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.

**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, NC AFP, 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

**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

**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

**Program Contact:**

http://first.unc.edu

Reid Johnson – FIRST Program Coordinator FIRST@unc.edu
<table>
<thead>
<tr>
<th>Month</th>
<th>TEC1</th>
<th>FIRST</th>
<th>FS1</th>
<th>TEC2</th>
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### Summer Curriculum Example

#### UNC FM Clinic Learning Session 12-2 MCH Hospice PEDs at Prospect Hill Holiday/OUT Chatham ED

#### 2017 June

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<td>Team 1 w/ Martini</td>
<td>Team 3 w/ Donahue</td>
<td>Team 1 w/ Martini</td>
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<td>(9:30am) Team 2 w/ Barnhouse</td>
<td>PEDs at Prospect Hill AM: Roberts PM: Roberts</td>
<td>Team 2 w/ Barnhouse (1-4pm)</td>
<td>PEDs at Prospect Hill AM: Roberts PM: Roberts</td>
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#### Additional Notes
- Summer Orientation 8-10am, 284
- Team 1 w/ Barnhouse
- Team 3 w/ Donahue
- MCH Learning Session 12:30-2:30pm 284
- MCH Learning Session 12-3pm, 284
- PEDs at Prospect Hill AM: Aycock PM: Rupch PM: Talbert
- Team 1 w/ Halpert
- Team 1 w/ Halpert
- Team 1 w/ Halpert
- Team 4 w/ Mounsey
- Team 1 w/ Halpert
- Hospice Transitions LifeCare
- Hospice Transitions LifeCare
- Office of Rural Health Meeting, 12-1pm, 284
- Team 1 w/ Martini
- OUT
- OUT
- OUT
- OUT
- OUT
Enhancing the Pipeline

- 39% of North Carolina medical graduates remain in state
- 42% of North Carolina residency graduates remain in state
- 67% of physicians completing both NC medical school & residency remain in state

First

- Recruit students from rural and underserved communities
- Create NC tracks from medical school to residency
- Support recruitment and loan repayment programs

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

Primary Care Physicians per 10,000 Population by Persistent Health Professional Shortage Area (PHPSA) Status, North Carolina, 1979 to 2010

Source: AAMC 2013 State Data Book, with data curated from the 2013 NAMR Physician Workforce.
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.

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

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  FIRST Assistant Director

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

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  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