



MEDICAL COLLEGE OF WISCONSIN (MCW)
BIENNIAL MEDICAL SCHOOL AND FAMILY MEDICINE REPORT
TO THE GOVERNOR, JOINT COMMITTEE ON FINANCE, AND CHIEF CLERKS

OCTOBER 15, 2022

MEDICAL SCHOOL REPORTING REQUIREMENTS

Introduction 2
13.106 (3)(ac) Commitment to Student Diversity: Minority Student Recruitment Policies and Programs, and the Number of Minority Students Enrolled 3
13.106 (3)(ag) Number and Percentages of Wisconsin Residents Enrolled..... 6
13.106 (3)(al) Average Faculty Salaries Compared to National Averages 6
13.106 (3)(ap) Development of Cooperative Education Programs 7
13.106 (3)(at) Placement of Graduates of Doctor of Medicine and Residency Training Programs..... 10

MCW-GREEN BAY AND MCW-CENTRAL WISCONSIN:

COMMUNITY MEDICAL EDUCATION PROGRAMS

13.106 (4)(b)
1. Number of students enrolled in rural or underserved programs. 12
2. Medical specialties and residency locations. 12
3. Graduates’ initial post-residency practice locations. 13

FAMILY MEDICINE RESIDENCY PROGRAM REPORTING REQUIREMENTS

Overview of MCW Department of Family and Community Medicine..... 14
13.106 (3)(ax) Financial Status of the Family Medicine Practice Residency Sites..... 16
13.106 (3)(b) Number of Family Practice Residents Choosing to Practice in Medically Underserved Areas of the State upon Graduation..... 18
13.106 (3)(c) Number of Graduates Entering Family Medicine Practice as a Career..... 19

FINANCIAL SUMMARY

13.106 (2) Financial Summary of MCW..... 20

MEDICAL SCHOOL REPORTING REQUIREMENTS

AS REPORTED BY THE:
MCW OFFICE OF ACADEMIC AFFAIRS

INTRODUCTION

The Medical College of Wisconsin, Inc., (MCW) is a private, nonprofit educational institution, governed by a board of trustees consisting of a maximum of 30 members. The Governor, with the advice and consent of the Senate, appoints two members of the board for staggered six-year terms. MCW is dedicated to leadership and excellence in advancing the prevention, diagnosis and treatment of disease and injury through:

- ❖ Education: Preparing the physicians and scientists of tomorrow while enhancing the skills of today's health professionals.
- ❖ Research: Creating new knowledge in basic, translational and patient-based research to improve human health.
- ❖ Patient Care: Providing effective, compassionate, expert care for patients.
- ❖ Community Engagement: Partnering with public and private organizations to enhance learning, research, patient care and the health of the community.

MCW's deeply rooted commitment to medical education has been part of our rich heritage for 125 years. Our origin dates back to 1893, with the establishment of the Wisconsin College of Physicians and Surgeons. It was the vision of our founders to educate physicians who would go forth to meet the health needs of the growing population and raise the standard of medical care in Wisconsin communities and beyond. MCW's main campus is in Milwaukee, with two regional medical school campuses at MCW-Green Bay and MCW-Central Wisconsin.

In 2010 and 2011, MCW began looking at solutions to mitigate Wisconsin's dramatic physician shortage, which was expected to exceed 2,000 physicians over the next 20 years. After meeting with health system leaders from across the state, MCW made the decision to expand its medical education program into new regions of Wisconsin. Working with health system and academic partners in northeast and central Wisconsin, MCW developed two new medical school programs to increase the physician workforce in these regions, as well as across the state.

In 2013-15, MCW received grant funding from the Wisconsin State Building Commission under 2013 Wisconsin Act 20 to aid in the remodel, development, and renovation of these programs. As a result of this investment, MCW-Green Bay welcomed its inaugural class of students in July 2015 and MCW-Central Wisconsin did so one year later. MCW-Green Bay's first class of 15 MD students graduated on June 1, 2018 and MCW-Central Wisconsin's first class of 13 MD students graduated May 30, 2019.

Since MCW-Green Bay and MCW-Central Wisconsin both feature calendar efficient curricula focused on preparing students to provide primary care, students will typically graduate from medical school in three years, versus four years at a traditional institution. However, students may elect to extend their program if they choose a specialty that requires additional study or want additional research experience. As of July 2022, both programs have a full complement of students: 82 at MCW-Green Bay, and 71 at MCW-Central Wisconsin, totaling 153 medical students.

13.106 (3)(AC) COMMITMENT TO STUDENT DIVERSITY: MINORITY STUDENT RECRUITMENT POLICIES AND PROGRAMS, AND THE NUMBER OF MINORITY STUDENTS ENROLLED

The Medical College of Wisconsin (MCW) recognizes that the achievement of its mission to be a leader and innovator in the education and development of the next generation of the health sciences workforce consisting of physicians, scientists, pharmacists, and health professionals requires us to cultivate a more demographically diverse student body within our degree-granting educational programs. A diverse workforce that reflects our community is essential for addressing health equity.

Our *Student Diversity Policy* describes the learning environment and student experience we work to cultivate through our recruitment practices and educational programs.

Medical College of Wisconsin Student Diversity Policy

An educational environment with people from diverse backgrounds provides an enriched environment for learning in which students gain critical preparation for professions that increasingly require the ability to manage ambiguity and complexity, work effectively in diverse teams, and engage in life-long learning.

Increasing the demographic diversity of our student population is vital to redressing historical injustices, improving healthcare equity, addressing health disparities, and ensuring quality and equity in scientific research. Demographic diversity is also critical for scientific inquiry as endorsed for example by the National Institutes of Health's (NIH) 2015 Statement on Diversity (NOT-OD-15-053):

“Every facet of the United States scientific research enterprise – from basic laboratory research to clinical and translational research to policy formation – requires superior intellect, creativity and a wide range of skill sets and viewpoints. NIH's ability to help ensure that the nation remains a global leader in scientific discovery and innovation is dependent upon a pool of highly talented scientists from diverse backgrounds”

The term diversity covers many dimensions of human differences that are important to innovation and excellence at MCW. However, a growing number of accrediting and funding organizations require evidence of a policy which defines diversity categories particular to increasing demographic diversity and reporting outcomes of related programming, education, professional development, and training. For example, the Liaison Committee on Medical Education (LCME) has implemented a diversity standard required for full accreditation, which requires that institutions have a definition of diversity as part of their policies.

Academic institutions are challenged to address the growing need for an academic and health professional workforce that can respond to complex human and social needs. MCW is committed to educating a diverse, technically competent, and diversity proficient academic and health professionals. To accomplish this, MCW recognizes the need for intentional institutional activities that promote equitable access to advanced academic and health professional education, from preparation and socialization to matriculation into educational programs.

MCW understands the importance of allowing medical students the opportunity to exchange ideas with others who have talents, backgrounds, viewpoints, experiences and interests different from their own. To this end, MCW is committed to the recruitment, matriculation and graduation of talented students from diverse backgrounds.

MCW recognizes that identification of a particular group as underrepresented may vary by discipline, availability in the local areas from which a school draws the majority of its student population, and by the communities served through research and clinical care. Thus, the MCW definition of diversity is based on periodic analysis of the student demographics of MCW educational programs, the populations that are served by our research and clinical practices, and availability of groups within the areas served from ten-year U.S. Census data.

Accordingly, the following groups are underrepresented in MCW educational and training programs and are formally referred to using the term underrepresented group (URG) for institutional reporting, except as required by regulatory or accrediting bodies. The terms underrepresented in medicine (URM) or underrepresented minority (URM) share the same definition. The term “disadvantaged” is not formally used to refer to any MCW student population.

TABLE 1

Categories Used for National Reporting (IPEDS and NIH)	MCW Categories based on Campus Area Demographics
Ethnicity	
Hispanic, Latino	Mexican American, Puerto Rican
Race	
Black, African American	Black, African American
American Indian, Alaskan Native	Native American
Native Hawaiian and other Pacific Islanders	No Significant Representation
Asian	Hmong/ Hmong American
N/A	Rural 1st generation college

IPEDS - Integrated Postsecondary Education Data System

NIH - National Institutes of Health

Students of Asian descent are not underrepresented in medicine or science except as indicated

MCW also recognizes the importance of creating a welcoming environment for students from other backgrounds who enrich the demographic diversity of MCW, including individuals who identify as Lesbian, Gay, Bisexual, Transgender and Queer/Questioning (LGBTQ); veterans transiting from military to civilian service and active-duty personnel; and people with a disability/differing ability. MCW fosters outreach and engagement activities to welcome and retain students from these groups.

The MCW Office of Student Inclusion and Diversity (OSID) has a rich training and inclusive record, which over the years has created and maintained a strong reputation at MCW for delivering programs to elevate exposure for underrepresented students. OSID has taken advantage of the respective strengths and shared goals for creating a more diverse science workforce along with the recognition of the existence and successful implementation of training programs like Apprenticeship in Medicine Program (AIM), Research Opportunity for Academic Development in Science Program (ROADS), Diversity Summer Health-related Research Education Program (DSHREP) and Student Enrichment Program for Underrepresented Professions (StEP-UP).

Additional descriptions of the AIM, ROADS, DSHREP, StEP-UP, and two programs managed outside of OSID, Summer Program for Undergraduate Research (SPUR) and Student-Centered Pipeline to Advance Research in Cancer Careers (SPARCC), can be found on pages 8 & 9. The programs have become central pillars of our Institutional initiatives, to support the early engagement of young talent with promising potential and foster their interest in sciences and biomedical research among our local and national education systems. Our programs continue to increase participation of students underrepresented in biomedical sciences by seeking funding from sources such as the NIH, philanthropic supporters and through strategic partnerships. Our goal is to provide students from diverse populations with exposure and learning opportunities that will interest them in enrolling in our summer enrichment programs and ultimately our biomedical and health science programs at MCW.

Responsibility for developing and coordinating the identification and recruitment of a diverse student body is a collaborative effort with the Associate Dean for Student Inclusion, the Assistant Dean for Medical School

Admissions, and the Admissions Committee. Student applications from URM students are reviewed with a holistic approach. URM applicants who are invited to interview have an opportunity to meet with current MCW URM students during interview day.

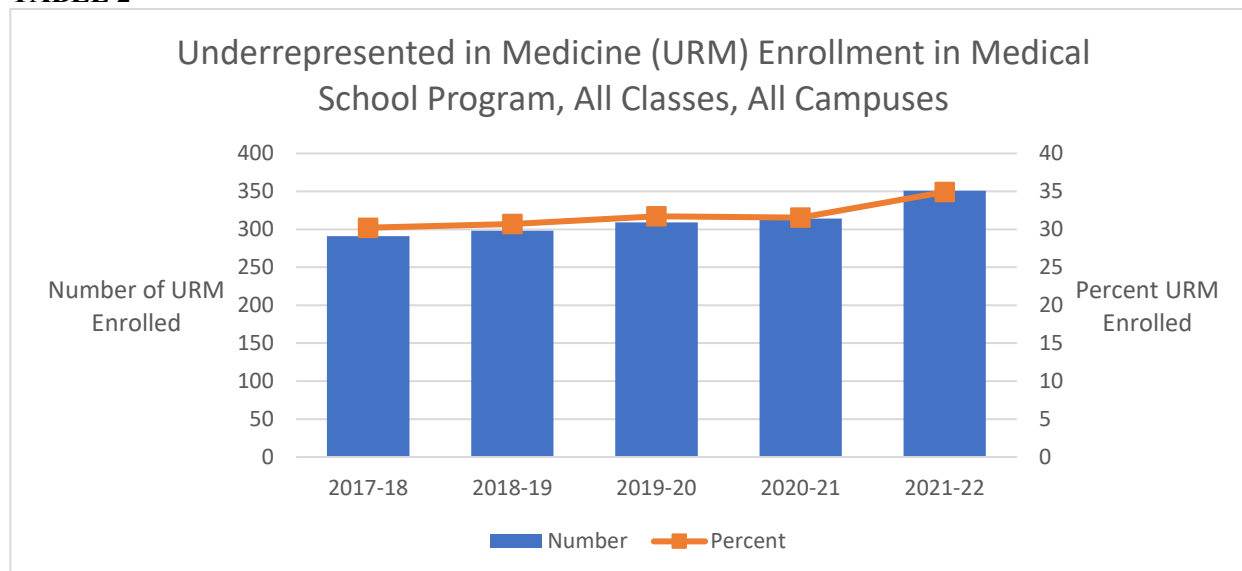
Once students enter MCW, our priority is to cultivate a culture of inclusion, so all students feel valued and celebrated and can thrive. Among the methods used to assist students in adjusting to the rigors of medical education include academic supportive services such as assistance with study skills, one-on-one tutoring, group tutoring, and discussion sessions. A wide variety of computer software programs, including self-guided course materials, are available for individual use in the library and student computer labs. Additionally, special efforts are made to enroll selected students in a preparatory course to assist them in successfully completing the first step of the standardized national license exam usually taken at the conclusion of the second year of medical school.

Another option available to assist students in the transition to the demands of medical school is the five-year curriculum program. This is a decelerated program in which the normal course work of the first year is extended over two years. Students take the regular sequence of second-year courses during their third year and complete the clinical clerkships and elective courses during the fourth and fifth years. This program allows students the opportunity to acquire the necessary basic knowledge in a less intensive sequence. This option is also available to students encountering academic difficulty during their first major medical school courses, or who have major non-academic commitments, such as young children at home.

Finances often present a major obstacle to talented students seeking medical education. In recognition of this tremendous need, MCW has established several scholarship programs, including the Dean’s and Presidential Scholarships. All efforts are made to provide as much financial support for diverse students as possible to remove barriers to a medical education. A variety of scholarship programs have been developed over the past few years that provide partial or full scholarships based upon merit and need.

MCW’s minority enrollment currently represents 35% of medical school enrollment and has consistently exceeded the State of Wisconsin’s statutory requirement that the college’s total enrollment consist of a minimum of 5% of minority students. Minority reporting categories include: Any Hispanic, Latino or Spanish Origin, Black or African American, Asian American, or Native American, Alaskan, or Hawaiian. (Please note that the Asian American minority group is not defined by the Association of American Medical Colleges (AAMC) as an underrepresented minority group). As noted above we anticipate that through our long-term strategy we will see a diverse student population representative of our communities in the coming years.

TABLE 2



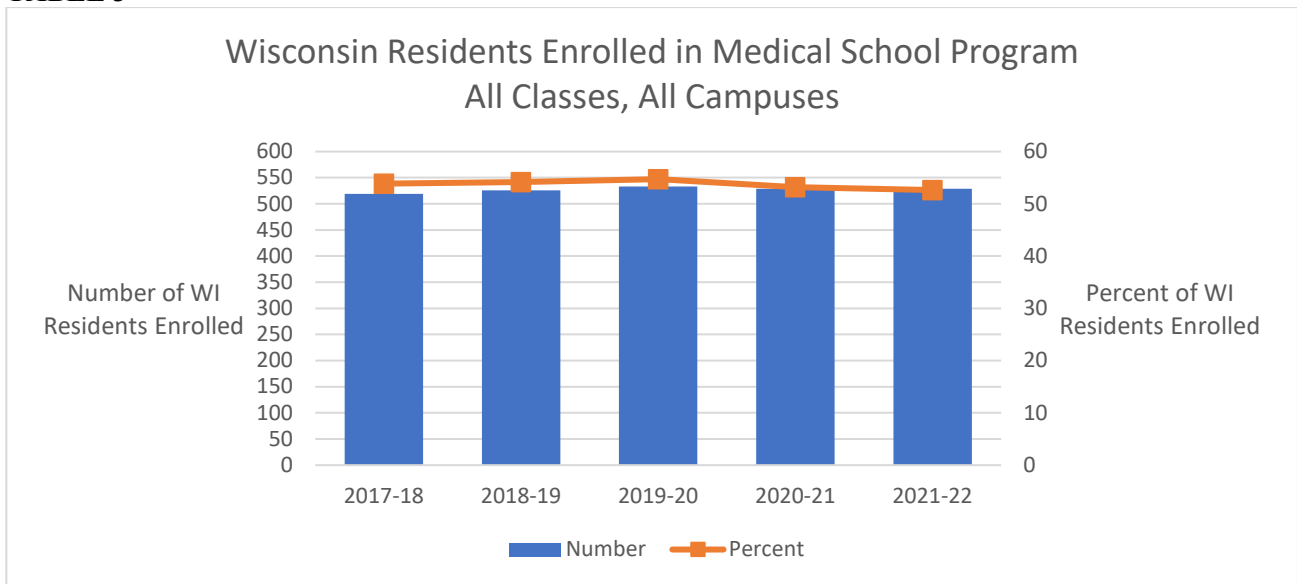
**Minorities reported include students who self-reported in one or more minority classifications as part of the AAMC’s centralized medical school application process.*

13.106 (3) (AG) NUMBER AND PERCENTAGES OF WISCONSIN RESIDENTS ENROLLED

MCW’s has a proactive and unwavering commitment to addressing the state’s physician shortages and maldistributions of the healthcare workforce through the establishment of MCW-Green Bay and MCW-Central Wisconsin. These two locations have increased the number and percent of Wisconsin residents among MCW medical students. MCW currently has 529 Wisconsin residents, 53% of medical students.

MCW is deeply committed to addressing the projected physician shortage in the coming decades. On average, 78% of the incoming students at MCW-Green Bay and MCW-Central Wisconsin have been Wisconsin residents. The total incoming Wisconsin residents for all three medical school campuses has increased over the last five years and residents have made up an average of 54% of the students. This is a significant increase from 2011 when Wisconsin residents represented 38% of students enrolled.

TABLE 3



13.106 (3)(AL) AVERAGE FACULTY SALARIES COMPARED TO NATIONAL AVERAGES

Overall, MCW faculty salaries for both basic science and clinical departments are comparable with averages reported by the AAMC annual survey.

TABLE 4

Basic Science Departments	2020-2021		2021-2022	
	MCW - FY21	AAMC 2020 Report	MCW - FY22	AAMC 2021 Report
Instructor	\$68,081	\$72,800	\$81,946	\$72,800
Assistant Professor	\$90,646	\$108,700	\$104,010	\$110,291
Associate Professor	\$128,245	\$141,300	\$131,669	\$141,923
Professor	\$212,486	\$212,800	\$220,482	\$214,959

Clinical Departments	2020-2021		2021-2022	
	MCW - FY21	AAMC 2020 Report	MCW - FY22	AAMC 2021 Report
Instructor	\$127,216	\$204,700	\$111,518	\$203,712
Assistant Professor	\$281,914	\$276,300	\$289,456	\$281,210
Associate Professor	\$308,389	\$319,500	\$324,102	\$326,407
Professor	\$447,005	\$367,300	\$463,305	\$374,503

13.106 (3)(AP) DEVELOPMENT OF COOPERATIVE EDUCATION PROGRAMS WITH OTHER INSTITUTIONS THROUGHOUT WISCONSIN

MCW has expanded its education offerings across the state. In July 2015, MCW opened its first regional campus at MCW-Green Bay, and in July 2016 MCW-Central Wisconsin opened. Since our regional campuses opened, partnerships within the community have grown from 16 to nearly 60. These partnerships are critical to our medical students' education and immersion in the community. We are grateful to our clinical partners and value what together, we bring to the communities where students learn, live, work and play.

Regional Campus Program Partners

Central Wisconsin

Achieve Center
Ascension
Aspirus
Aspirus Cardiology
Associates in Pathology
Central Wisconsin Anesthesiology
Children's Hospital and Health System
Chippewa Valley Anesthesiology
Evergreen Surgical
Eye Clinic of Wisconsin
Forefront Dermatology
Froedtert & MCW
HealthFirst
HSHS
Marshfield Medical Center
Marshfield Medical Center-Weston
Mayo Clinic Health System
North Central Health Care
OakLeaf Clinics
OakLeaf Surgical Hospital
Orthopaedic Associates of Wausau
Pine Ridge Surgery Center
Prairie Ridge Health
Prevea Health
Stevens Point Orthopedics
Surgical Associates
ThedaCare
Urology Specialists of WI
VAMC/CBOC
Wausau Surgery Center

Green Bay

Agnesian Healthcare
Ascension
Aurora Medical Center-Manitowoc County
Bay Area Medical Center
Baycare Clinic, LLP
Bellin College
Bellin Health
Brown County Community Treatment Center
Children's Hospital and Health System
Delo Sports Medicine and Interventional Orthopedics
Door County Memorial Hospital/Medical Center
Dousman Clinic, S.C.
Forefront Dermatology
Fox Valley Surgical Associates
Green Bay Oncology
Hospital Sisters Health System
Mosaic Family Health Center
N.E.W Surgical Associates: WI Colon and Rectal Clinic
Neuroscience Group
Northeast Wisconsin Technical College
Orthopedic & Sports Medicine Specialists of Green Bay
Prevea Health
Primary Care Associates of Appleton
St. Norbert College
ThedaCare
Tower Clock Eye Center
UW-Green Bay
VA-Green Bay Outpatient Clinic
Winnebago Mental Health Institute
Wisconsin Institute of Urology
Wisconsin Resource Center

Joint Degree Programs with Marquette University

Bioinformatics (M.S.).
Biomedical Engineering (M.S.; M.E.; Ph.D.).
Healthcare Technologies Management (M.S.).

Dual-Degree Programs with Articulation Agreements

MCW has agreements with undergraduate institutions for programs leading to a bachelor's degree at another institution and a graduate degree at MCW. The graduate degrees that currently have such agreements are the Master of Public Health and the Master of Science in Global Health Equity in the Graduate School of Biomedical Sciences and the Doctor of Pharmacy in the School of Pharmacy. Students begin taking MCW courses during their undergraduate years, reverse transfer some credits to earn their bachelor's degree and matriculate at MCW to complete their graduate degree. The MPH degree is fully online which facilitates these partnerships with colleges distant from the MCW main campus. The PharmD partnership allows students to earn a bachelor's degree and PharmD in six or seven years, depending on the undergraduate institution.

Global Health Equity (M.S.) – Marquette University.
Public Health (M.P.H.) – Carthage College.
Public Health (M.P.H.) – Mount Mary University.
Public Health (M.P.H.) – Lawrence University.
Public Health (M.P.H.) – St. Norbert College.
Public Health (M.P.H.) – Wisconsin Lutheran College.
Doctor of Pharmacy (PharmD) – Alverno College.
Doctor of Pharmacy (PharmD) – Cardinal Stritch University.
Doctor of Pharmacy (PharmD) – Carroll University.
Doctor of Pharmacy (PharmD) – Carthage College.
Doctor of Pharmacy (PharmD) – Marquette University.
Doctor of Pharmacy (PharmD) – Mount Mary University.
Doctor of Pharmacy (PharmD) – Milwaukee School of Engineering.
Doctor of Pharmacy (PharmD) – Ripon College.
Doctor of Pharmacy (PharmD) – St. Norbert College.
Doctor of Pharmacy (PharmD) – Viterbo University.
Doctor of Pharmacy (PharmD) – Wisconsin Lutheran College.

High School Programs

Apprenticeship in Medicine Program (AIM)

The AIM program offers local high school students of diverse backgrounds the opportunity to engage in a variety of clinical hands-on experiences. AIM is an intensive six-week summer program where high school students participate in a variety of enrichment experiences such as classroom lecture with an introduction to anatomy and physiology, suture clinics, heart dissections, clinical shadowing and team exercises. This program offers a stipend upon completion of the program.

Research Opportunity for Academic Development in Science (ROADS)

Students are provided with experiences in a research laboratory setting to stimulate their career interest in biomedical research. ROADS is an intensive seven-week summer program where high school students participate as an active member of a research team with the goal of preparing them for the rigors of college. Students learn strategies to improve upon their learning skills and increase their scientific knowledge. They are exposed to a variety of professional development seminars, biomedical innovation and career exploration.

Undergraduate and Enrichment Programs

Diversity Summer Health-Related Research Education Program (DSHREP)

Open to undergraduate, graduate, and medical students from underrepresented backgrounds, students learn basic science topics and how science and research inform medical practice. DSHREP is a 10-week summer program where undergraduate and post-baccalaureate students participate in a variety of enrichment experiences such as weekly lecture seminars, professional development, teambuilding activities and professional school preparedness strategies. Students gain valuable research experience, refine critical thinking skills, enhance their mentoring network and explore a variety of science disciplines.

Community Outreach Programs

Medical students from underrepresented backgrounds are encouraged to become active in community outreach programs which are sponsored by student-led organizations such as the Student National Medical Association (SNMA), Latino Medical Student Association (LMSA), Asian Pacific American Medical Student Association (APAMSA), LGBT People in Medicine (LGBTMP), and White Coats for Black Lives (WC4BL). Students utilize their creative energies to sponsor health fairs, high school career day visits, and are available to participate in the numerous programs and activities sponsored by the Office of Student Inclusion and Diversity.

Summer Program for Undergraduate Research - SPUR

Open to students from any college or university, SPUR provides the opportunity for students to learn first-hand the potential of the health research as an interesting and fulfilling career. Through primarily laboratory-based experiences, undergraduate students will work directly with faculty, graduate students, postdoctoral fellows, and other research staff to make significant contributions to an existing research project.

Student-Centered Pipeline to Advance Research in Cancer Careers (SPARCC) for Underrepresented Minority Students

Supported by a five-year National Institutes of Health R25 grant, the SPARCC program recruits underrepresented minority undergraduate students from surrounding undergraduate institutions to participate in an eight-week summer cancer clinical trials research program. This knowledge and workforce development experience is grounded in principles of adult-learning and pedagogical content knowledge to immerse students in evidence-based medicine and research methodologies. SPARCC also engages students in a range of professional development opportunities to seek local and regional employment as well as advanced graduate degrees.

Student Enrichment Program for Underrepresented Professions (StEP-UP)

The Student Enrichment Program for Underrepresented Professions (StEP-UP) is designed to bring opportunities to middle, high school, and college students in the Milwaukee area who are interested in careers in medicine and the sciences. Originally funded by the Advancing a Healthier Wisconsin (AHW) Endowment, the program aims to increase access and retention in medical and graduate school among students underrepresented in medicine and contribute to resolving health disparities in Wisconsin.

StEP-UP is a competitive program designed to provide opportunities to local students from disadvantaged backgrounds, underrepresented cultural and ethnic groups, and individuals with disabilities. Our target ethnic groups include African Americans, Mexican-Americans, Native Americans (American Indians and Alaska Natives), Hmong, and Mainland Puerto Rican.

Student Enrichment Program for Underrepresented Professions (StEP-UP) Middle School

Students are provided an early exposure to a variety of experiences to inspire the pursuit of a career in medicine and science. Students participate in learning modules that are engaging and supplemental to their current foundation of scientific knowledge. Each session includes interactions with MCW medical and graduate students, hands-on activities, and personal and professional development sessions. These half day sessions take place in a hybrid-model on Saturdays, six times during the academic school year.

Student Enrichment Program for Underrepresented Professions (StEP-UP) High School

Students are exposed to an array of career options, personal and professional development opportunities, and hands-on activities to include basic biomedical and scientific principles. These activities help to nurture, support, and develop, students' interest in medicine, and biomedical science careers. These half day sessions take place in a hybrid-model on Saturdays, six times during the academic school year.

Student Enrichment Program for Underrepresented Professions (StEP-UP) Undergraduate

Students participate in biomedical science enrichment sessions that focus on research and clinical topics, receive preparation for the entrance examinations (MCAT or GRE) to advance their training, support to help develop study skills and master the necessary science curriculum for medical or graduate school. Students

participate in soft-skill development sessions including mock interviewing, reflective discussions and writing assignments, and teambuilding exercises to prepare them for the professional expectations of medicine and research. These sessions take place on Saturdays, every month during the academic school year.

Additional Professional Training Programs with External Institutions

School of Radiologic Technology (in partnership with Froedtert Hospital)

This two-year program provides a high quality academic and clinical educational experience which prepares medical imaging practitioners to be: critical thinkers, ethical individuals, technically competent, compassionate, empathetic, dedicated to the Radiologic sciences, and committed to professional growth and lifelong learning.

Nuclear Medicine/PET Technology Program (in partnership with Froedtert Hospital)

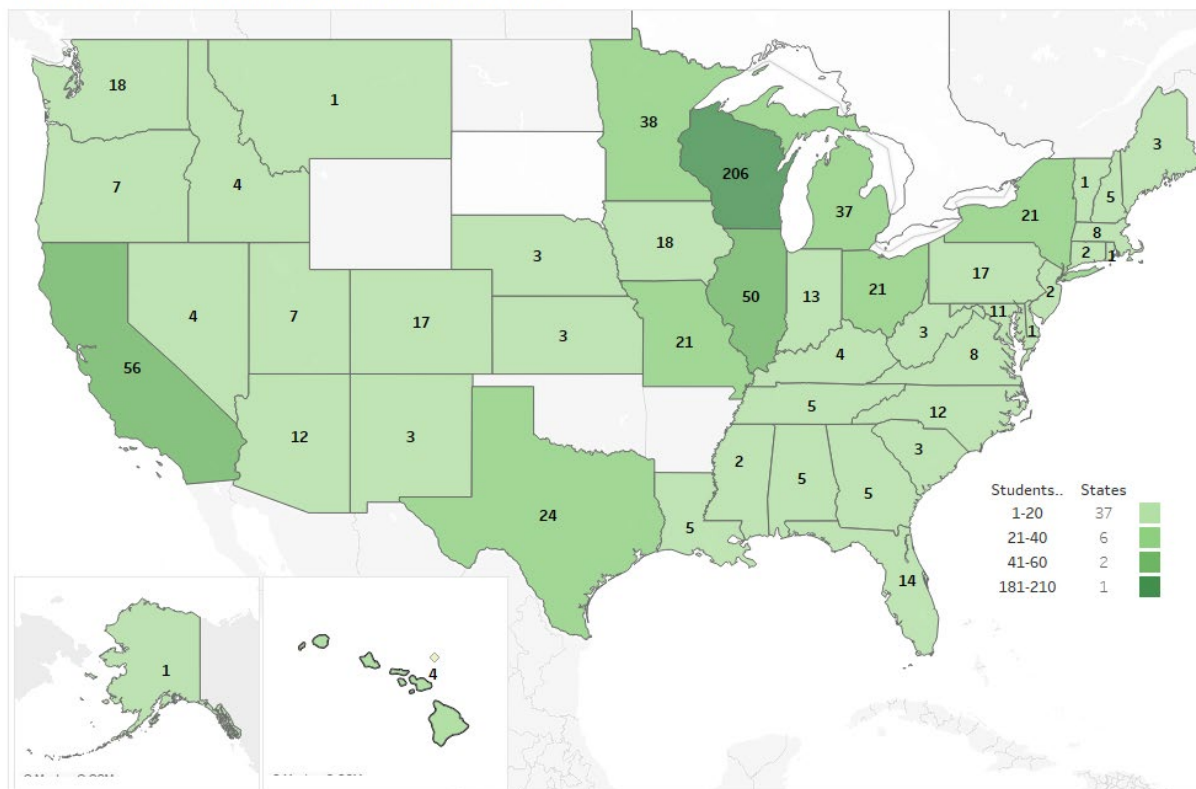
A one-year internship is designed to orient and train technologists in the utilization of radioactive materials for therapeutic and diagnostic nuclear medicine/PET procedures.

13.106 (3)(AT) PLACEMENT OF GRADUATES OF DOCTOR OF MEDICINE AND RESIDENCY TRAINING PROGRAMS

Graduates of the undergraduate medical education program are placed in residencies through the National Resident Matching Program in March of each year. Historically, a substantial portion of medical school graduates place in Wisconsin and the Midwest Region. In 2021, 34% of the students matched to programs in Wisconsin and in 2022 the percentage of students who will remain in Wisconsin was nearly 23%. Over the past three years, 28% of graduates have remained in Wisconsin for their residency and another 22% have remained in Midwestern states neighboring Wisconsin.

**Doctor of Medicine Placement
TABLE 5**

Doctor of Medicine Placement Map, 2020-2022 Graduates



Residency Training Program Placement
TABLE 6

**LOCATION OF MCWAH HOUSESTAFF WHO
 COMPLETED TRAINING IN ACADEMIC YEAR 2019/2020**

State	2019-20	2020-21	2021-22	State	2019-20	2020-21	2021-22
Alabama	0	1	0	Montana	0	0	0
Alaska	0	1	0	Nebraska	2	0	1
Arizona	4	1	4	Nevada	1	1	0
Arkansas	2	0	1	New Hampshire	0	3	1
California	8	4	10	New Jersey	0	2	0
Colorado	4	0	2	New Mexico	0	2	0
Connecticut	1	0	1	New York	2	5	2
Delaware	0	1	0	North Carolina	5	6	3
Dist. Columbia	0	1	1	North Dakota	0	0	1
Florida	5	5	3	Ohio	11	9	8
Georgia	4	2	3	Oklahoma	0	0	1
Hawaii	0	0	0	Oregon	4	1	1
Idaho	0	0	0	Pennsylvania	3	6	3
Illinois	13	16	7	Rhode Island	0	1	0
Indiana	4	2	7	South Carolina	0	2	1
Iowa	4	4	2	South Dakota	0	0	0
Kansas	1	0	3	Tennessee	2	3	5
Kentucky	2	2	1	Texas	10	9	5
Louisiana	3	0	1	Utah	1	1	3
Maine	0	0	1	Vermont	0	0	1
Maryland	0	6	1	Virginia	4	1	3
Massachusetts	6	2	4	Washington	3	6	10
Michigan	7	8	6	West Virginia	1	0	0
Minnesota	10	8	10	Wisconsin	151*	158*	166*
Mississippi	0	0	0	Wyoming	0	0	0
Missouri	8	5	8	Outside US	4	3	0
				Unknown	0	0	0
				Total:	290	288	291

*This number includes house staff who have transferred programs within MCWAH (i.e. completing residency and going into fellowship).

MCW-GREEN BAY AND MCW-CENTRAL WISCONSIN: COMMUNITY MEDICAL EDUCATION PROGRAMS

13.106 (4)(B) 1. NUMBER OF STUDENTS ENROLLED IN RURAL OR UNDERSERVED PROGRAMS

MCW received grant funding from the Wisconsin State Building Commission under 2013 Wisconsin Act 20 to aid in the remodel, development, and renovation of two new community medical education programs at MCW-Green Bay and MCW-Central Wisconsin. Both programs feature calendar efficient curricula graduating students from medical school in three years, versus four years at a traditional institution (although students have the option to switch to a four-year curriculum).

TABLE 7

Campus	Current Enrollment	Number of Wisconsin Residents
MCW-Green Bay	82	65
MCW-Central Wisconsin	71	47
<i>Total Enrollment</i>	<i>153</i>	<i>112</i>

13.106 (4)(B) 2. MEDICAL SPECIALTIES AND RESIDENCY LOCATIONS

Residency training, also known as Graduate Medical Education (GME), is a separate educational and training process following graduation from medical school. Graduating medical students enter The Match®, which is administered through the National Resident Matching Program, in which graduates are “matched” with prospective residency programs across the United States. As of August 2022, MCW-Green Bay has graduated a total of 119 students and MCW- Central Wisconsin has graduated a total of 78 students. Of these students, 34% have graduated into residencies in Wisconsin, compared to 28% of students from our Milwaukee campus.

MCW Regional Campus Graduates with Reported Residency Placement, 2020-2022

TABLE 8

Residency Specialty	Outside WI	Inside WI	Total
Family Medicine	16	19	35
Internal Medicine	18	8	26
Pediatrics	17	2	19
Emergency Medicine	12		12
Obstetrics and Gynecology	8	1	9
Psychiatry	3	5	8
Orthopaedic Surgery	4		4
Anesthesiology	3		3
Neurology	1	2	3
Radiology-Diagnostic	2		2
Urology		1	1
Interventional Radiology	1		1
Pathology	1		1
Transitional Year	1		1
Ophthalmology	1		1
Otolaryngology	1		1
Plastic Surgery	1		1
<i>Total</i>	<i>90</i>	<i>38</i>	<i>128</i>

13.106 (4)(B) 3. GRADUATES' INITIAL POST-RESIDENCY PRACTICE LOCATIONS

MCW-Green Bay graduated its inaugural class of medical students in 2018, and MCW-Central Wisconsin's inaugural class graduated in 2019. Given that residency programs typically last three or more years, and may also be followed by fellowship programs, initial post-residency practice location first became available in 2021 for the MCW-Green Bay inaugural class, and in 2022 for the MCW-Central Wisconsin inaugural class.

TABLE 9

MCW-Central Wisconsin	2022 Initial Practice Locations (Class of 2019)	MCW-Green Bay	2021 Initial Practice Locations (Class of 2018)	2022 Initial Practice Locations (Class of 2019)
Practicing in Wisconsin	6	Practicing in Wisconsin	7	11
Practicing, Outside Wisconsin	2	Practicing, Outside Wisconsin	3	6
Continuing Residency/Fellowship within Wisconsin	2	Continued Residency/Fellowship within Wisconsin	2	0
Continuing Residency/Fellowship Outside Wisconsin	2	Continued Residency/Fellowship Outside Wisconsin	2	4
Pending	1	Pending	1	5
TOTAL	13	TOTAL	15	26

FAMILY MEDICINE RESIDENCY PROGRAM REPORTING REQUIREMENTS

AS REPORTED BY THE:

MCW DEPARTMENT OF FAMILY AND COMMUNITY MEDICINE (DFCM)

Activities from July 1, 2020 – June 30, 2022

OVERVIEW OF MCW DEPARTMENT OF FAMILY AND COMMUNITY MEDICINE

The specialty of family medicine was created 53 years ago out of the need for better health care for the people of our nation. In 1970, recognizing the need to broaden the availability of primary care in Wisconsin, the state legislature voted to enact the establishment of Family Medicine programs at MCW and the University of Wisconsin School of Medicine and Public Health.

Since then, the state's two medical schools have focused on advancing the specialty of family medicine, which combines medical knowledge and clinical skill with the understanding that the totality of the family and community play an important role in health care. The specialty of family medicine emphasizes the patient-physician relationship and the need to incorporate major life factors, including individual, family and community behavior into the daily practice of family medicine.

MCW's Department of Family and Community Medicine (DFCM) provides care to more than 30,000 patients per year. Since 2010, 67% percent of residency program participants have stayed in Wisconsin to serve the health needs of the people of this state following graduation.

In partnership with three community hospital systems, the DFCM currently administers three family medicine residency programs in Wisconsin:

- Ascension Columbia St. Mary's Family Medicine Residency Program
- Ascension All Saints Family Medicine Residency Program
- Froedtert Health Menomonee Falls Family Medicine Residency Program

MCW's DFCM also has affiliations with (and provides financial or other support) to the following programs:

- Mosaic Family Health, Fox Valley Family Medicine Residency Program (Appleton)
- Eau Claire/Augusta Family Medicine Residency Program
- Waukesha Family Medicine Residency Program
- Prevea Medical College of Wisconsin Green Bay Family Medicine Residency Program

In total, MCW supports 90 residents in training per year distributed as shown in Table 9:

TABLE 10

Family Medicine Residency Program Site	FY 2019-2020 Residents	FY 2020-2021 Residents	FY 2021-2022 Residents	FY 2022 - 2023 Residents	Projected FY 2023 – 2024 Residents
Columbia St. Mary’s (Ascension)	27	26	25	24	16
All Saints (Ascension)	19	18	18	18	12
Waukesha (ProHealth Care)	2	2	2	1	0
Fox Valley (Mosaic)	21	21	21	21	21
Menomonee Falls (F&MCW)	18	18	18	18	18
Green Bay (Prevea & MCW)			4	8	12
South Side Milwaukee (F&MCW)					6
North Side Milwaukee (F&MCW)					14
Total	87	85	87	90	99

CREATION OF A NEW FAMILY MEDICINE RESIDENCY PROGRAM ON THE SOUTH SIDE OF MILWAUKEE; THE F&MCW SOUTH SIDE FAMILY MEDICINE RESIDENCY PROGRAM

In response to the need to provide access to care to the growing Latino/a community on Milwaukee’s southside, in October of 2019, DFCM began planning for a new program in the area.

MCW’s DFCM and Froedtert Health leadership believes strongly about increasing needed primary (and therefore more specialty) care access in Milwaukee’s Latino/a community by creating physician training in this particular type of urban community. Froedtert and Medical College of Wisconsin leadership has made a substantial commitment to going forward and completing the work of developing a family medicine residency program on Milwaukee’s South Side. We are proud to report a new family medicine residency program has begun recruiting its first class of residents starting with the National Conference of Family Medicine Residents and Medical Students in late July. The new program expects to fill six resident slots for training beginning on July 1, 2023, we believe this new program will be inspirational to medical students considering family medicine to choose a primary care career in general, as well as specifically caring for an underserved Latino/a community. This new program has the potential to attract many applicants from Wisconsin’s two medical schools, but also from graduates outside Wisconsin interested in this specific mission, as has been demonstrated in other programs of this type elsewhere. The program’s curriculum will have a heavy emphasis on community health and acquiring the ability to provide care in patients’ native Spanish, which will be a useful skillset in Milwaukee and other communities with Spanish-speaking patients throughout Wisconsin.

PROPOSED CREATION OF A NEW FAMILY MEDICINE RESIDENCY PROGRAM ON THE NORTH SIDE OF MILWAUKEE; THE F&MCW NORTH SIDE FAMILY MEDICINE RESIDENCY PROGRAM

Looking ahead due to the unanticipated ending of our affiliate agreement with Ascension WI

As noted below, within the “Ascension Columbia St. Mary’s Family Medicine Residency Program” update, on April 14, 2022, Ascension gave a 2-year notice for its separation from the Medical College of Wisconsin, the

residency faculty employer, and Medical College of Wisconsin Affiliated Hospitals, the resident employer in its two Milwaukee programs.

In response to this announcement, MCW reached out to Froedtert Health and the three Milwaukee FQHCs to see how we could partner together to continue MCW family medicine residency and student education on the vulnerable North Side of Milwaukee, where the two existing programs are located. Notably, the All Saints program this year is celebrating its 50th year of existence with MCW, was Wisconsin's first family medicine residency, and in 1972 was only the nation's 40th program (currently there are more than 700), making Ascension's corporate decision particularly difficult for our faculty, residents, and staff and ultimately our patients and the community.

On June 30, 2022, MCWAH submitted a completed application to the residency accreditation body (ACGME) for the purpose of creating a new North Side family medicine residency program, staffed by existing MCW residency faculty and residency program leadership. As part of the accreditation process, Family Medicine completed the ACGME site visit on September 6, 2022, which will enable the new program to be presented for initial accreditation at the ACGME Review Committee for Family Medicine meeting on October 27-October 28, 2022. We anticipate obtaining accreditation at that meeting, allowing us to officially enter the interviewing process for residency applicants for next year's class. HRSA released the notice of funding opportunity early. Family Medicine is working with Milwaukee Health Services on the application which is due on October 18, 2022.

We are hopeful that our hard work putting this partnership together, with much work still to be done and decisions to be made by all parties with these time constraints (given the 2 year notice provided) will result in a new program welcoming its first class of 14 residents (the same number as the historical first year resident complement at the 2 Ascension-based programs) on July 1, 2023, This will allow us to continue our faculty's care for the medically underserved, North Side Milwaukee's predominately African American population while training family physicians for this community. Residency training in existing FQHCs provide new opportunities for developing a strong primary care workforce for these organizations, which has been a significant challenge for them and the community. We hope this will also be a catalyst for effective pipeline programs to ultimately increase the number of underrepresented in medicine (URM) physicians from the community, serving the community. Simultaneously MCW DFCM faculty are committed to finishing the work of training the existing residents at Ascension until they complete their training. This teaching health center collaborative residency is essential for the health and welfare of our North Side Milwaukee community and an important new clinical, educational, and potentially community-based research intervention to better address Milwaukee's significant health inequities and lack of primary care access.

13.106 (3) (AX) FINANCIAL STATUS OF THE FAMILY MEDICINE RESIDENCY SITES

MCW's family medicine residencies are supported by four major funding streams: clinical dollars generated by their practices; Medicare Direct GME (DME) and Medicare Indirect Medical Education (IME) funding passed through sponsoring hospitals; the State of Wisconsin appropriation; and federal grants.

In 2018, MCW requested an additional \$1,000,000 annual increase within the Family Medicine Residency Training Program appropriation under s. 20.250. This funding was meant to stabilize and expand both the Mosaic Family Health Fox Valley Medicine Residency Program in Appleton (Mosaic), as well as the Prevea Health and HSHS Sacred Heart Hospital Eau Claire Family Medicine Residency Program (Eau Claire).

On January 7, 2022, MCW sent a letter to the Wisconsin Department of Administration outlining the return of \$78,048.03 in unused funds for the Eau Claire residency program for FY21. The letter highlighted the continued search for a program director in that location. In July 2022, the remaining funds to be returned are calculated at \$114,871.53 in that same program. The director of behavioral medicine is not a licensed psychologist which accounts for the margin impact in compensation. The search for a replacement PD for the retiring Dr. Joan Hamblin is ongoing. MCW anticipates utilizing the full funding amount going forward.

ASCENSION COLUMBIA ST. MARY'S FAMILY MEDICINE RESIDENCY PROGRAM*

The residency program has a resident complement of 24 residents, with one slot each year supported through appropriated expansion funds provided under 2013 Wisconsin Act 20. This is an overall increase in size from the original 21 resident learners since the 2013 Act 20 funding was received. In 2022, the residency program graduated eight residents, five of whom remained in Wisconsin. One of those graduates will join this program as a faculty member in September 2022.

As noted within the update above for the "Proposed New F&MCW North Side Family Medicine Residency Program," on April 14, 2022, Ascension gave a 2-year notice for its separation from the Medical College of Wisconsin, the residency faculty employer; and Medical College of Wisconsin Affiliated Hospitals, the resident employer in the Ascension Columbia St. Mary's and Ascension All Saints Family Medicine Residency Programs.

As a result of the conclusion of this affiliation with Ascension, MCW intends to utilize the portions of the state appropriation that has been dedicated to the Ascension Columbia St. Mary's and Ascension All Saints Family Medicine Residency Programs and repurpose the funding to the proposed new F&MCW North Side Family Medicine Residency Program, as well as the new F&MCW South Side Family Medicine Residency Program, as described above. Although the first-year residents are expected to matriculate into this new program on July 1, 2023, MCW is simultaneously committed to finishing the work of training the existing residents at both Ascension programs until they complete their training.

ASCENSION ALL SAINTS FAMILY MEDICINE RESIDENCY PROGRAM*

This residency program continues to meet the needs of its 18 resident physicians through community engagement, caring for the underserved population in the city of Milwaukee. The program graduated six residents in 2022. Due to J1 VISA restrictions, 2 will be remaining in US; one graduate is staying in Wisconsin.

Please see note above related to this affiliation concluding.

FROEDTERT HEALTH MENOMONEE FALLS FAMILY MEDICINE RESIDENCY PROGRAM

This residency program graduated its third class of six family physicians in June 2022. Of those six graduates, five stayed in Wisconsin. The program continues to recruit a full complement of residents from the National Resident Matching Program (NRMP) yearly and has been particularly successful in recruiting those with Wisconsin ties. The small ambulatory expansion clinic site on 76th and Good Hope Road on Milwaukee's North Side has grown steadily in patient volumes since its opening in October of 2019, where our faculty and residents continue to serve this socioeconomically disadvantaged population.

MOSAIC FAMILY HEALTH FOX VALLEY FAMILY MEDICINE RESIDENCY PROGRAM

In Appleton, the Mosaic Fox Valley Family Medicine Residency Program is an affiliate program within MCW. The transfer of expansion slots from the Columbia St. Mary's residency program reached its full complement leading into academic year 2022-2023. There are now three expansion residents, one PGY1, one PGY2, and one PGY3 in the Fox Valley allowing this program to remain as a 21 resident program. The state appropriation funding for these three resident slots through MCW's expansion funds provided under 2013 Wisconsin Act 20 continues to be extremely important for keeping family physicians in this part of the state. In 2022, Appleton graduated six residents, all of whom stayed in Wisconsin.

PREVEA MEDICAL COLLEGE OF WISCONSIN GREEN BAY FAMILY MEDICINE RESIDENCY PROGRAM

Under Dr. Manal Soliman, the program successfully recruited its second class of first-year residents for academic year 2022-2023. The program hosted an apparently successful site visit with the Accreditation Council for Graduate Medical Education (ACGME) in June 2022. The program therefore anticipates receiving continuing accreditation in October.

PREVEA HEALTH AND HSHS SACRED HEART HOSPITAL FAMILY MEDICINE RESIDENCY PROGRAM

In 2017, MCW assisted HSHS and Prevea Health in their sponsorship of the Eau Claire Family Medicine Residency Program after the program was at risk of closure. Using the additional state appropriation funds, Eau Claire added a behavioral health core faculty member as well as another core faculty member.

Recruitment is ongoing for a replacement program director (PD). These two faculty members as well as PD recruitment are supported in academic year 2022-2023 through additional State appropriation funds.

WAUKESHA MEMORIAL HOSPITAL FAMILY MEDICINE RESIDENCY PROGRAM

Although Waukesha Memorial Hospital ended its formal affiliation with MCW in 2017, both organizations maintain a limited, ongoing academic affiliation. The affiliation continues to fund one expansion resident utilizing a portion of MCW’s appropriated expansion funds provided under 2013 Wisconsin Act 20.

13.106 (3) (B) NUMBER OF FAMILY MEDICINE RESIDENTS CHOOSING TO PRACTICE IN MEDICALLY UNDERSERVED AREAS OF THE STATE UPON GRADUATION

Below, Table 2 provides an aggregate list of the number of program graduates that entered practice in Wisconsin following residency training, as well as the number entering practice in Medically Underserved Areas (MUA), or Health Professional Shortage Areas (HPSA), in Wisconsin following residency training at MCW’s DCFM.

TABLE 11

Year	Total Number of Graduates	Entered Practice or Extended Training in Wisconsin	Rolling Five Year Average of Wisconsin Retention	Entered Practice in Medically Underserved (MUA) or Health Professional Shortage Areas (HPSA) in Wisconsin
2018	23	16 (70%)	69%	3
2019	19	13 (68%)	70%	6
2020	28	15 (54%)	66%	3
2021	28	17 (61%)	67%	11
2022	26	17 (65%)	63%	5

13.106 (3) (C) NUMBER OF GRADUATES ENTERING FAMILY MEDICINE PRACTICE AS A CAREER

The number and percentage of MCW graduates choosing Family Medicine as a specialty since 2016:

TABLE 12

Year	MCW Students	National - % - US Seniors
2016	22 (11.0%) of 199	8.7%
2017	16 (8.4%) of 190	8.8%
2018	20 (9.4%) of 211*	9.3%
2019	27 (12%) of 224**	9.1%
2020	34 (14.4%) of 235**	8.6%
2021	29 (12%) of 252**	8.6%
2022	25 (11%) of 233**	n/a

**Includes MCW-Green Bay*

***Includes MCW-Green Bay and MCW-Central Wisconsin*

FINANCIAL SUMMARY

13.106 (2) FINANCIAL SUMMARY OF MCW

The Medical College of Wisconsin, Inc.
Statements of Activities
(in Thousands)

	Unaudited		
	2022	2021	2020
Unrestricted Revenues			
Net patient revenue	\$ 489,626	463,639	428,611
Clinical contractual services	305,769	337,035	309,682
Affiliated hospital contracts	221,723	149,073	144,870
Grants and contracts	223,303	194,044	187,299
Tuition and fees	63,782	62,763	59,080
Investment income	30,585	14,314	26,818
Contributions	15,979	15,036	13,709
Other	46,929	77,084	58,421
Total revenues without donor restriction	<u>1,397,696</u>	<u>1,312,988</u>	<u>1,228,490</u>
Unrestricted Expenses			
Salaries and fringe benefits	1,061,389	999,028	932,390
Supplies and expense	167,754	138,418	226,290
Other operating	128,015	132,421	47,161
Total expenses without donor restrictions	<u>1,357,158</u>	<u>1,269,867</u>	<u>1,205,841</u>
Excess of revenues over expenses without donor restrictions	\$ <u>40,538</u>	<u>43,121</u>	<u>22,649</u>
Nonoperating gains (losses)			
Investment (losses) gains	(248,274)	293,576	(16,170)
Other	(8,239)	10,132	(13,873)
Nonoperating (losses) gains, net	\$ <u>(256,513)</u>	<u>303,708</u>	<u>(30,043)</u>
Net assets with donor restrictions			
Contributions	29,747	26,947	22,744
Investment (losses) gains	(110,612)	197,030	1,375
Other	(37,689)	(31,875)	(34,003)
(Decrease) increase in net asset with donor restrictions	\$ <u>(118,554)</u>	<u>192,102</u>	<u>(9,884)</u>
(Decrease) increase in net assets	\$ <u>(334,529)</u>	<u>538,931</u>	<u>(17,278)</u>

The Medical College of Wisconsin, Inc.
Statements of Financial Position
(in Thousands)

	Unaudited		
	2022	2021	2020
Assets			
Cash and cash equivalents	\$ 148,631	189,599	108,228
Investments, at fair value	2,095,940	2,260,700	1,747,777
Receivables	271,061	243,053	229,221
Prepaid expenses, trusts and other assets	50,973	93,959	89,485
Right of use assets	62,322	81,105	89,687
Land, buildings and equipment, net	282,623	283,921	295,962
Total assets	\$ 2,911,550	3,152,337	2,560,360
Liabilities and Net Assets			
Liabilities:			
Accounts payable	\$ 70,172	142,986	117,442
Accrued payroll and related liabilities	173,406	189,542	146,079
Long-term lease obligations	68,845	87,816	95,950
Long-term debt	488,747	313,683	326,264
Other liabilities	91,421	64,822	60,068
Total liabilities	892,591	798,849	745,803
Net assets:			
Without donor restrictions	1,243,304	1,459,279	1,112,450
With donor restrictions	775,655	894,209	702,107
Total net assets	2,018,959	2,353,488	1,814,557
Total liabilities and net assets	\$ 2,911,550	3,152,337	2,560,360

The Medical College of Wisconsin, Inc.
Statements of Cash Flows
(in Thousands)

	Unaudited		
	2022	2021	2020
Net Cash Provided (Used) by:			
Operating activities	\$ (46,677)	99,563	57,664
Investing activities	(188,704)	(22,641)	(55,319)
Financing activities	194,413	4,449	3,744
Net (decrease) increase in cash	(40,968)	81,371	6,089
Cash and cash equivalents at beginning of period	189,599	108,228	102,139
Cash and cash equivalents at end of period	\$ 148,631	189,599	108,228