

2025 Office of Education Annual Report

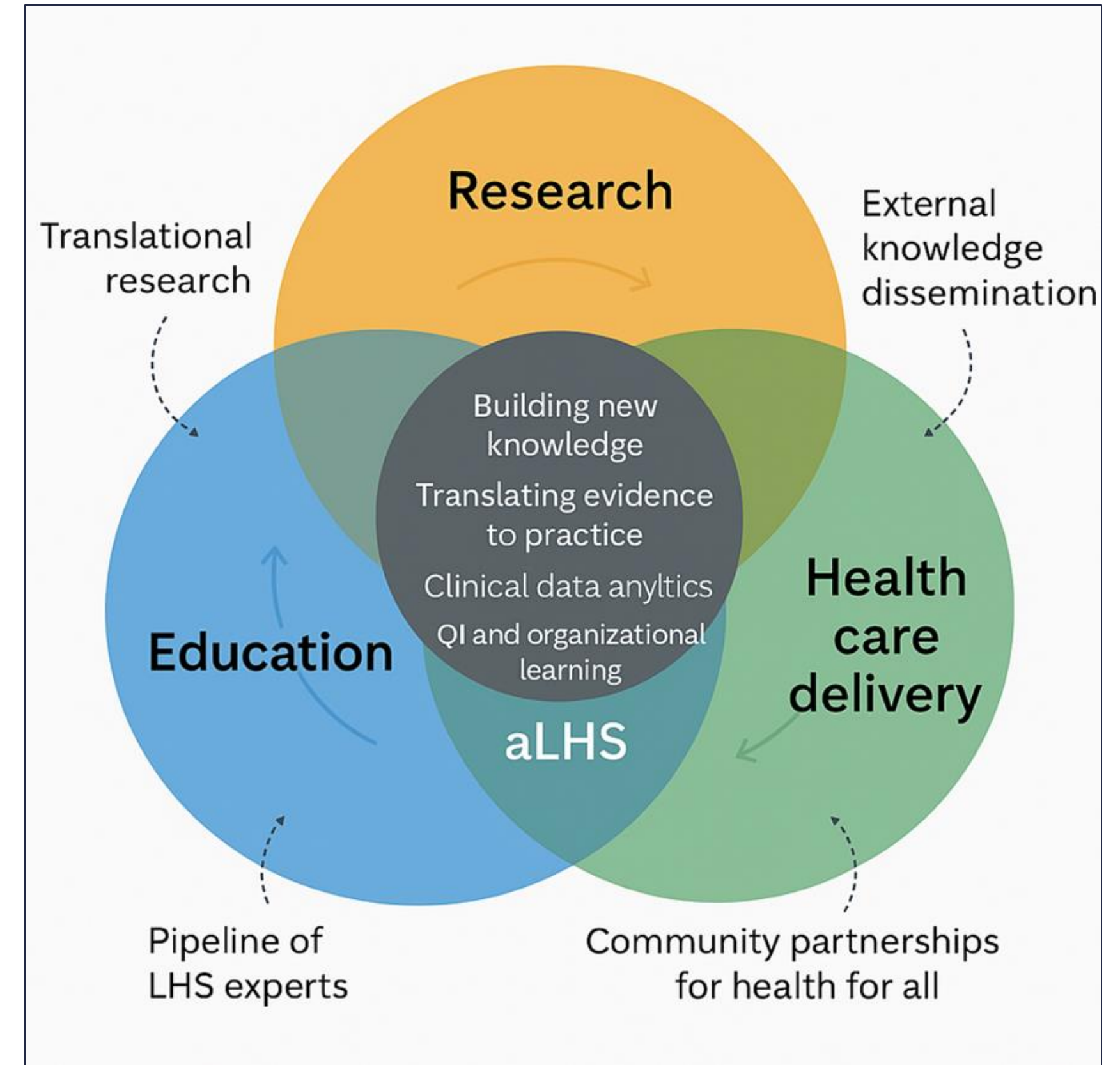
Forming clinicians who advance health for all

Abraham Nussbaum, M.D.
Chief Education Officer, Denver Health
Professor of Psychiatry & Asst. Dean, CUSOM

Mission: Advance health for all by putting into practice what we have learned and proven.

Vision: Be the national model for integrating learning and evidence into practice to improve health for all.

Within our academic learning health system, the **Office of Education** provides health professionals the education and training they need to integrate evidence into practice for the benefit of our community.



Building the future of care through education

- **Our mission:** We foster the formation of health professionals across the lifespan who cultivate academic excellence, clinical quality, and community service.
- **Our vision:** A flourishing ecosystem of faculty, learners, and community members who set the standard for academic safety-net health systems.



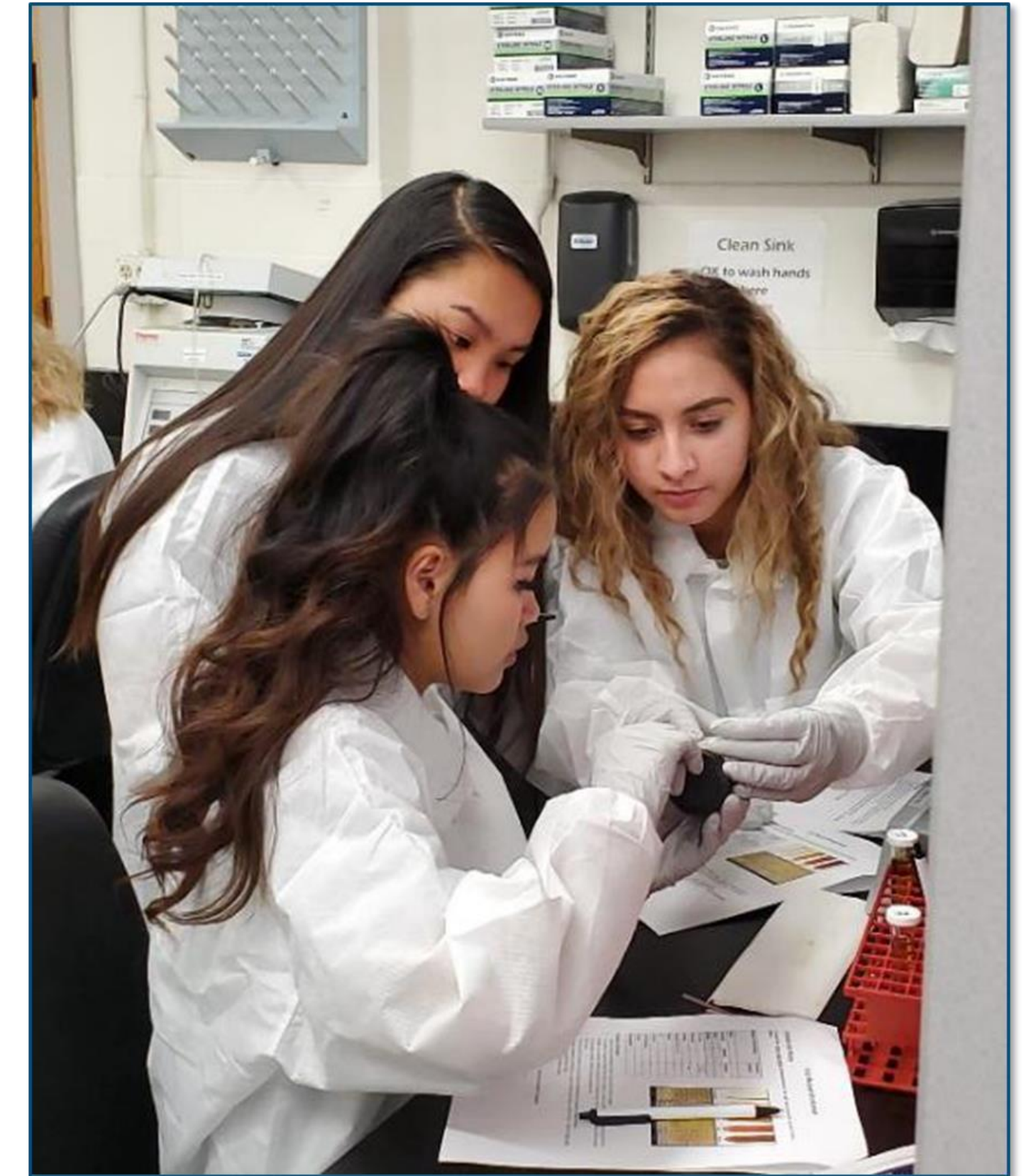
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Executive summary: 2024–25 at a glance

- Trained 1,774 students from 95 schools and 1,060 residents in clinical care across Denver Health
- Improved patient safety through 1,200+ resident safety reports and a 25% increase in simulation hours
- Developed tomorrow's workforce: 42% of new medical staff trained at Denver Health
- Expanded pathway programs to advance opportunities for local students
- Secured \$33M+ in federal funding for graduate education
- Added a new role—Medical Director of Faculty Development—and began Faculty Flourishing workshops



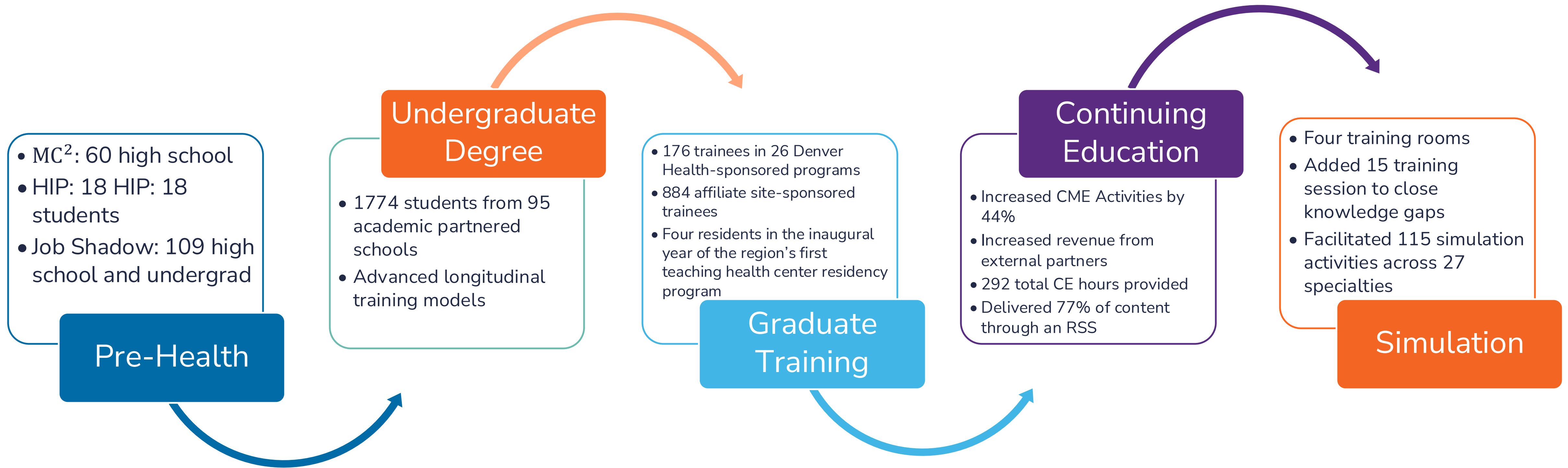
What does the Office of Education do?

Scope: health profession education across the lifespan

Primary function: prepare, train and sustain a health care workforce that serves the needs of our community

- Pathway programs (MC², HIP, Education Observer, MLS, Phlebotomy)
- Undergraduate Education (Nursing, Medical, APP, etc.)
- Graduate Education (COWIP, internships, residencies, fellowships)
- Continuing Education & Simulation (CME, IVP, conferences)
- Faculty development

Education across the lifespan



Pre-Health Programs



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MC² Medical Career Collaborative

MEDICAL CAREER COLLABORATIVE

- MC² provides youth from the metro community the opportunity to gain clinical experience and mentorship as they pursue training in health care professions.
- We begin working with youth at the high school level and provide longitudinal supports to program participants and alumni throughout their academic and career journeys.

We create pathways into Denver Health careers.



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2024-25 program year by the numbers



59 high school students served at DH
137 across all sites



98% students of color
76% bi/multilingual
86% come from low-income backgrounds



37% 1st gen high school grad
61% 1st gen college bound
81% have no immediate family in healthcare



25 high schools represented
70% attend a DPS school



MC² juniors spent over 3145+ hours interning at Denver Health



93% of 2025 graduates are attending 2- or 4-year college or university



96% of 2025 grads attending college have declared health related majors



10 alumni completed health care related certifications through MC²/DH/CHCO in 2025



11 grads hired at Denver Health
67 hired through June 2025





Highlights







- Record interest for 2025–26: 654 student applications
- Awarded over \$368,000 in grant funding through Prosperity Denver Fund (\$63,630) and COSI Achieve (\$304,590 over a four-year grant award period)
- Qualified for a \$5000 employer incentive program through the City of Denver
- Partnered with the Denver Youth Employment Program to support student wages, resulting in over \$12,000 in savings for the program/hospital
- Launched two new platforms to expand alumni engagement:
 - MC² Connect (Feb 2025) already has more than 225 active alumni users.
 - Alumni support tracking through Salesforce is improving alumni coordination and outcome reporting.
- MC² now supports nearly 200 alumni with academic and career services.

Health Care Interest Program (HIP)

- Longitudinal mentorship program for undergraduate students bridging science coursework with real world application while advancing awareness of community health needs addressed by Denver Health
- Program components
 - Bi-weekly, didactic seminars
 - Clinical observation
- Engages providers in teaching & mentorship
- Connects future talent with Denver Health career pathways
- 350 alumni



HIP cohort 2025-2026

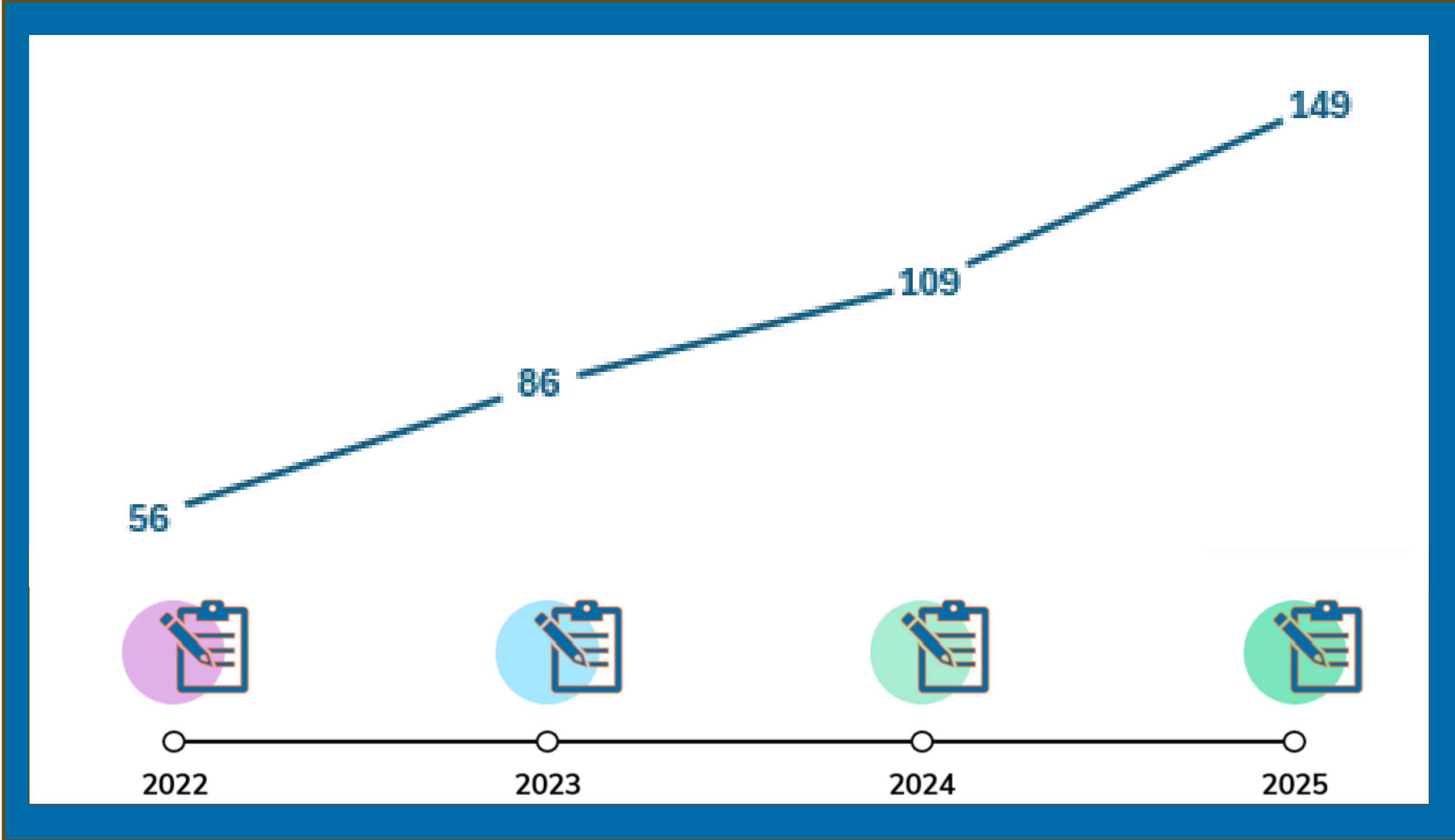
					
<p>30+ providers mentoring 18 undergrad students</p>	<p>89% identify as 1st-generation college students</p>	<p>72% considered under-represented in medicine</p>	<p>56% speak English as non-primary language</p>	<p>1,000+ shadowing hours expected</p>	<p>3 regional partnerships: CU Denver, MSU Denver and Regis University</p>



Education Observer program

A 40-hour educational immersion:

- introduces local youth to high-growth health professions
- allows experience of the work life of a professional
- provides a deeper understanding of critical skills necessary for workplace
- connects academic clinicians to the community



Medical Laboratory Science (MLS)

- The Denver Health MLS School is an 11-month post baccalaureate hospital-based education program offering a certificate of completion.
- Established in 2015, the school is accredited by the National Accrediting Agency for Clinical Laboratory Sciences and was awarded the maximum 10-year reaccreditation term in 2021.
- The MLS program is a key component of the laboratory career pathway and partnered with Workforce Development to support students, providing 2025 students with \$36,000 in scholarships.

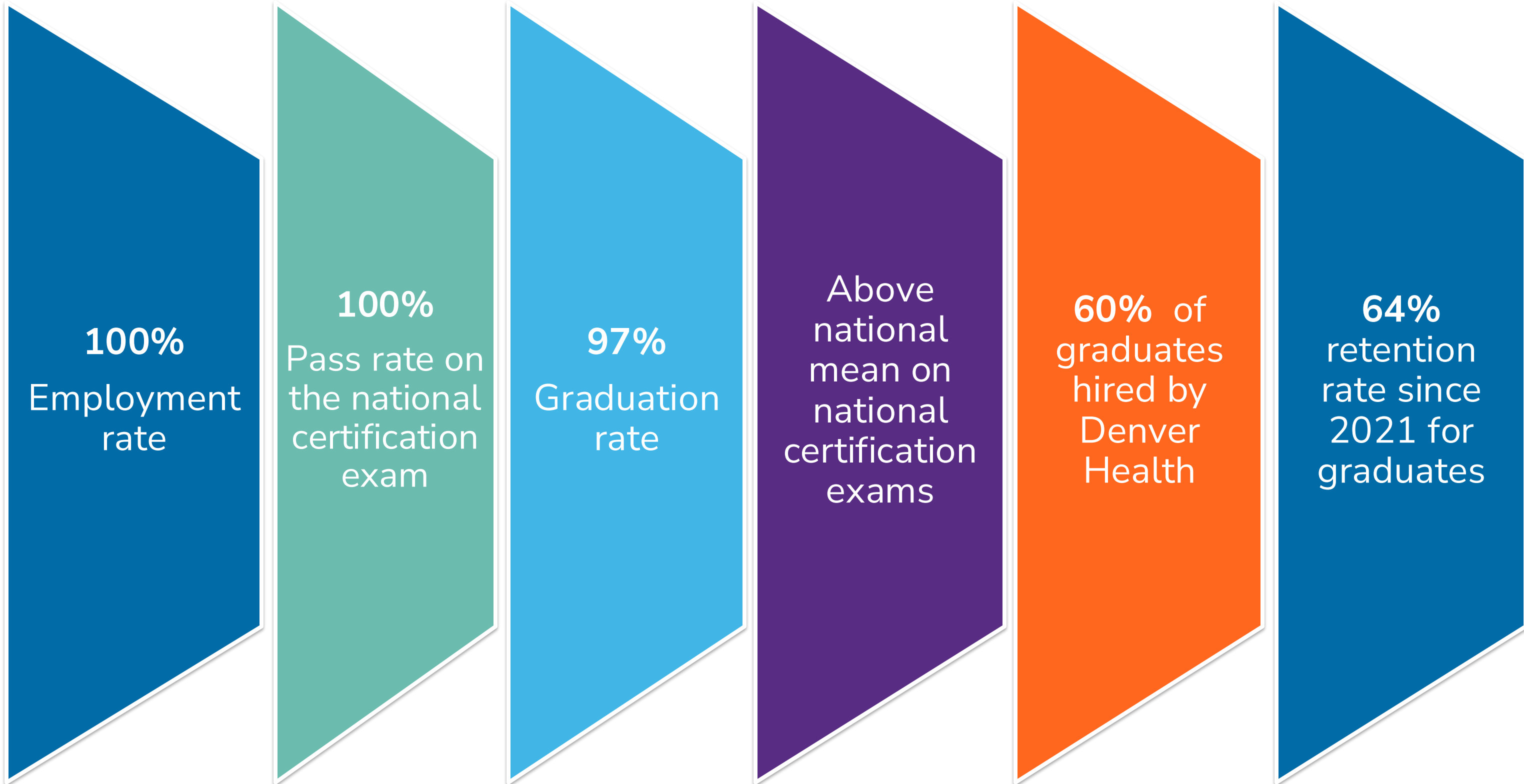


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MLS by the numbers

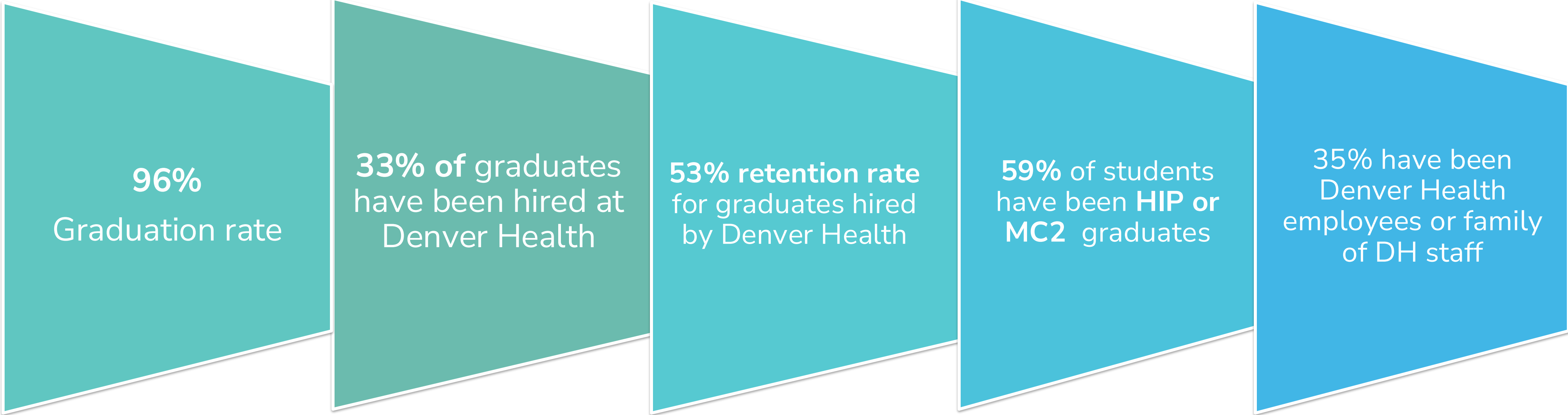


Phlebotomy school

- Began in 2017 to build a pipeline for employment at Denver Health for interested HIP students.
- Expanded in 2018 to eight students and began enrolling Denver Health employees or family members of staff and MC2 students.
- The phlebotomy program is a key component of the Laboratory career pathway and partnered with Workforce Development to support students, providing 2025 students with \$5,400 in scholarships.



Phlebotomy by the numbers



Undergraduate and Graduate Programs



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Undergraduate Education

- Denver Health partners with leading universities and colleges to provide hands-on training in safety-net care.
- Students experience interprofessional teamwork, population-health learning and equitable care delivery in real-world settings.
- Programs emphasize mentorship, inclusion and early exposure to underserved patient populations.



We are building the next generation of clinicians through immersive learning.



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What undergraduate education did in 2024-25

- Hosted 1,820 student learners across 47 academic partners
- 604 nursing students from 13 schools completed rotations
- Expanded learning in behavioral-health and community-based settings
- Developed and implemented, in partnership with the Office of Research, a mechanism to track medical student research participation at Denver Health.



We strengthened a pipeline of workforce-ready graduates with firsthand experience in equitable, team-based care.



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Medical students

- Denver Health partners with the University of Colorado School of Medicine to host MSIII and MSIV clinical clerkships as well as the MSII Longitudinal Integrated Curriculum (LIC).
- In 2024–25, 520 CU medical students trained at Denver Health for 965 rotations across the system.
- 37 Denver Health Faculty have paid/protected time from CUSOM for medical education.

We strengthened a pipeline of workforce-ready graduates with firsthand experience in equitable, team-based care.



Anschutz

School of Medicine



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Longitudinal Integrated Curriculum (LIC)

- LIC students train year-long across Denver Health hospitals and clinics, gaining experience in continuous, team-based care.
- Emphasis on patient continuity, mentorship and systems-based practice prepares future academic safety-net physicians.
- In 2024–25, 32 CU medical students trained with faculty across multiple departments, contributing to quality and equity projects.
- Four students presented scholarly work at regional or national meetings.
- Alumni matched into Family Medicine, Psychiatry, OB-GYN and Pediatrics.

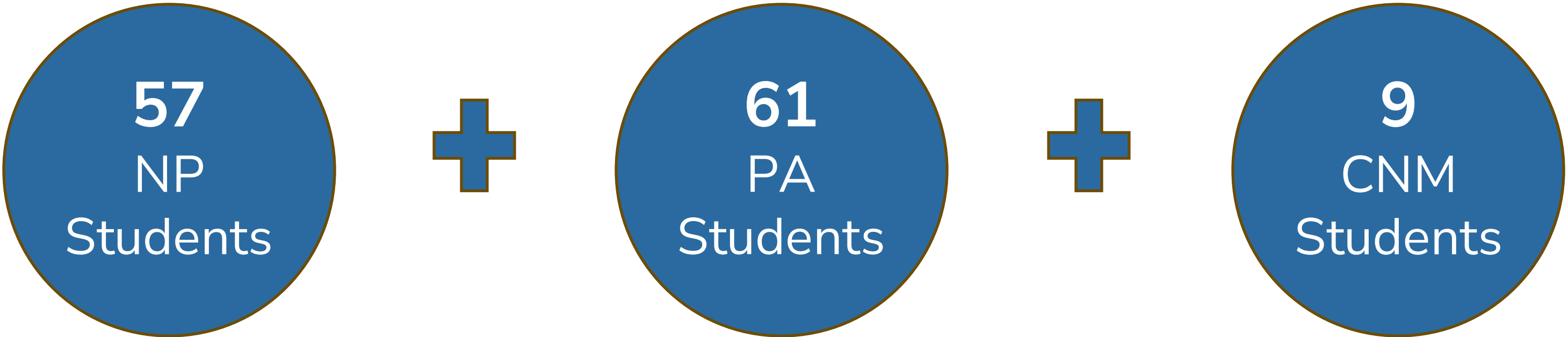


LIC students graduate as workforce-ready physicians grounded in continuity, equity, and community-centered care.



Advanced Practice Provider (APP) students

- Denver Health partners with four local APP schools to welcome nurse practitioner, physician assistant and nurse-midwife students for rotations in our hospital and clinics.
- Six Denver Health APPs oversee student rotations, which included 127 students in 2025, as site directors which creates academic pathways for Denver Health APPs.
- APP student engagement at Denver Health offers an important introduction to our APP workforce, including future positions at Denver Health and opportunities for applying to one of our three APP fellowship programs.



Graduate education

- Graduate education prepares residents and fellows to serve diverse communities through equitable, high-quality care.
- Denver Health sponsors residencies and fellowships which blend clinical excellence, research, and continuous improvement which advances our learning health system.
- 2024–25 brought additional learners, expanded programs, and sustained national accreditation.



Denver Health Pharmacy residents



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Graduate education by the numbers



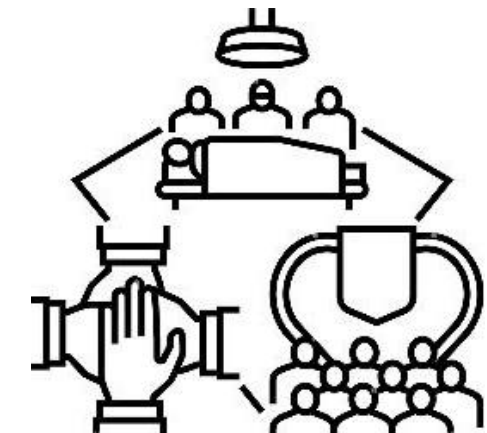
26 Denver Health and Denver Community Health Services Sponsored Internships, Residencies, Fellowships



Two new fellowships welcoming learners in 2026



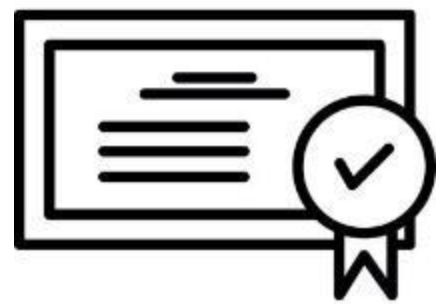
42 percent of Newly Credentialed Denver Health Providers in Past Year Who Trained at Denver Health



176 Denver Health and Denver Community Health Services Sponsored Trainees



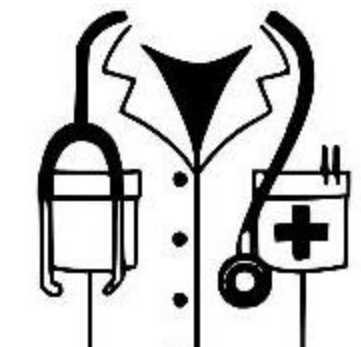
One completed year of Colorado's first and only Teaching Health Center Residency Program



Seven accreditation Site Visits Conducted at Denver Health and Denver Community Health Services



31 Graduate Education Program Directors Based at Denver Health



84 CU and Other Affiliate Sponsored Physician Trainees Rotating at Denver Health and Denver Community Health Services

What graduate education did in 2024-25

- Supported 70 residency and fellowship programs with more than 1,000 trainees.
- Completed the first year of Denver Health's HRSA-funded Family Medicine Teaching Health Center, the first in the Rocky Mountain West.
- Completed seven accreditation site visits with successful outcomes.
- Prepared two new fellowships to launch in 2026, expanding mission-aligned training.
- Strengthened support for resident and fellow research across the system.



Graduate education transforms training into service, developing future safety-net leaders.



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Continuing Education and Simulation



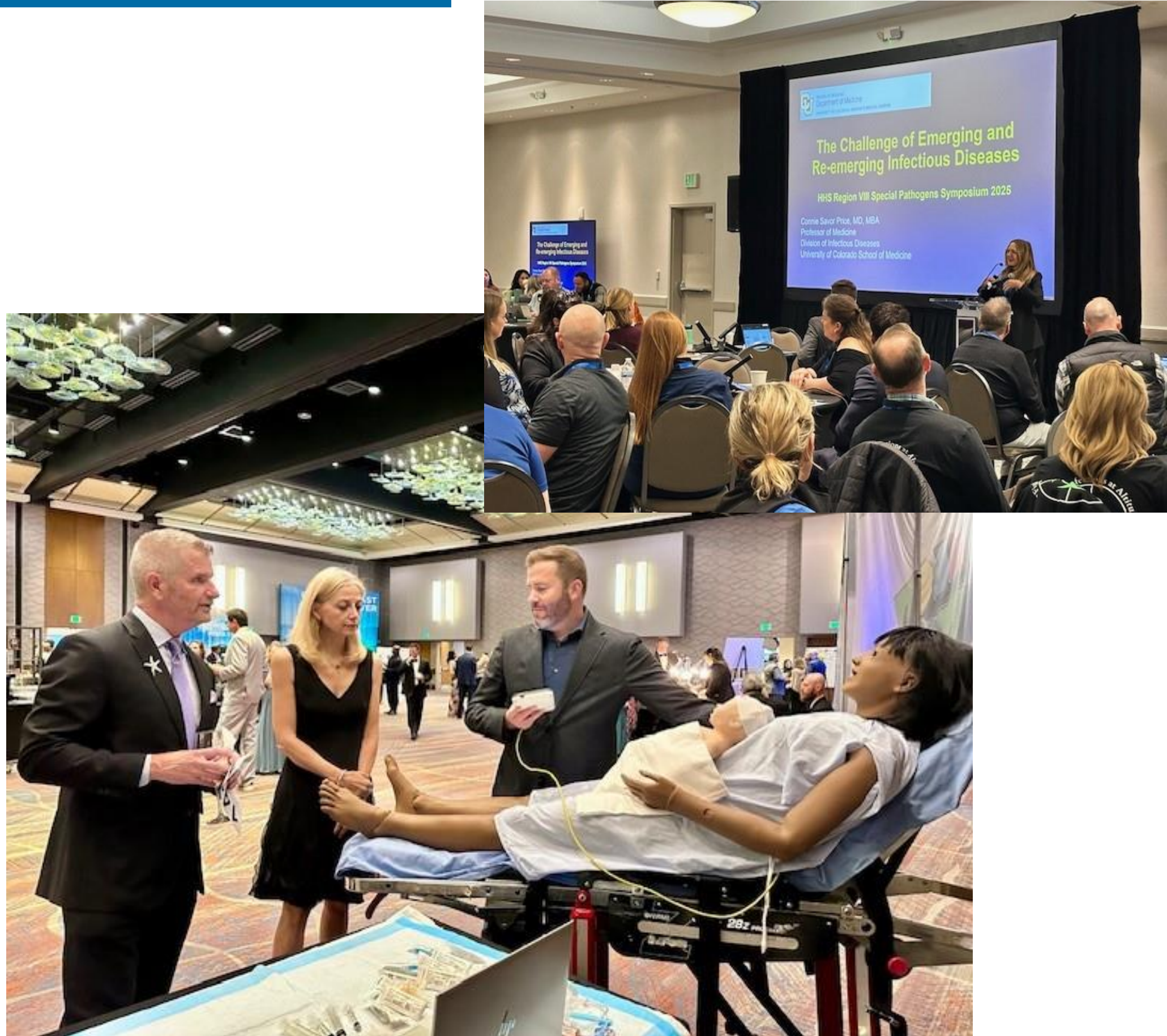
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Continuing Education (CE) and Simulation

- CE and Simulation assist in providing interprofessional, interdisciplinary education that focuses on detail to improve teamwork, communication, wellness, and overall patient care
- The vision of our programs is to advance medicine through education and innovation
- In 2024-25, we received five-year renewal of our CME accreditation with expanded inter-professional offerings.



What CE and Simulation did in 2024-25

- Embedded team-based education into routine clinical practice through regular sessions.
- Integrated simulation into quality-improvement and safety efforts across departments.
- Delivered simulations involving five professions and five learner types, strengthening interprofessional teamwork.
- Partnered with seven departments to expand experiential learning systemwide.
- Produced three peer-reviewed publications in simulation-based education.

- Seven DH simulation partners
- Five learner types across professions
- Three publications

Continuous learning drives safer, higher-quality care and supports Denver Health's learning health system.



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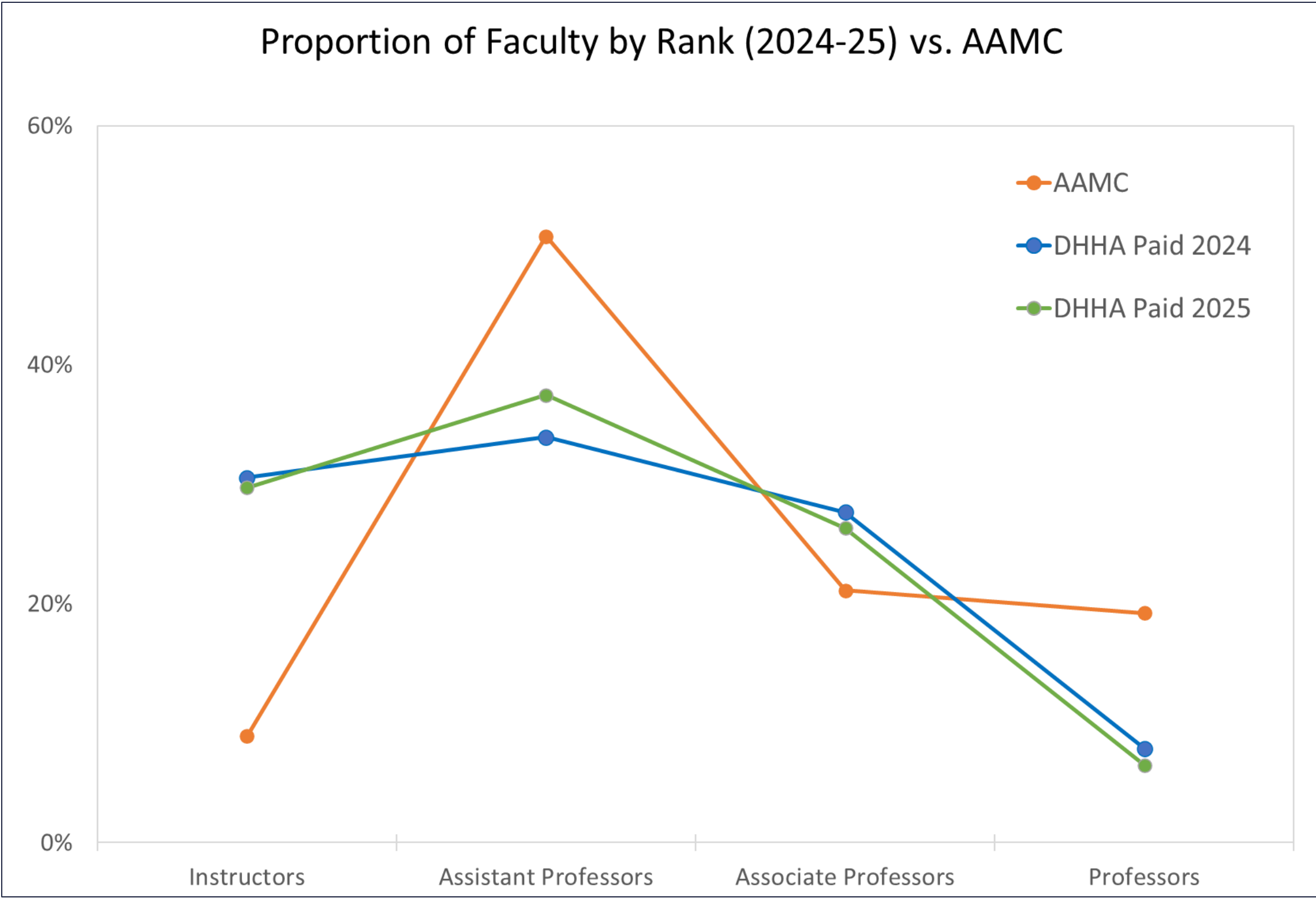


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Faculty Development and Academic Appointments

Faculty development and academic appointments

- Denver Health faculty contribute to academic medicine through teaching, research and mentorship.
- OOE supports faculty in maintaining appointments, completing required teaching documentation, and rank advancement.
- Nevertheless, unusual distribution of faculty:
 - Very high proportion of instructors (vs. AAMC) with lower proportion of assistant professors.
 - More associate professors than AAMC national averages; few full professors.
- Efforts are underway to understand factors influencing current state.



New directions: faculty flourishing & formation in 2026

Creation of **Medical Director, Faculty Development** role with Joshua Williams, M.D. as inaugural holder

- **Mission:**
 - Increase participation in the CU SOM Promotions pathway (beyond Instructor) at Denver Health
 - Improve understanding of determinants of flourishing among faculty at Denver Health
- **Vision:**
 - A flourishing faculty exemplifying caring, cultivating character and sharing wisdom



2025 Pilot Faculty Development Workshop series was our first interdisciplinary, sequenced and longitudinal effort in support of our vision.

Colorado Works for International Physicians (COWIP)

- COWIP prepares internationally trained physicians to re-enter clinical practice in the U.S.
- Denver Health provides supervised clinical experience, mentorship and preparation for practice in the United States
- In 2024–25, the program supported eight physicians entering Family Medicine and Internal Medicine
- COWIP graduates continue to match successfully into residency programs statewide, helping address provider shortages in primary and rural care



COWIP broadens Colorado's clinical workforce and reflects Denver Health's commitment to inclusive pathways into medical practice



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Scholarship and research in education

- Faculty and trainees advance the science of teaching and learning through research, publications and presentations.
- Scholarship spans behavioral health, addiction medicine, bilingual neuropsychology and interprofessional education.
- The Offices of Education and Research support study design, analysis and dissemination.
- In 2024–25, efforts focused on applying evidence to improve patient care and workforce development.



Office of Education Strategic Direction

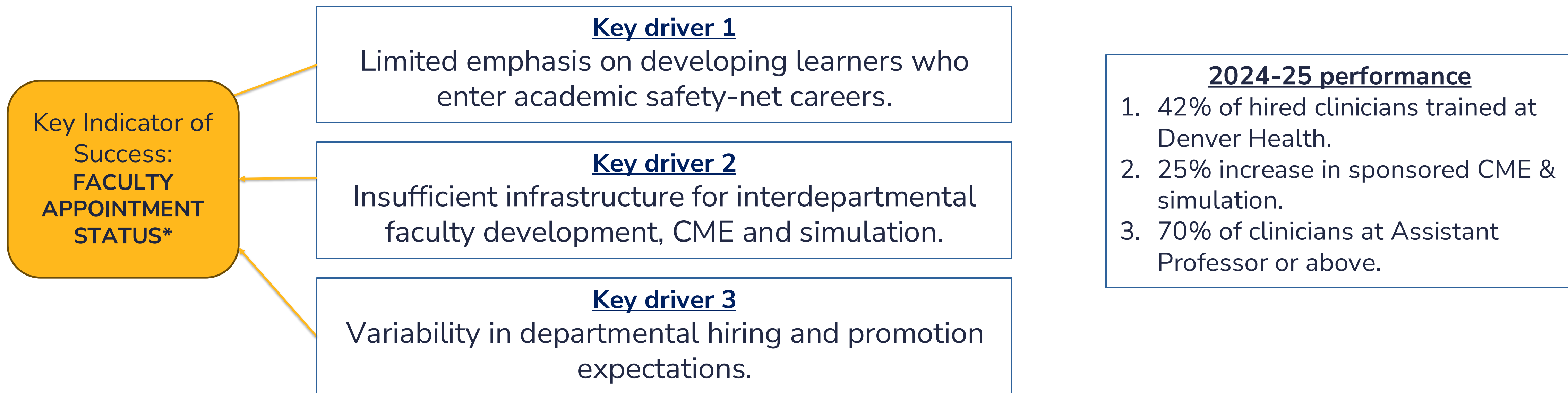


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Institution-level metric for 2025: Faculty Appointment Status



In pursuit of this new institution-level metric, the Office of Education will partner broadly to advance academic excellence as we **build a flourishing ecosystem of faculty, learners and community members** who set the standard for academic safety-net health systems.

*Proportion of DHHA paid full-time faculty who are at the level of Assistant Professor (on Clinical Practice or Tenure-Track Eligible promotions paths) or higher.