



# The 2021 Thomas J. Lemley Award For Health Disparity

The Health Disparities Committee invites you to enter this year's competition!

- ⇒ **ONE pre-physician assistant** and **TWO current physician assistant students** have the opportunity to receive cash prizes!
- ⇒ **PSPA fellows** will have the opportunity to gain free conference registration and a one-year PSPA membership.

In years past, the committee has received essays, videos, and PowerPoint™ presentations for this competition. We will continue to encourage creativity by welcoming multimedia projects for the 2021 competition.

We welcome projects that include, **but are not limited** to:

**Essay**      **Photo slideshow**      **PowerPoint™**      **Videos (music or documentary)**

---

## About the Committee:

The Health Disparity Committee serves to advance the PSPA's commitment to diversity in all its various aspects.

## What are Health Disparities?

The US Department of Health and Human Services define health disparities "a particular type of health difference that is closely linked with social, economic, and/or environmental disadvantage. Health disparities adversely affect groups of people who have systematically experienced greater obstacles to health based on their racial or ethnic group; religion; socioeconomic status; gender; age; mental health; cognitive, sensory, or physical disability; sexual orientation or gender identity; geographic location; or other characteristics historically linked to discrimination or exclusion."

## Who was Thomas J Lemley?



Tom Lemley was born and raised in a decaying manufacturing town in Eastern Ohio. He joined the Air Force and became a PA in 1976. He rose among the ranks finishing his career teaching at the USAF PA Program and serving as the chief physician assistant in the Air Force, providing guidance to the USAF Surgeon General and his command staff at the Pentagon on physician assistant issues. With his help, PA utilization in the USAF expanded from primary care to other areas of medicine and surgery. Through his counseling and encouragement, many young enlisted men and women applied for and became PA students. Tom retired from the USAF and came home to Pennsylvania to begin his second PA career. He joined the PSPA and became involved in its activities. Tom brought this Diversity Award competition to life in 2004 with a vision of the PSPA finding ways to increase awareness of the diverse needs of patients. With Tom's guidance, the Health Disparities Committee (formerly called the Diversity Council) sought ways to look at issues of health disparities and attempt to highlight the efforts of those who are doing their share not only to increase awareness but also shed light on solutions. Tom passed away in 2008 but he lives on in our hearts. Many who were fortunate enough to know him called him a friend and mentor.

# The 2021 Competition Topic

How To

Diversify

The PA



**Data Compiled from 2019 NCCPA Data Survey of Physician Assistants**

Race	Number of PAs	Percent	Estimated Percent US Population
White	100,564	86.7	76.5
Black/African American	4,136	3.6	13.4
Asian	6,963	6	5.9
Native Hawaiian/Pacific Islander	347	0.3	0.2
American Indian or Alaskan Native	424	0.4	1.3
Other	3,515	3	
Total	115,949		

This year, the PSPA Health Disparities Committee would like PSPA members, fellows, students, and pre-PAs to reflect on the topic, “How to Diversify the PA Profession.”

Data from the National Commission of Certified Physician Assistants (NCCPA) from 2019 above shows the percentages of physician assistants in the PA profession by race. The physician assistant profession has struggled with diversifying the profession in recent years and has specifically struggled in recruiting ethnically and racially diverse individuals who likewise would reflect the diverse patient populations PAs serve.<sup>1,2,3</sup> There is also evidence to support that when there are racial and ethnic similarities between patients and their healthcare professionals that this is associated with increases in health outcomes and access to healthcare.<sup>4</sup> Finally, there is evidence that having a more diverse healthcare field may help mitigate bias experienced by patients.<sup>5</sup>

Taking this evidence into consideration, projects or essays should consider issues that prevent patients from receiving the care they need or deserve. Topics may reflect upon why diversity, particularly racial and ethnic diversity in the PA profession is important for patients and important for the profession as a whole.



# The 2021 Competition Guidelines

**Eligibility:** Pre-physician assistants, PA students and PA fellows are invited to participate. All contestants must be a PSPA member in good standing at the time the project is submitted. All contestants must also be active PSPA members at the time that the prizes are awarded.

**Evaluation:** Every effort is made to select judges from all PSPA regions. Judges review the projects and provide evaluation scores. Judging criteria includes practical application to PA education/the PA profession or practice, enhancement of PA professional knowledge, and quality of presentation. Award winners are determined by the highest average scores.

**Awards:** Awards will be presented at the 2021 PSPA Annual Conference which will be held at the Kalahari Resort at Mount Pocono, PA during the Student Challenge Bowl/Awards Ceremony on Friday October 29, 2021. Winners (and family members) will receive complimentary registration for the awards ceremony.

**Prizes:**                   **Pre-PA Student Division**  
*One \$500 Award to Reimburse CASPA Application*

***Pre-pa students must submit their CASPA ID Number upon entry and if selected as winner a receipt of payment of application for the 2021-2022 CASPA application cycle. Receipts from previous applications cycles will not be accepted. If the Pre-PA student does not provide this information, then they will be disqualified from the competition.***

**PA Student Division**  
*Two \$1,000 Awards for PA-S winners*

***PA students must be a registered member of PSPA must not have graduated or taken boards, and still be enrolled in their PA program before the conference date October 29, 2021. If they do not meet this requirement they will be disqualified.***

**Fellow (PA-C) Division**  
*1st Place - Conference registration for the following year*  
*2nd Place - Membership for the following year*

**Deadline:** Friday May 28, 2021

**Format:** Students and fellows can submit essays, videos, narrated PowerPoint® presentations, or narrated photo slideshow. Other formats will be considered, but approval should be requested before submission. Please email: [healthdisparities@pspa.net](mailto:healthdisparities@pspa.net) for approval!

***Please see last page of guidelines for listing of possible formats and instructions.***

**Submission:** **ALL SUBMISSIONS MUST BE RECEIVED BY MAY 28, 2021, 11:59 PM in order to qualify for competition.**

A letter of submission should be e-mailed to the health disparities committee.

The letter should confirm that the submitted work is original, created by the primary author or co-authors (not ghost-written by anyone not named as an author) and is free from pharmaceutical company or medical education company sponsorship or funding. The project should be identified in all



correspondence and the required contact information should be found in the body of your letter or e-mail. In the letter of submission, you should list each table, figure, algorithm, photograph, radiograph, etc., in the article and clearly state whether the item is original to you or, if it is not, state who holds the copyright. Provide complete reference (specifying which manual of style is used) for each item utilized from another source.

Essays should be sent as an attachment via email to [healthdisparities@pspa.net](mailto:healthdisparities@pspa.net)

Essays, videos, PowerPoint™ presentations, or slide shows previously or simultaneously submitted for other PSPA competition/scholarship or publication elsewhere are **not eligible** for this particular PSPA sponsored health disparity competition.

**Statement:** All entries submitted should be accompanied with the following statement

Individual assignments

*I certify that this assignment is presented as entirely my own intellectual work. Any words and/or ideas from other sources (e.g. printed publications, Internet sites, electronic media, other individuals, groups, or organizations) have been properly indicated using the appropriate scholarly citation style required by the department or College. I have not submitted this assignment in its entirety to satisfy the requirements of any other PSPA competition.*

Group projects

*We certify that this assignment is presented as entirely our own intellectual work. Any words and/or ideas from other sources (e.g. printed publications, Internet sites, electronic media, other individuals, groups, or organizations) have been properly indicated using the appropriate scholarly citation style required by the department or College. We have not submitted this assignment in its entirety to satisfy the requirements of any other PSPA competition.*

**Contact:** Please contact the health disparities committee at [healthdisparities@pspa.net](mailto:healthdisparities@pspa.net) with any questions.

# The 2021 Competition

## Possible Formats



**Essay:** All essays should be formatted using double space and 12-point Times New Roman font. Do not use decorative or italic fonts. The paper is to be 1,000 to 1,500 words in length.

Historically, this format is the most common format seen in this competition. Your work should have a title. The manuscript must be submitted in numbered sequential order. Please expand all acronyms on first mention. (Example: WBCs for white blood cells). Also, provide units of measure for all laboratory values or other clinical measures that are expressed in number form. (Example: mg/dL when providing a blood glucose level.) Refer to drugs using their generic names and trade names. Provide the named salt if it will help to clarify which drug you are talking about. (Example: Cefuroxime axetil, an oral form, or Cefuroxime sodium for IM or IV forms). Provide appropriate headings and sub-headings throughout the text in order to clarify the organization of information for the reader. All references should be from peer-reviewed, reputable resources within the medical community and be formally referenced.

**PowerPoint:** Create a 20- to 25-slide PowerPoint® presentation regarding the role of physician assistants in addressing the topic. The presentation should simulate a seminar appropriate for an advisory board who is contemplating how physician assistants employed by their organization could play a role in addressing the issues identified.

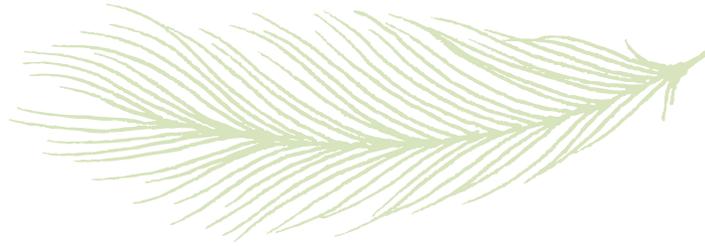
Please expand all acronyms on first mention. (Example: WBCs for white blood cells). Also, provide units of measure for all laboratory values or other clinical measures that are expressed in number form. (Example: mg/dL when providing a blood glucose level.) Refer to drugs using their generic names and trade names. Provide the named salt if it will help to clarify which drug you are talking about. (Example: cefuroxime axetil, an oral form, or cefuroxime sodium for IM or IV forms). Provide appropriate headings and sub-headings throughout the text in order to clarify the organization of information for the reader.

**Videos:** All entries should include opening credits that list all participants who deserve credit for the project submitted. Nudity and use of inappropriate language will not be tolerated. Videos are to be of tasteful, respectful, ethical, and moral in nature. The video should be no more than 3 minutes in length. Be creative and show off your talents.

### Photo

**Slide Show:** The slide show should contain no more than 25 photos. Music and/or narration should be added to the slide show. Lyrics/transcript of narration should be included with entry. Nudity and use of inappropriate language will not be tolerated. Photos and music are to be of tasteful, respectful, ethical, and moral in nature.

**Other formats will be considered, but approval should be requested before submission. Please email: [healthdisparities@pspa.net](mailto:healthdisparities@pspa.net) for approval!**



## References

1. Coplan B, Fleming S. The need for greater diversity in the PA profession: *Journal of the American Academy of Physician Assistants*. 2019;32(5):54-58.
2. Snyder CR, Frogner BK, Skillman SM. Facilitating Racial And Ethnic Diversity In The Health Workforce. *Journal of Allied Health*. Mar 2018 Volume 47, Number 1, Spring 2018, pp. 58-69(12)
3. Coplan B, Bautista TG, Dehn RW. PA program characteristics and diversity in the profession: *Journal of the American Academy of Physician Assistants*. 2018;31(3):38-46.
4. US Department of Health and Human Services, Health Resources and Services Administration, Bureau of Health Professions. The rationale for diversity in the health professions: a review of the evidence. <http://docplayer.net/255577-The-rationale-for-diversityin-the-health-professions-a-review-of-the-evidence.html>. Accessed January 8, 2021.
5. Hall WJ, Chapman MV, Lee KM, et al. Implicit racial/ethnic bias among health care professionals and its influence on health care outcomes: a systematic review. *Am J Public Health*. 2015;105(12):e60-e76.