

Program Overview

The University of North Carolina at Chapel Hill welcomed its inaugural class into the Fully Integrated for Service Training (FIRST) Program in 2016. FIRST is a unique program combining three years of an enhanced, expedited medical school curriculum, followed by three years of family medicine residency, leading to three years of service in a rural/underserved area of the state.

The mission of the FIRST Program is to ensure a subset of students, passionate about underserved care in family medicine have access to expedited training, fully equipping them with skills needed to meet the state's growing primary care needs.

Financial Support

Students have only three years of medical school tuition.

- Partnership with the North Carolina Office of Rural Health and North Carolina AHEC to provide opportunities for loan repayment
- Support available to attend conferences (AAFP, NCAFP, AHEC)

Student Support

- Small group of core family medicine residency faculty providing continuity and support throughout all years of medical school and into residency
- Students integrated into UNC Family Medicine Department
- Designated program coordinator

Program Curriculum

	Aug	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May	June	July
UNC TEC1	Foundation Phase										OFF	
FIRST FS1	Foundation Phase										CBLC Part I - AM Continuity Clinic, PEDs at PHS, SDL, Didactic Sessions	
	Advertisement and Recruitment				Interviews & Selection			Orientation, FMME 801 - Core clinical skills to work effectively in a practice, Introduction to patient panel, ½ day a week				
	Aug	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May	June	July
TEC2	Foundation Phase					USMLE Step 1		Care of Specific Populations (CSP)				HISC
FS2	Foundation Phase					USMLE Step 1		CSP				HISC
	FMME 802 - Didactic seminars and Weekly Continuity Care with FM panel							FMME 803 - Weekly Continuity Clinic with FM panel				
	Aug	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May	June	July
TEC3	Hospital, Interventional, and Surgical Care (HISC)			Community Based Longitudinal Care (CBLC)				Individualization Phase				
FS3	HISC			CBLC Part II		Acting Internship AHEC	Critical Care Selective (EM or MICU)	Capstone	Acting Internship	Graduation		
	FMME 803 - Weekly Continuity Clinic with FM Panel			Advanced Practice Selective 801-01								

Curriculum Highlights

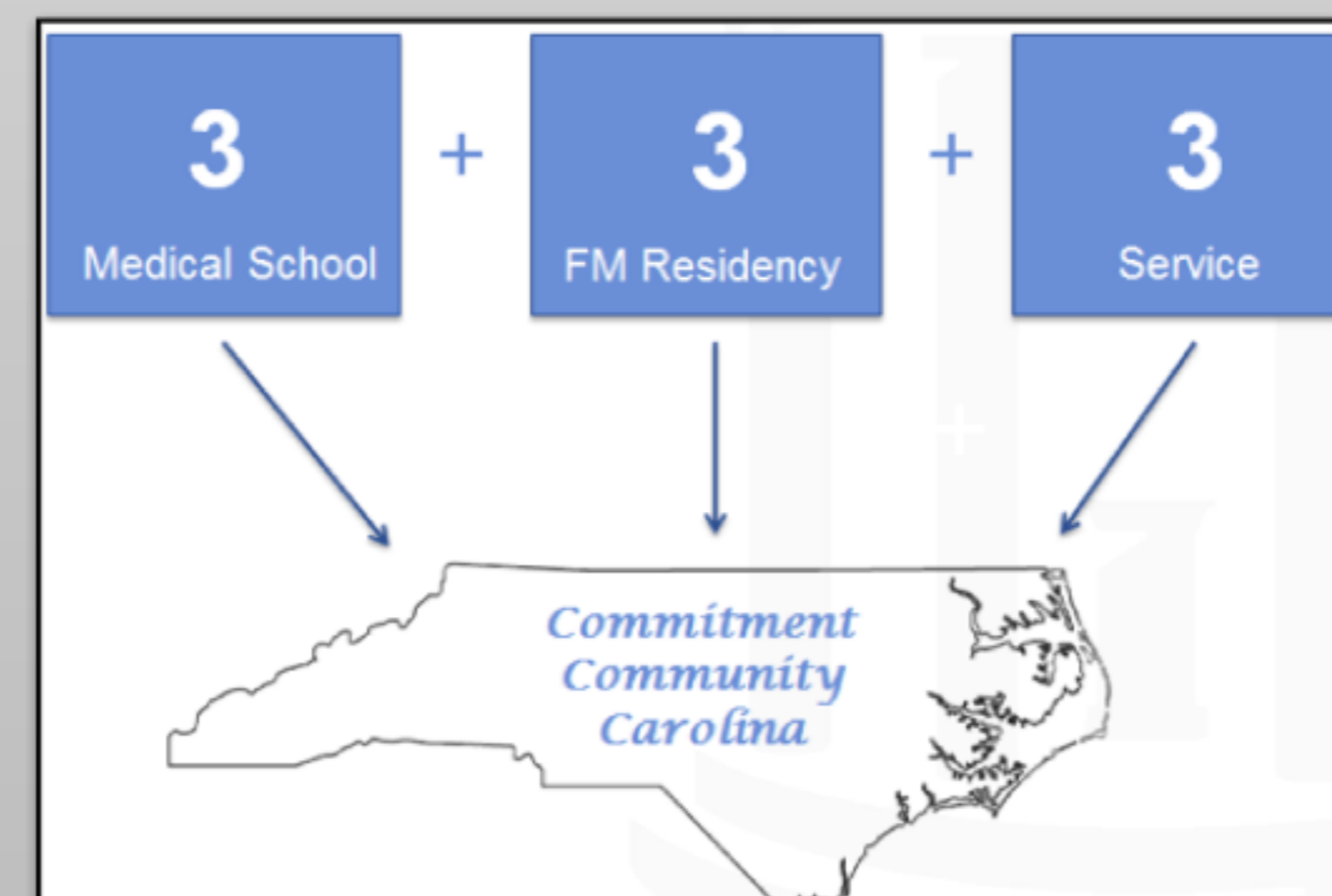
- Meets LCME requirements for a full MD degree with 130 weeks of curriculum
- Weekly continuity clinic at UNC Family Medicine Center throughout all 3 years
- Trim non-curricular time
- Intensive [Summer Curriculum](#)
- Must pass Step 1, Step 2 CK/CS

FIRST Objectives

- Recruit the right candidates
- Provide enhanced training in the right locations
- Reduce debt
- Place in right NC residency programs
- Place in right jobs post residency
- Connect with loan repayment
- Provide early career support

Student Selection

- Experience prior to medical school demonstrates commitment to underserved people/primary care
- Ties to North Carolina
- Proven ability to handle first semester of medical school
- Self-identify and apply to program
- Most students shadow in clinic prior to applying
- In-depth interviews with FIRST Faculty



Program Status & Accomplishments

- Class of 2018 – 3 students will join UNC Family Medicine Residency Program
- Class of 2019 – 2 students with the option to select any NC State Residency Program
 - Interest from Wilmington (SEAHEC) and Asheville Programs (MAHEC)
- Recruiting 4-6 students for class of 2020
- Expansion of the FIRST program to East Carolina University Brody School of Medicine
- Grant support from the Duke Endowment and Fullerton Foundation

Advice for Other Institutions

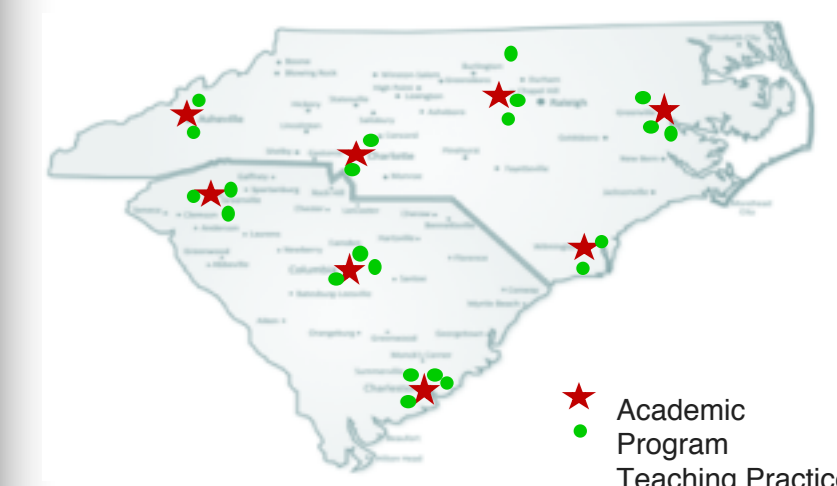
- Support from the entire institution is critical – buy-in from Dean's Office, Admissions, Residency
- Commitment to the state is important for recruitment
- Recruit the right candidates, surround them with the right culture**
- Involve the residency faculty and residents early in the process
- Start with a small cohort which helps build the culture

Future Plans

- Goal steady state for UNC FIRST – 6 students per year
 - Expansion to additional practice and residency locations for longitudinal clinical experience
- Expansion to East Carolina University
- Evaluating possible expansion to additional specialties i.e. Psychiatry, Surgery
- Evaluating expansion to additional NC and SC medical schools
- Development of the structure of the 3 years post-residency
 - CME, Conference Support, Locums Support



FIRST Students
(L-R) Kyle Melvin, Thane Campbell, Becca Evans, Thomas D'Angelo, Arianna Nasser



Program Contact: <http://first.unc.edu>

Reid Johnson – FIRST Program Coordinator FIRST@unc.edu



Program Curriculum

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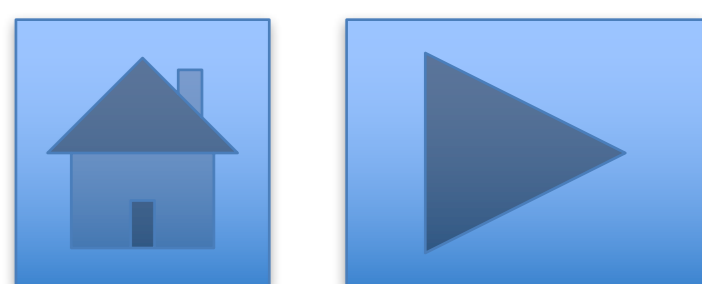


Summer Curriculum Example

UNC FM Clinic	Learning Session 12-2	MCH	Hospice	PEDs at Prospect Hill	Holiday/OUT	Chatham ED
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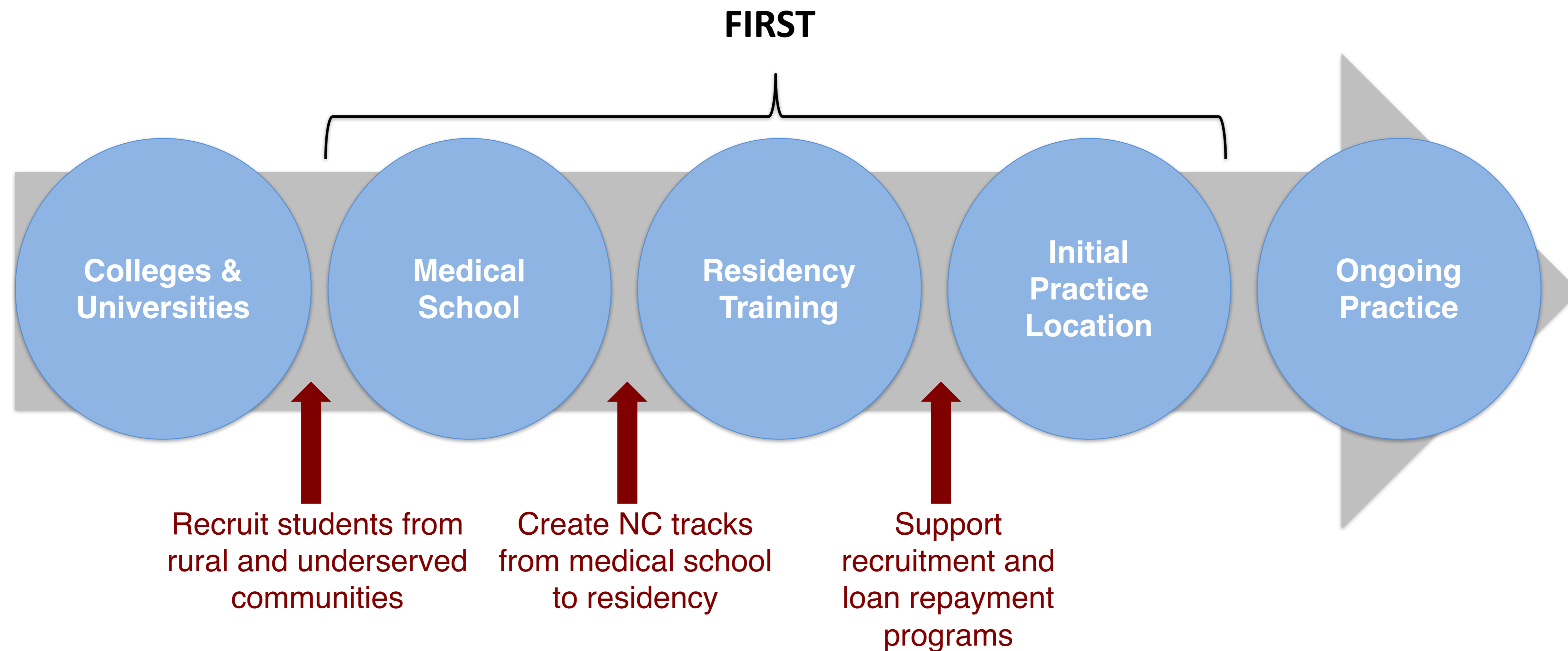
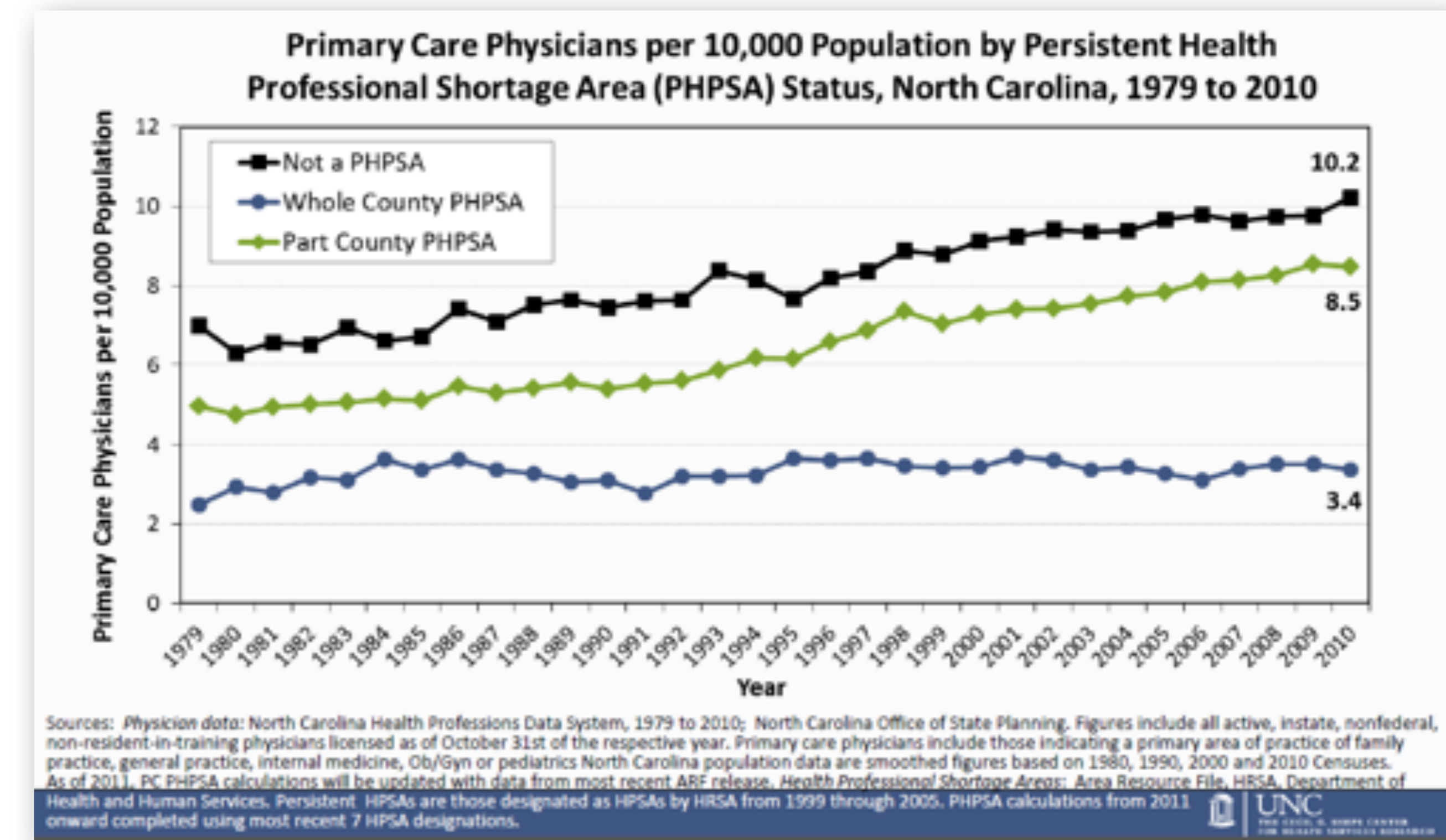
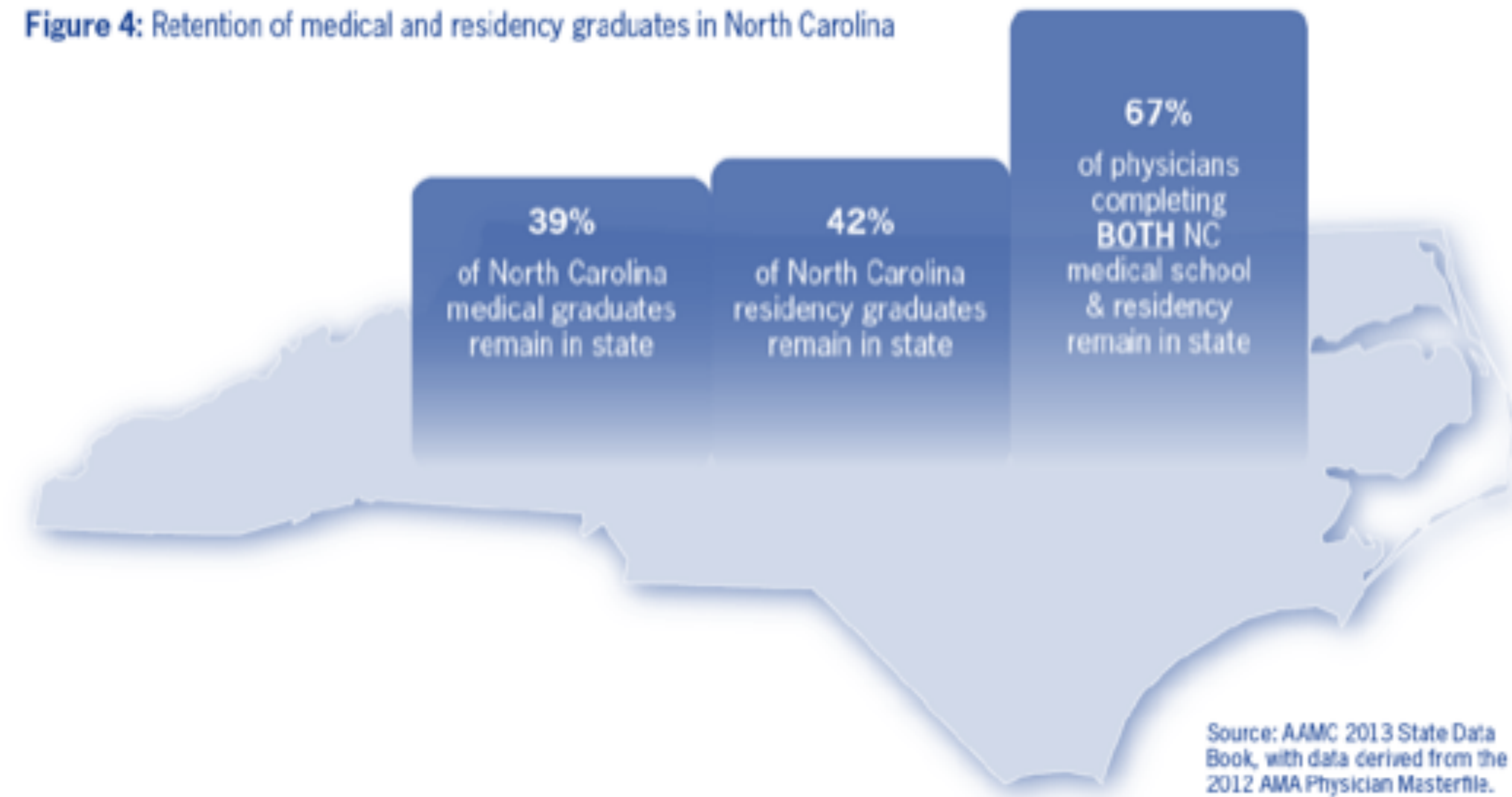
2017	June					
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
28	29	30	31	01	02	03
	Vacation Week					
04	05	06	07	08	09	10
	Summer Orientation 8-10am, 284	Wakebrook w/ Sandy Clark	(9:30am) Team 2 w/ Barnhouse	PEDs at Prospect Hill AM: Roberts PM: Roberts	Team 1 w/ Halpert	
	Team 1 w/ Martini		Team 3 w/ Donahue		Team 2 w/ Barnhouse (1-4pm)	
11	12	13	14	15	16	17
	MCH	MCH	MCH	MCH	MCH	Chatham ED
	MCH	Learning Session 12:30-2:30pm 284	MCH	MCH	Centricity Training at Carrboro PHS	
18	19	20	21	22	23	24
	Wakebrook w/ Beat	PEDs at Prospect Hill AM: Aycock PM: Rupcich	(9:30am) Team 2 w/ Barnhouse	Team 1 w/ Hines	PEDs at Prospect Hill AM: Roberts PM: Roberts	
			Team 1 w/ Higgins			
25	26	27	28	29	30	01
Chatham ED	Team 1 w/ Bossenbroek	Team 1 w/ Halpert	(9:30am) Team 1 w/ Halpert	PEDs at Prospect Hill AM: Roberts PM: Zhou-Talbert	Team 4 w/ Mounsey	
		Learning Session 1-3pm, 284	Team 3 w/ Donahue			

2017	July					
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
25	26	27	28	29	30	01
Chatham ED	Team 1 w/ Bossenbroek	Team 1 w/ Halpert	(9:30am) Team 1 w/ Halpert	PEDs at Prospect Hill AM: Roberts PM: Zhou-Talbert	Team 4 w/ Mounsey	
		Learning Session 1-3pm, 284	Team 3 w/ Donahue			
02	03	04	05	06	07	08
	Team 4 w/ Mounsey	Holiday	Learning Session 10am-12pm, 244	Team 4 w/ Koonce	PEDs at Prospect Hill AM: Becker PM: Zhou-Talbert	
	Learning Session 12-2, 284		Team 3 w/ Donahue			
09	10	11	12	13	14	15
	PEDs at Prospect Hill AM: Rupcich PM: Zhou-Talbert	Team 4 w/ Mounsey	Learning Session 10am-12pm, 284	PEDs at Prospect Hill AM: Roberts PM: Zhao-Talbert	Team 1 w/ Martini	Chatham ED
			Team 4 w/ Mounsey		CBLC Session A Berryhill 305	
16	17	18	19	20	21	22
	PEDs at Prospect Hill AM: Rupcich PM: Zhao-Talbert	Hospice Transitions LifeCare	Hospice Transitions LifeCare	Learning Session 10am-12pm, 284	Team 1 w/ Martini	
				Office of Rural Health Meeting, 12-1pm, 284		
23	24	25	26	27	28	29
	OUT	OUT	OUT	OUT	OUT	



Enhancing the Pipeline

Figure 4: Retention of medical and residency graduates in North Carolina



FIRST Students

Class of 2018

Thomas D'Angelo, RN, MFA

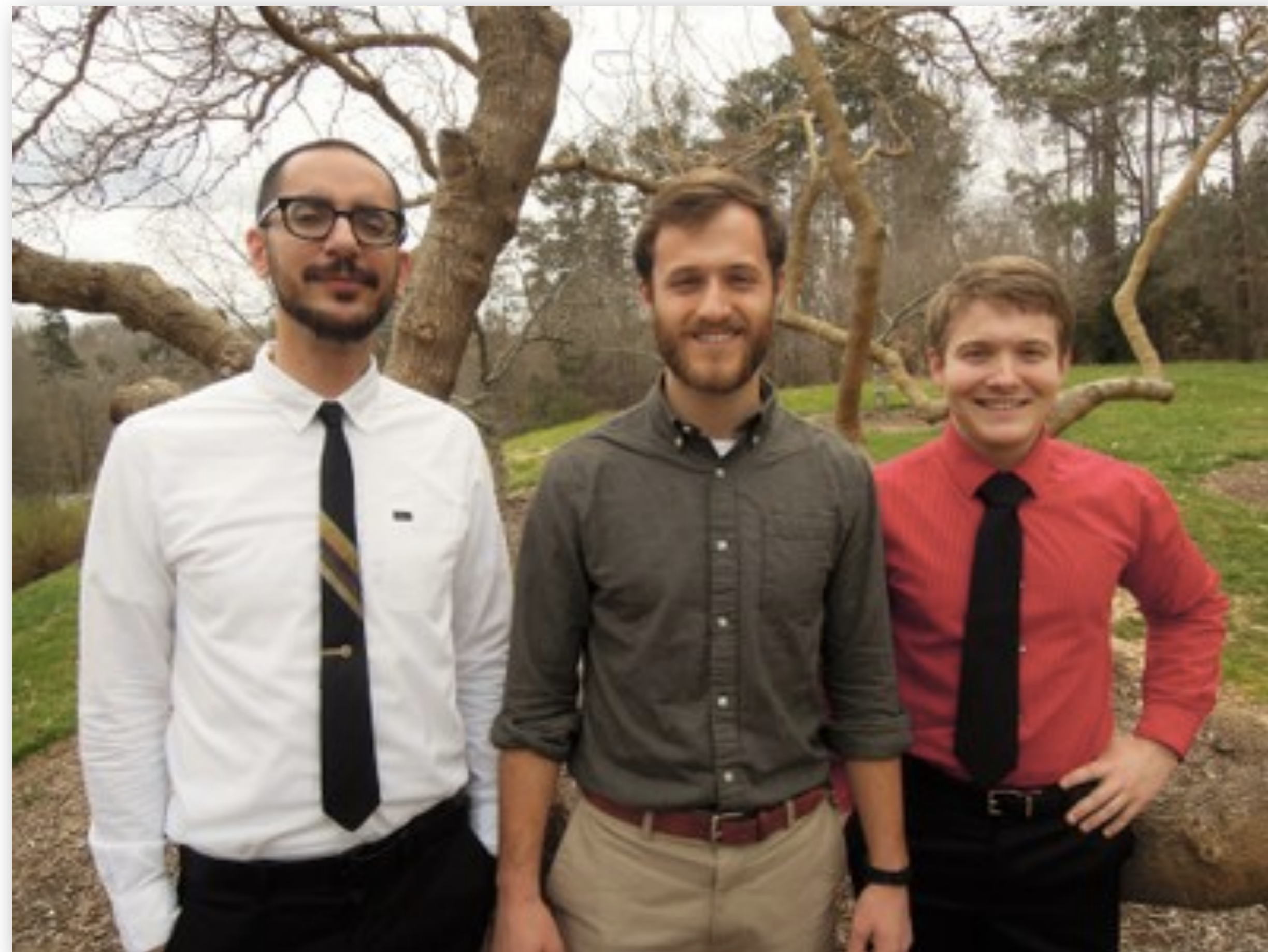
Has experience with patient care in underserved communities from his years as a hospice nurse. He has also earned a Master of Fine Arts in writing from the Art Institute of Chicago and has written two novels.

Thane Campbell

Volunteered at a health clinic in Nicaragua. After graduation, he spent two years working with families at a Latino community center in Winston-Salem

Kyle Melvin

A graduate of UNC-Chapel Hill, where he received a bachelor's degree in biology and another in religious studies with a minor in Spanish for Health Professions. He grew up in Beaver Dam, NC, a small community near Fayetteville.



(L-R) Thomas, Thane, Kyle

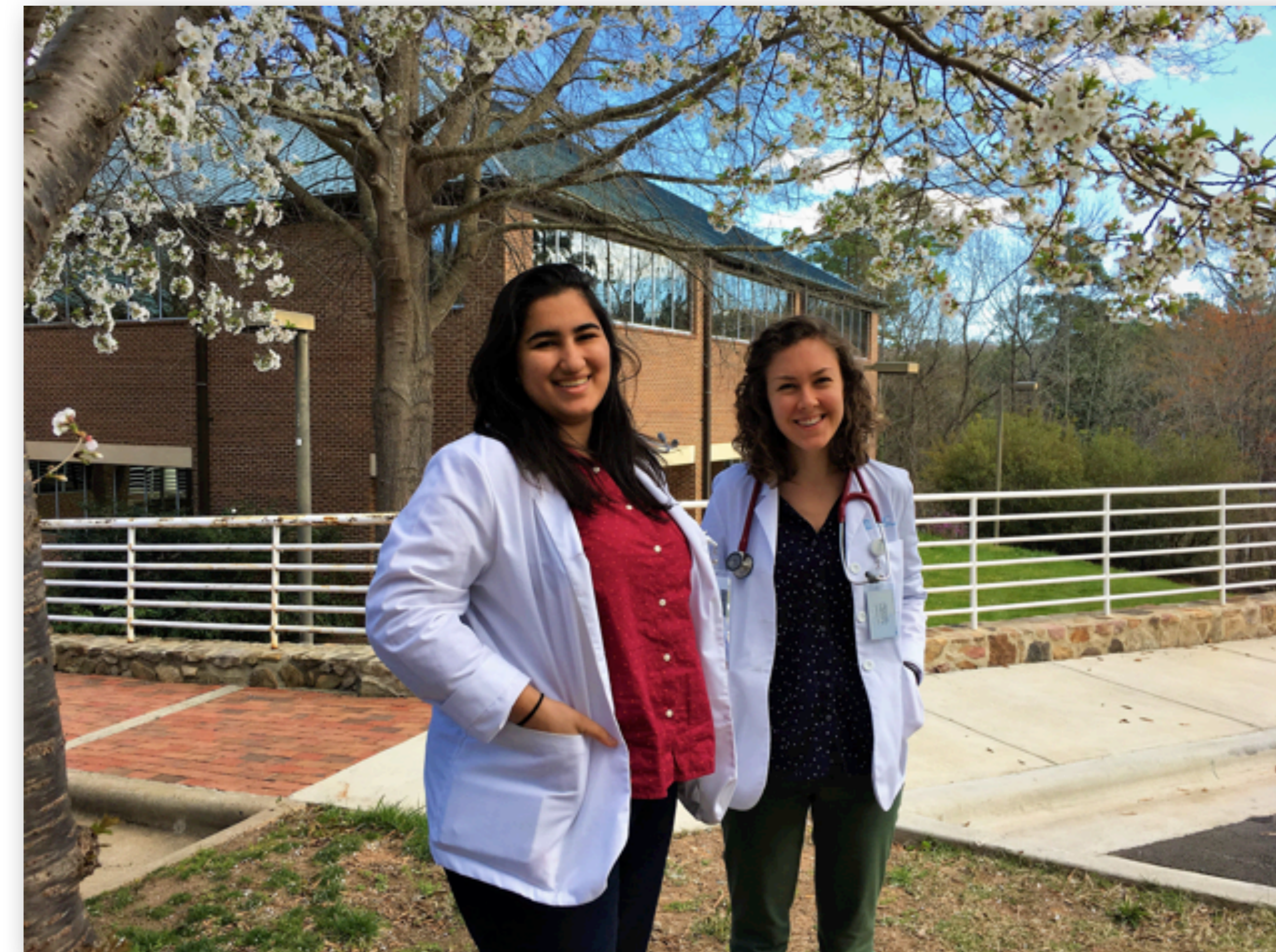
Class of 2019

Arianna Nasser

A graduate of North Carolina State University where she received a Bachelor of Science in Biomedical Engineering and a Bachelor of Science in Philosophy. She has worked with NC high schools to encourage girls and minorities to pursue careers in STEM fields. Arianna is passionate about reducing barriers to healthcare access in NC and hopes to and design and implement new tools to accomplish this.

Becca Evans

A graduate of Davidson College where she received a Bachelor of Science in Biology. She worked for several years doing bio-medical research in Durham, NC. She is from Due West, a small rural town in the upstate of South Carolina and she is excited about working in small communities and providing longitudinal care in underserved areas of North Carolina.



(L-R) Arianna, Becca



FIRST Faculty and Team

Cristy Page, MD, MPH - cristy_page@med.unc.edu

William B. Aycock Distinguished Professor and Chair of the Department of Family Medicine
FIRST Co-Director
UNC Family Medicine Residency Program Director

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FIRST Co-Director
Director of Family Medical Student Programs
Community Based Longitudinal Care (CBLC) Co-Director

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Assistant Dean for Clinical Education
FIRST Assistant Director

Tommy Koonce, MD, MPH - thomas_koonce@med.unc.edu

FIRST Core Faculty
Director of Faculty Development Fellowship
Family Medicine Center Medical Director

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FIRST Core Faculty
CBLC Core Faculty

Catherine Coe, MD - catherine_coe@med.unc.edu

UNC Family Medicine Chief Resident
FIRST Resident Liaison

Reid Johnson - reid_johnson@med.unc.edu

FIRST Program Coordinator
Medical Student Coordinator for Family Medicine

