needs of rural Delaware are addressed in DIMER activities.
- Board members shall receive annual training on the importance of diversity in healthcare and how diversity in the medical field reduces health care disparities, optimizes care delivery, and increases access to care.



# OVERVIEW OF DIMER AND NEXT STEPS

- The Chair of the Board shall be elected by the Board. Candidates for Chair of the Board shall be reviewed by a nominating committee. Membership of the nominating committee and rules for nominating candidates shall be determined by the Board.
- The Chair shall be subject to a 3-year term with no more than 3 consecutive terms. A Vice Chair shall be established in the same manner and with the same term lengths and limits.
- **Next Steps:**
  - DIMER Board needs to establish a nominating committee to review candidates. If you would like to be on the committee, email [elisabeth.massa@delaware.gov](mailto:elisabeth.massa@delaware.gov).
  - Board has discretion on how to constitute the committee and how the committee nominates candidates, etc.
  - Full board then votes to elect based on the candidate(s) from the committee.
  - Candidates can be nominated or self-nominate. Nominations can be sent to the nominating committee or [elisabeth.massa@delaware.gov](mailto:elisabeth.massa@delaware.gov).





# UPDATE: DELAWARE HEALTH SCIENCES ALLIANCE (DHSA)



# *Updates: December 2024*

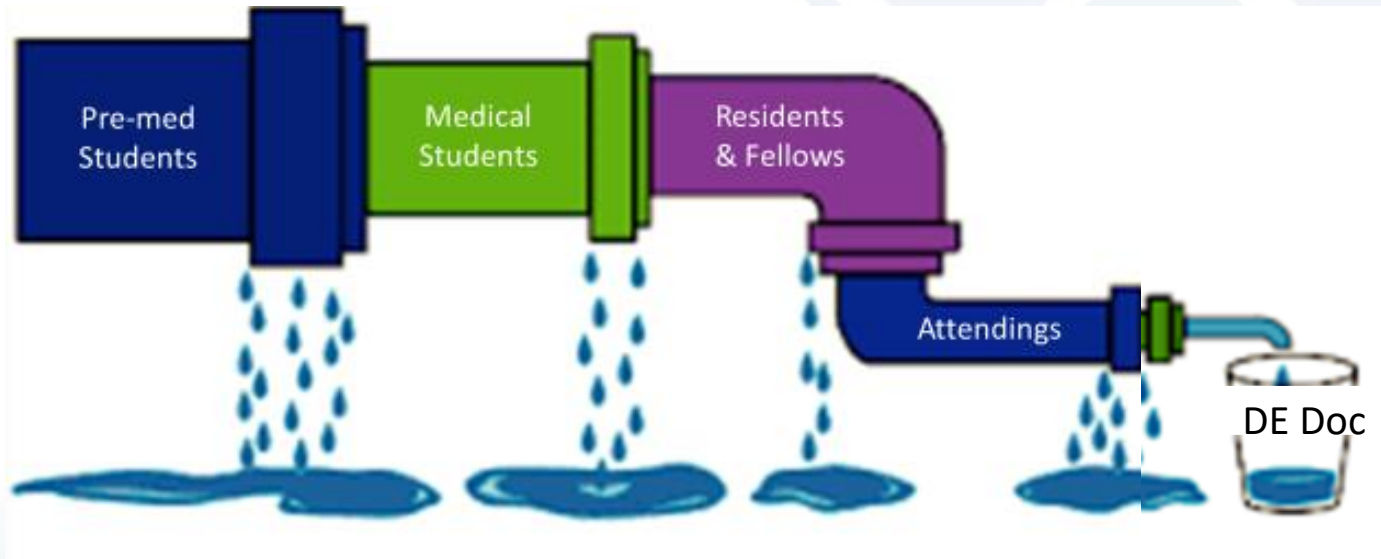
Omar Khan, MD, President & CEO  
Pamela Gardner, Director

*Delaware Health Sciences Alliance*

**DHSA partners with DIMER to create and sustain a workforce pipeline:**

- Promoting student acceptance to partner medical schools (Sidney Kimmel Medical College & Philadelphia College of Osteopathic Medicine)
- Assisting their transition to Delaware Branch Campuses for 3<sup>rd</sup> and 4<sup>th</sup> year med school (if desired)
- Maximize their chances of placing into Delaware GME programs
- Helping match them upon graduation with Delaware health systems
- Promote DE-based loan repayment programs to encourage recruitment and retention

## The pipeline of medical education & workforce



- DE HS outreach
- College pre-med advising
- MCAT prep
- Mentorship

- \*Branch campuses\*
- Mentorship & Outreach
- DE-specific dinners & receptions
- GME receptions

- Resident & program director engagement
- Delaware Day
- State of DE-hosted retreats planned

- Loan repayment (new DE-specific program!)
- Federal programs
- Health system-sponsored programs

## Who is Eligible for

- Eligible applicants must be legal residents of Delaware and meet the pre-medical requirements outlined by SKMC and PCOM
- Students whose primary and permanent residence is in Delaware are identified as DIMER applicants through SKMC and PCOM Admissions
- DIMER eligibility (revised 2022) : [dimereligguidelines.pdf \(delaware.gov\)](#)

## DIMER events under DHSA contract

Month, location	Event
September 12, 2024	PCOM Reception
October 2024	DIMER Student Engagement Letters
December 5, 2024	Sussex County Outreach Event
January 13, 2025	SKMC Reception
January 14, 2025	Kent County Outreach Event
February 11, 2025	New Castle County Outreach Event
February / March, 2025	2024 DIMER Annual Report Published*

# PCOM Reception



# Sussex County Event Panel



Omar Khan, MD MHS  
DHSA  
President & CEO



Saskia Richer, Ph.D., ATC  
University of Delaware  
Associate Professor, Director  
for the Center for Health  
Profession Studies



R. Christopher Mason, PhD  
Delaware State University  
Associate Professor –  
Department Chair



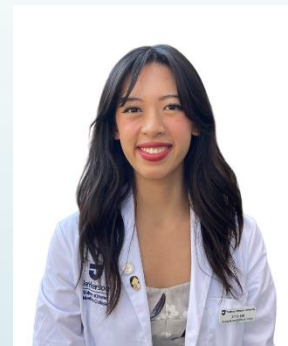
Katie Johnson, DO  
Beebe Healthcare  
Medical Director, UME



Tanya Ray, MS  
Beebe Healthcare  
Administrative Director, GME



Douglas McDonald  
Beebe Healthcare  
Program Coordinator, GME



Emily Lee  
Thomas Jefferson University  
Student



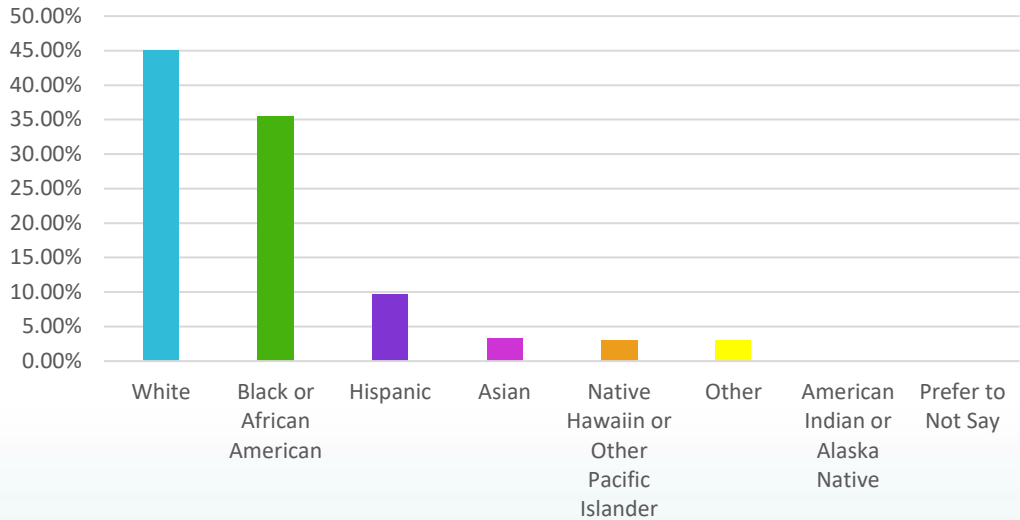
Jonathan Lee  
Thomas Jefferson University  
Student



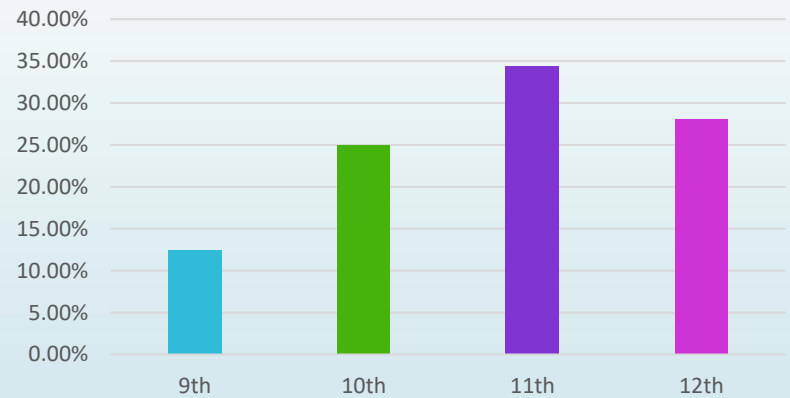


# Sussex Outreach Event

### Registration by Ethnicity



### Registration by Grade



# SKMC Reception





## 2024 Annual Report

- Continued focus on storytelling, value and impact
- Content Curation under way

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## DHSA events/engagements promoting DIMER

Month, location	Event
August 2024	DHSA Delaware Day
October 2024	DSU White Coat Ceremony DSU Presentation in Partnership with PCOM Annual Primary Care Residency Program Collaborative Meeting & Dinner
December 2024	DHSA Pre-Med Advisors Collaborative Annual Meeting
Spring 2025	DHSA Pre-Med Connections Event
Ongoing	PCOM DHSA DIMER Speaker Series
Ongoing	MCAT Prep Program Partnerships and DHSA MCAT Exam Scholarship
Ongoing	Sponsoring DIMER Students Attending various conferences and events (ie Diabetes Symposium, Holloway Conference, Academy Annual Meeting and Dinner)

## At the college level

### DHSA Annual Pre-Med Advising Collaborative Retreat

- Host pre-med advisors from Del Tech, Del State, UD
- Ongoing discussions on strategies to support applications of Delawareans from under-represented groups and counties
- Collaborative will be partnering on a Spring Event for Pre-Med Students

## At the college/pre-med level

### – Ongoing Med Student support initiatives

- Initiated PCOM Delaware-applicant subcommittee (includes interviewers from across all 3 counties)
- Delaware-specific form and process, similar to TJU's Delaware applicant subcommittee
- Promoting MCAT prep program resources



**ChristianaCare**  
iREACH

**FREE VIRTUAL  
MCAT PREP  
PROGRAM**

**NOW ACCEPTING  
APPLICATIONS**

**APPLY NOW**

**About The Program**

The Harrington Trust and the Institute for Research on Equity and Community Health at ChristianaCare are sponsoring a virtual live-online MCAT preparation program in collaboration with Kaplan and the Delaware Health Sciences Alliance to assist pre-medical college students from backgrounds underrepresented in medicine to successfully prepare for the MCAT.

The online Kaplan course will start in the Fall of 2023. Students will participate in live online courses and will have access to online Kaplan MCAT resources and practice tests at zero cost. Supplemental mentoring and resources will also be provided.

Priority will be given to Delaware applicants from backgrounds underrepresented in medicine.

**APPLICATION DEADLINE:**  
OCTOBER 16, 2023

**FOR MORE INFO PLEASE EMAIL:** HARRINGTON@CHRISTIANACARE.ORG



At the medical school level

- PCOM speaker series
- SKMC reception
- PCOM reception
- Including DIMER students in scientific conferences (Diabetes, ID, annual DAM meeting)

## At the residency (GME) level

### – Ongoing Graduate Medical Education Initiatives

- GMEC Meetings to orient program directors towards DIMER applicants
- Submitted scientific paper on the growth of FM residencies in DE (co-authored with leaders from Beebe, Bayhealth, ChristianaCare, Saint Francis)
- Primary Care Residency Program Directors Collaborative



# 2023 Annual Report

- Continued focus on storytelling, value and impact
- Partnership with DAM | DPHA



## DIMER Mission Statement

DIMER is reimagining medical education for Delawareans: creating opportunity and improving health for all Delawareans. The DIMER mission is to create opportunities for high-quality medical education for all Delawareans. In collaboration with our partners, we serve the current and future healthcare workforce needs of Delaware through innovation and inclusion.

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Delaware Health Care Commission  
Herman M. Holloway Sr. Campus  
Main Administrative Building - H150  
1901 North DuPont Highway - 1st Floor  
New Castle, Delaware 19720  
<https://www.dhsc.delaware.gov/dhsc/htsc/>

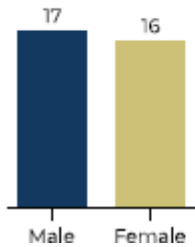
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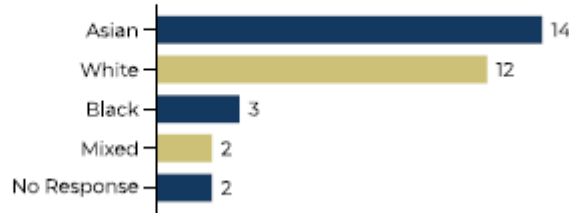


# 2023 Matriculant Demographics

**Gender**

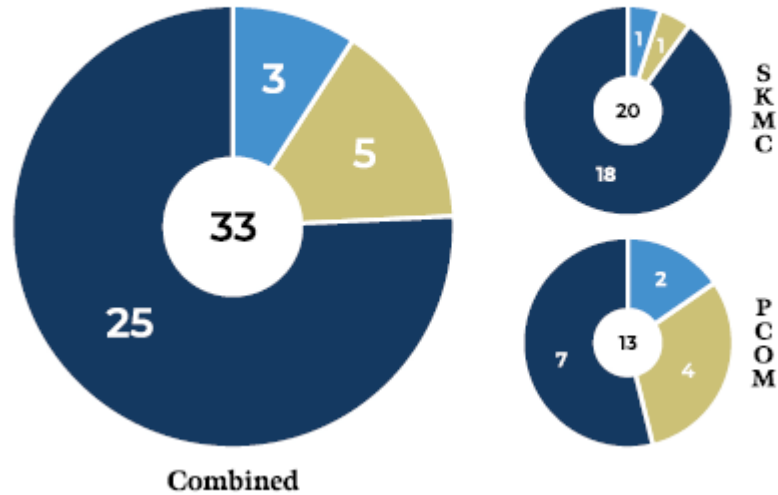


**Race**



**County**

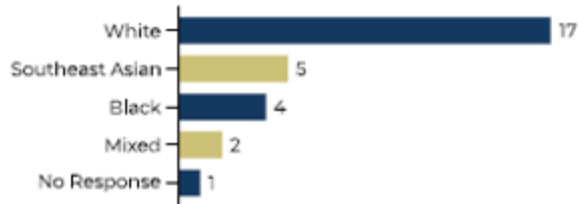
● New Castle ● Kent ● Sussex



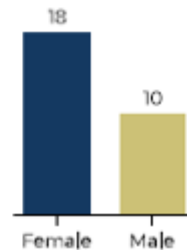


# 2023 Graduate Demographics

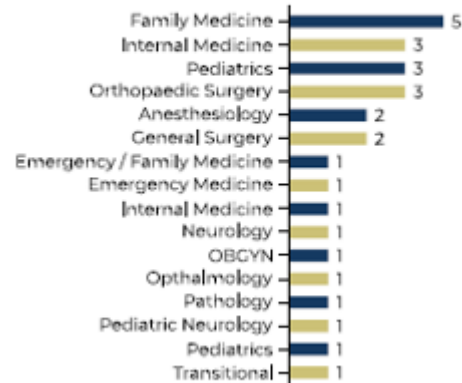
## Race



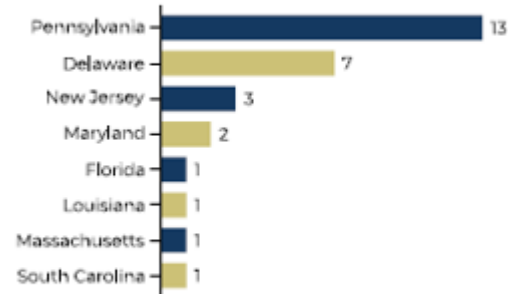
## Gender



## Specialty



## Residency



The key metrics on these pages are self-reported and tracked. They are presented to help illustrate the characteristics of both the matriculating and graduating classes.

Source: Report commissioned by Delaware Academy of Medicine / Delaware Public Health Association and the Delaware Health Sciences Alliance for a separate project and provided here as a courtesy. Joint Copyright © 2023, all rights reserved.

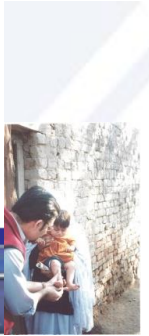


# DIMER – Looking Ahead

## – Contract Renewal

- Continued focus on
  - DIMER pipeline engagement
  - DIMER student success support
  - DIMER connection to Delaware
- Through
  - Events
  - Presentations
  - Unique Opportunities
  - Metrics, outcomes and experiences
- New opportunities and data needs will need additional resourcing, with support of DHSA Board who share vision of healthy DE

# Delaware Health Sciences Alliance



[Instagram: delawarehealthsciencesalliance](https://www.instagram.com/delawarehealthsciencesalliance)

[@DHSAhealth](https://twitter.com/DHSAhealth)

[@delawarehsa](https://www.facebook.com/delawarehsa)

[LinkedIn: dhsa \(https://www.linkedin.com/company/dhsa\)](https://www.linkedin.com/company/dhsa)

[Email: okhan@dhsa.org](mailto:okhan@dhsa.org) | [pgardner@dhsa.org](mailto:pgardner@dhsa.org)

[Web: www.dhsa.org](http://www.dhsa.org)



# UPDATE: SIDNEY KIMMEL MEDICAL COLLEGE (SKMC)



**Thomas Jefferson  
University**

HOME OF SIDNEY KIMMEL MEDICAL COLLEGE



Creating Our Third Century

# SKMC at Thomas Jefferson University DIMER Board Meeting

*December 11, 2024*

Alisa LoSasso, MD

# 2024 Cycle Statistics

35% DIMER  
Applicants  
accepted

Sidney Kimmel  
Medical College

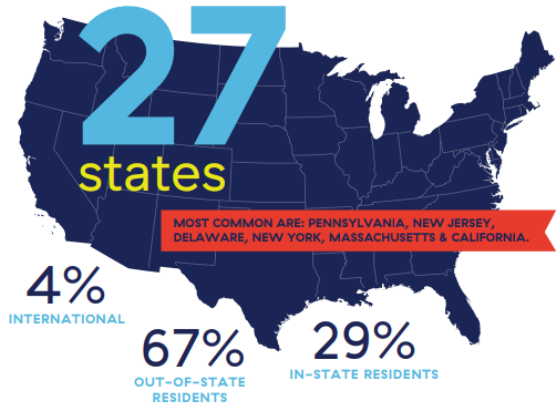
## STUDENT FACT SHEET

2024 Incoming Class

10,377  
AMCAS APPLICANTS

3.5%  
OF APPLICANTS  
OFFERED ACCEPTANCE

272  
STUDENTS ACCEPTED  
TO FIRST YEAR CLASS



54%  
FEMALE

45%  
MALE

3.83  
AVERAGE TOTAL GPA

AVERAGE SCIENCE GPA 3.78

513  
AVERAGE MCAT

112  
GRADUATE AND  
UNDERGRADUATE  
SCHOOLS  
REPRESENTED

### AGE RANGE OF MEDICAL STUDENTS

58%  
20-23

30%  
24-26

12%  
27-37

SCAN TO  
LEARN MORE





SIDNEY KIMMEL MEDICAL COLLEGE

# DIMER Data

## 2023

▪ Applications	66
▪ Kent	4
▪ New Castle	54
▪ Sussex	8
▪ Interviewed	31
▪ Accepted	26
▪ Kent	1
▪ New Castle	23
▪ Sussex	2
▪ Matriculated	21
▪ Kent	1
▪ New Castle	19
▪ Sussex	1

## 2024

▪ Applications	85
▪ Kent	9
▪ New Castle	64
▪ Sussex	12
▪ Interviewed	38
▪ Accepted	30
▪ Kent	3
▪ New Castle	25
▪ Sussex	2
▪ Matriculated	26 (1 PSAP)
▪ Kent	3
▪ New Castle	21
▪ Sussex	2



**Thomas Jefferson**  
**University**

HOME OF SIDNEY KIMMEL MEDICAL COLLEGE



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## SKMC Entering Class 2025 Cycle “Class of 2029” so far

▪ Total Applications	12000	
▪ DIMER Applications	91 so far	
▪ Invited to Interview	40 so far	
▪ Accepted	8 so far	(rolling admissions)

# Curricular Updates

- JeffBEACON (Bringing Equity and Care for Our Neighborhoods) - 20 interested Year 1 students
- Physician Shortage Area Program turned 50 in 2024
- Minor curricular changes for Year 1 and 2 next year
- 2024 Residency Match Rate 95% (above average)
  - 14 SKMC students matched to positions in Delaware, 2 in medicine-emergency medicine, 2 in emergency medicine, 1 in diagnostic radiology, 1 in family medicine, 1 in internal medicine and 1 in internal medicine-pediatrics at Christiana Care; 1 in family medicine and 1 in general surgery at Bayhealth Medical Center; and 4 students matched at SKMC/Nemours in pediatrics.
- USMLE Pass Rate is 96% (above Nat'l average)
- Recent merger with Lehigh Valley



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## Important Dates

- DE Medical Scholars Interviewed 10/25/2024
- DIMER Dinner 1/13/2025
- 3rd Annual MLK Jr DIMER Day of Service 1/20/2025
- DIMER Applicant Review Meeting January 2025
- Second Look 4/7/2025 and 4/8/2025
- Commit to Enroll Deadline is 6/18/2025
- Orientation and White Coat 7/28/2025 – 8/1/2025



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## SKMC Delaware Student Affinity Group Leadership

<b>Advisor</b>	<b>Ashley Antilla, MD</b>
<b>President</b>	Elizabeth Habash
<b>Vice President</b>	Nicola Habash
<b>Director of Communications</b>	Jennifer Zhan
<b>Pre-Clinical Liaison</b>	Vani Parthiban
<b>Clinical Liaison</b>	Kameron Inguito
<b>Treasurer</b>	Sohan Shah



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## SKMC Delaware Student Affinity Group Activities

- **University of Delaware Visit:** taught 50 students of their pre-medical fraternity the structure of taking a medical history, role-played as patients, allowing the students to practice taking medical histories.
- **Mentorship Connections:** paired interested students from the incoming Branch Campus group with current Branch Campus students to serve as mentors and resources.
- **Winter Event Planning:** winter scheduled for early January.
- **Expanded E-Board and Membership:** With our growing executive board and membership, we're excited to expand our initiatives even further.

Please note that Kayla Morrell, past president, is now a resident at Nemours



# MSD Beach Clean Up September 2024



Thanks  
Ona, John  
and Sam!

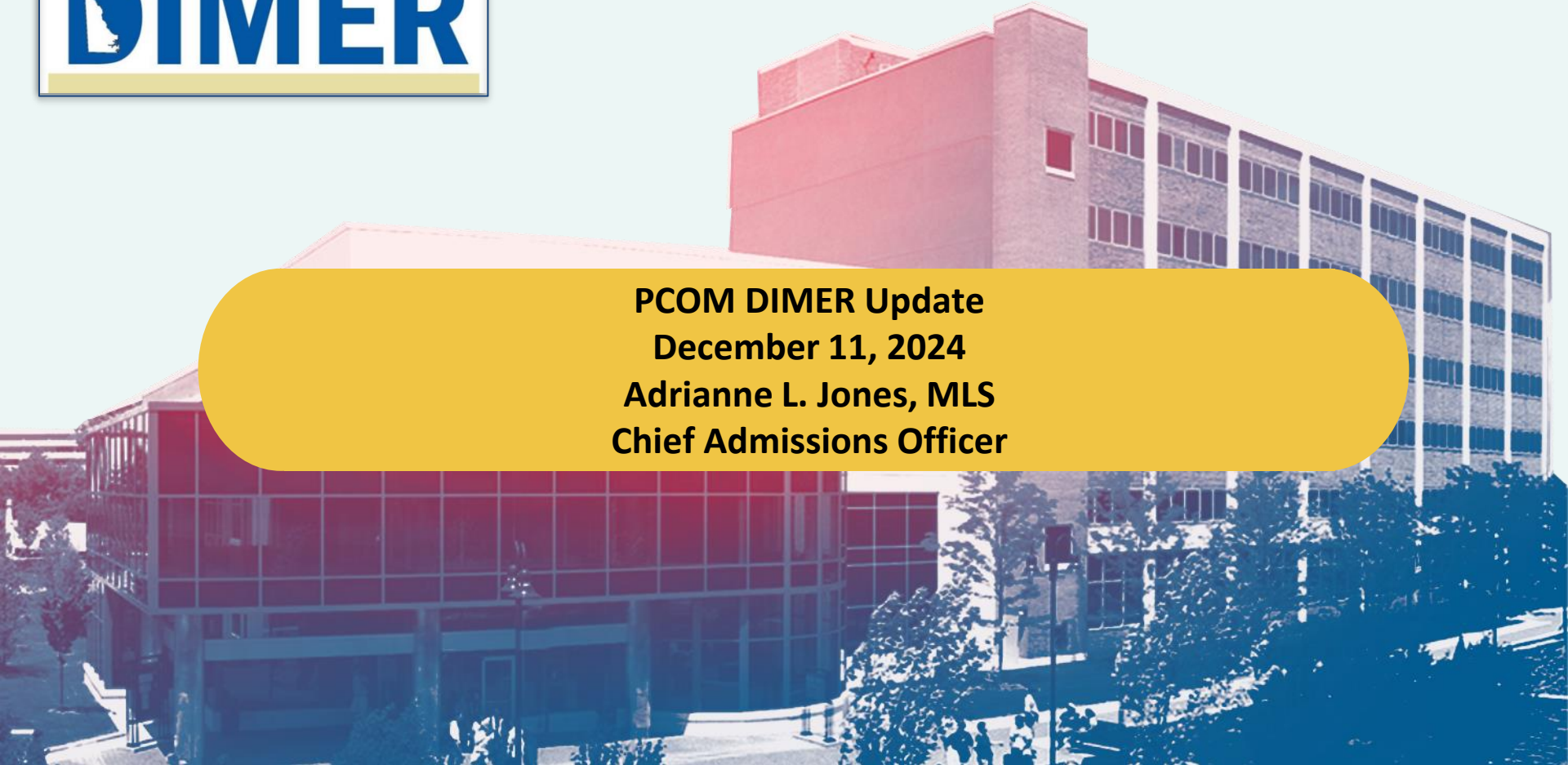




# UPDATE: PHILADELPHIA COLLEGE OF OSTEOPATHIC MEDICINE (PCOM)



**PCOM DIMER Update  
December 11, 2024  
Adrienne L. Jones, MLS  
Chief Admissions Officer**



Training the  
**doctor of tomorrow**

is today's mission.





## PCOM Snapshot



- **2,932** medical, pharmacy, physical therapy and graduate students enrolled in the 2023-2024 school year
- chartered in 1899 and has graduated more than 10,000 physicians
- emphasis on the training of physicians for primary care or family practice
- over 60% of our graduates engaged in family practice or a primary care specialty



## 2024 DIMER Snapshot



- **20** new first-year Delaware resident medical students entered into the Class of 2028
- Compared to the general national applicant pool to PCOM, Delaware residents who submitted a completed application to the Philadelphia Campus osteopathic medical program had a much higher rate of invitation for interview.
- Delaware residents had a **49%** acceptance rate and a **61%** yield from acceptance rate



## DIMER by the Numbers



- Contractual agreement of **10** Delaware students
- **65** potential DIMER applications received by PCOM
- **42** potential DIMER candidates interviewed by PCOM
- **32** potential DIMER students accepted
- **20** students confirmed in the Class of 2028



## Colleges & Majors of Accepted DIMER Students

COLLEGES ATTENDED	
Eastern University	1
University of Delaware	14
Case Western Reserve University	1
Swarthmore College	2
Manhattan College	1
Neumann University	1

MAJORS	
BIOLOGY	4
BIOLOGICAL SCIENCES	3
BIOCHEMISTRY	1
BIOENGINEERING	1
ENGLISH	1
MEDICINE	2
PSYCHOLOGY	1
OTHER HEALTH SCIENCES	2
OTHER SOCIAL SCIENCES	1
OTHER NOT LISTED	1

Avg. MCAT: 502    Avg. GPA: 3.69    Avg. SGPA: 3.55



## New for 2024



- DIMER DE Residency form added to the PCOM admissions process
- DIMER subcommittee and interviews debut 23-24 admissions cycle
- DIMER affinity group
- PCOM DIMER Dinner held September 12th in Delaware, Hilton Wilmington/Christiana
- Lunch and Listen with Dr. Khan and Pamela Gardner
- Return to Delaware... is in full swing!





PHILADELPHIA COLLEGE OF OSTEOPATHIC MEDICINE



# UPDATES FROM DIMER BOARD MEMBERS ON THE PROGRAMS AT THEIR INSTITUTIONS



# PUBLIC COMMENT AND DISCUSSION



# ADJOURN

Next DIMER Meeting:  
Wednesday, January 29, 2025  
3:00 p.m. – 5:00 p.m.  
Hybrid