

CAREERS *special edition*

OHSU Flexes Workforce Diversity Muscle

Future health care providers of color wanted

In 1997, middle school student Ngum Su signed up for a summer enrichment program at Oregon Health Sciences University to encourage her interest in health care. Today she is a pre-med college senior at Mississippi State and will apply to medical school in 2006. Eventually, Su, an African American student, intends to return to Oregon to practice medicine.

"This type of program is often referred to as feeding the pipeline," said Jilma Meneses, director of the Affirmative Action and Equal Opportunity Department at OHSU. "The goal is to train a future work force that years down the road will hopefully choose OHSU."

Nationwide, minority groups are poorly represented in the health care professions. In 2003, just 5 percent of the health sciences degrees awarded by the Oregon University System in 2003 were earned by people who identified themselves as African Americans or

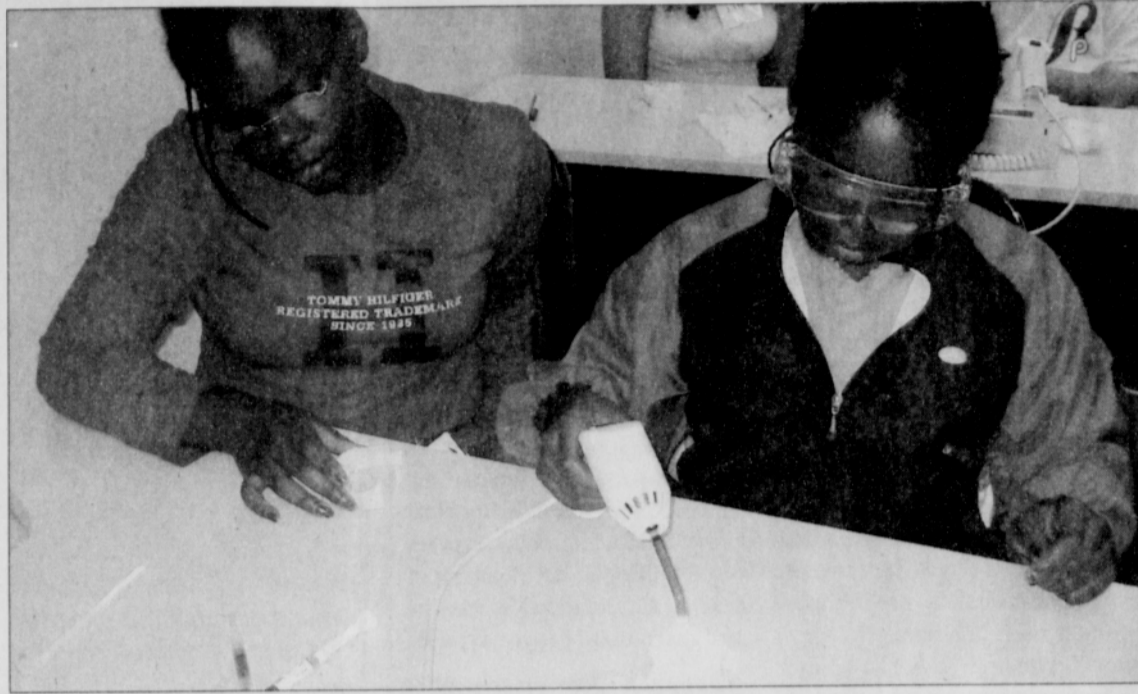
Hispanic and Latino.

Reversing this trend is difficult because health care professions may require long and costly training periods and "some minority students lack adequate support, funding and role models," said Leslie D. Garcia, director of the OHSU Center for Diversity and Multicultural Affairs.

About 220 middle school students like Su have participated in the "YO Science" enrichment program for minority and disadvantaged students. Based on tracking since 1997, these students go on to graduate from high school and many are already pursuing advanced degrees or certification in health care professions.

New programs starting up this summer for minority high school and college students at OHSU will be funded with a \$1.4 million federal grant recently awarded to Stephanie Anderson, M.D., assistant dean for minority affairs in the OHSU School of Medicine.

While laws require certain organizations to pursue work force diversity, Meneses said, "it also makes good business sense. OHSU wants employees who are cultur-



OHSU facilities, 3,000 housing units, parks and transit facilities. The project will generate over 5,000 jobs for the region.

In addition, OHSU is partnering with several private and public entities, unions, and grass roots organization to form an entity known as CAWS (Construction Apprenticeship Workforce Solutions) to enhance similar efforts to train and hire minorities and women for jobs in the construction industry.

Local middle school students Totiana and Tiesha place sealants on real teeth at last year's YO Science Program at Oregon Health Sciences University.

ally sensitive to our minority patients in order to provide the best health care possible."

OHSU is flexing its muscle to increase diversity in other professions too. For instance, OHSU has set a goal of 35 percent minorities and women on the work force of the South Waterfront Construction Project. The 30-acre site will ultimately include an expansion of

Executives Join Albina Community Bank

Albina Community Bank, an organization committed to bettering the community, recently announced the addition of two new senior vice presidents, Gregory Froman and Clint Stein.

Froman recently joined the bank team as chief credit officer. He will oversee all credit administration functions for the bank as we continue to re-invest our deposits back into local neighborhoods. He formerly held



Gregory Froman



Clint Stein

senior relationship and credit manager positions at Key Bank and U.S. Bank.

Stein is the new chief financial

officer at Albina Community Bank. In this role, he is responsible for all financial and regulatory reporting for the bank and holding company. He recently served as senior vice president and chief financial officer for a community bank in Joseph, Ore.

Albina Community Bank opened in December 1995 as a community development financial institution focused on aiding in the redevelopment of north and northeast Portland.

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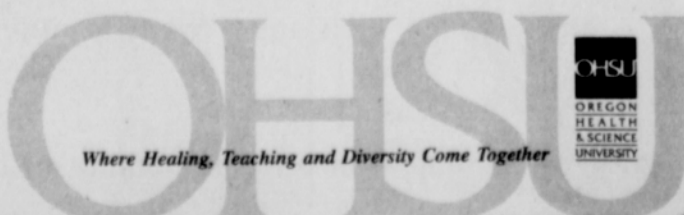
- Nurses (critical and acute care)
- Pharmacists
- Radiology technicians
- Physical and occupational therapists

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For current job openings and to apply, please visit www.ohsujobs.com or send an e-mail to: jobs@ohsu.edu or nursing@ohsu.edu

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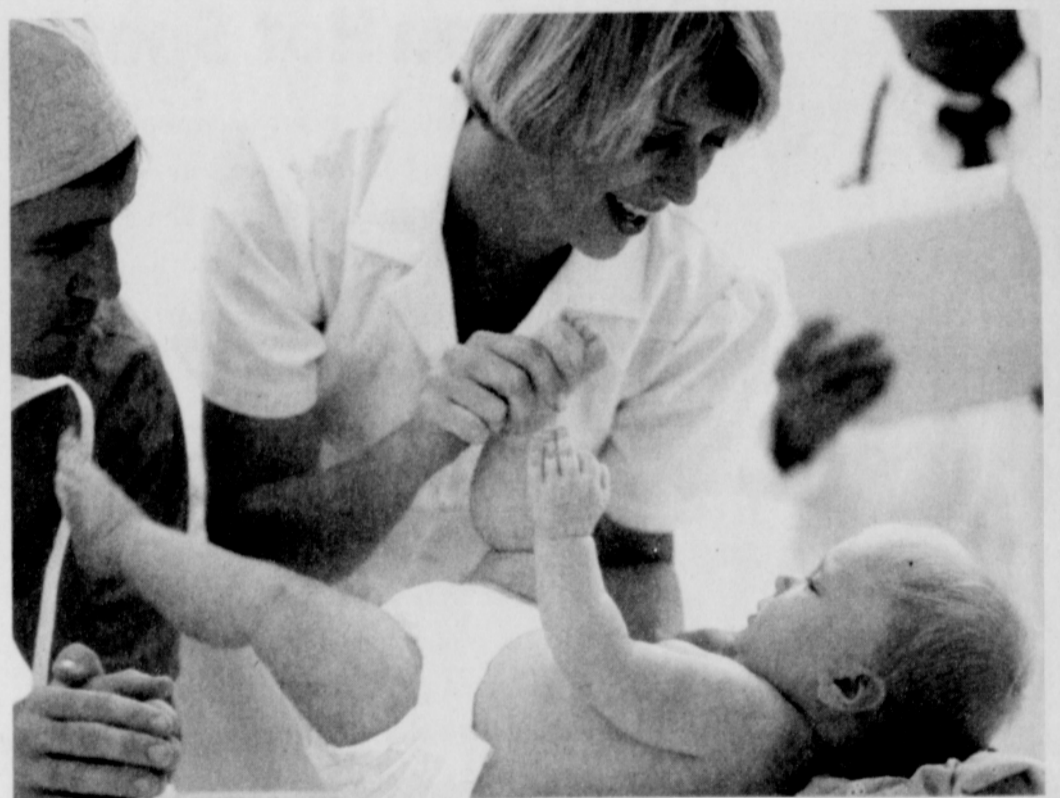
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