

# Dale L. Sanders, DO, DHA, MBA

## Curriculum Vitae

### EDUCATION

- Central Michigan University - Mt. Pleasant, Michigan 8/2006 – 5/2017  
Degree: Doctor of Health Administration  
Dissertation: The Prevention of Prostate Cancer and the Differences of Perceptions and Behavior among Black and White Men: A Secondary Analysis of the Health Information National Trends Survey
- Northwood University - Midland, Michigan 9/2003 – 5/2005  
Degree: Master of Business Administration
- University of Health Sciences 4/1997 – 5/1999  
College of Osteopathic Medicine - Kansas City, Missouri  
Degree: Doctor of Osteopathy
- University of Osteopathic Medicine and Health Sciences 9/1992 – 11/1996  
- Des Moines, Iowa
- University of Tennessee - Knoxville, Tennessee 9/1986 – 8/1988  
Degree: Bachelor of Art, Dual Degrees Conferred with Honors  
Academic Psychology / Sociology
- Mercer University - Macon, Georgia 6/1983 – 8/1986

### CERTIFICATE

- Quality Matters 01/2023 – 06/2023  
Teaching Online Certificate
- Henry Ford Learning Institute 12/2021 – 05/2022  
Design Thinking Certificate
- The University of Vermont Grossman School of Business 9/2019 – 11/2019  
Leading Sustainable Innovation Professional Certificate

### **CAREER ACCOMPLISHMENTS:**

- *Academic and Industry professional with dedication to teaching, research and service.*
- *Dynamic motivational speaker and public presenter: Over 45 presentations in 15 years.*
- *Instrumental in new signature program development.*
- *Have taught over 100 college courses in health or healthcare related topics.*
- *Created working groups to identify issues with clinical fieldwork education.*
- *Secured articulation agreements with local community colleges, strengthening partnerships.*
- *Contracted as a Subject Matter Expert (SME) for many healthcare related courses.*
- *Instrumental in development and implementation of the college diversity strategic plan at Alma College.*
- *Direct engagement with admissions to enhance minority recruitment and retention strategies.*
- *Lead campus efforts for collegiate partnerships with several Historically Black Colleges and Universities (Howard University, Morgan State University, Voorhees College, Tennessee State University and Savannah State University).*
- *Instrumental in leading faculty efforts for the inclusion of social justice course content in health-related course.*
- *Alma College Healthcare Administration program developed using a health disparities and social justice context as the foundation for core courses.*
- *Salem College Health Administration program developed with foundational pillars of cultural perspectives, data analytics, community, resiliency, and grit.*

## POST-DOCTORAL TRAINING

- Family Medicine Residency Program 7/2000 - 7/2002  
Ingram Regional Medical Center, Lansing, MI
- Traditional Rotating Internship 7/1999 – 6/2000  
Carson City Hospital, Carson City, MI

## WORK EXPERIENCE

- Salem College, Winston-Salem, NC 8/2022 – Present  
Director, Master of Health Administration (MHA)  
Professor – Health Administration / Business Administration
- Alma College, Alma, MI 8/2010 – 7/2022  
Professor – Healthcare Administration / Business Administration 4/2022 – 7/2022  
Associate Professor – Healthcare Administration / Business Administration 8/2017 – 4/2022  
Assistant Professor – Healthcare Administration / Business Administration 8/2010 – 7/2017  
Director, Healthcare Administration 8/2010 – 7/2022  
Interim Director, Diversity & Inclusion 8/2016 – 1/2017
- Saginaw Valley State University, Saginaw, MI 1/2018 – 5/2018  
School of Health and Human Services  
Master of Health Administration and Leadership – Adjunct Faculty
- University of Michigan – Flint, Flint, MI 5/2015 – Present  
School of Public Health & Health Sciences – Lecturer 1
- Central Michigan University, Mt. Pleasant, MI 6/2007 – 5/2019  
Global Campus Programs – Health Science Division, Adjunct Faculty
- Central Michigan University, Mt. Pleasant, MI 5/2008 – 8/2010  
School of Health Sciences – Assistant Professor/Internship Coordinator
- Central Michigan University, Mt Pleasant, MI 10/2007 – 5/2008  
Office for Institutional Diversity – Graduate Assistant
- Saginaw Valley State University, Saginaw, MI 1/2007 – 4/2008  
Biological Science Division, Adjunct Faculty
- Baker College Online, Flint, MI 1/2007 – 4/2008  
Health Science Division, Adjunct Faculty
- Delta Community College, University Center, MI 8/2006 – 8/2008  
Science Division, Adjunct Faculty
- Davenport University, Caro, Midland, and Bad Axe, MI 8/2005 – 8/2006  
Allied Health and Science Division, Adjunct Faculty
- Mott Community College, Flint, MI 8/2005 - 12/2005  
Math and Science Division, Adjunct Faculty

## PROFESSIONAL CONSULTANT

- Premier Foot Clinic, Raymond, MS 5/2012 – Present  
Management Seminars – Bi-Annual
- Geriatric and Palliative Care, Plantation, FL 1/2014 – 1/2017  
The Role of the Front Office Management  
Developing Leaders Throughout the Office – Annual Trainings Seminars
- Student National Medical Association 4/2012 – 4/2013  
Interim Executive Director
- Student National Medical Association 8/2011 – 4/2012  
Executive-on-Loan

## PROFESSIONAL AFFILIATIONS

- Michigan Society for Healthcare Planning & Marketing (MSHPM) 2021 – Present
- Michigan Association for Healthcare Quality (MAHQ) 2019 - Present
- American Public Health Association (APHA) 2017 – Present
- National Association of Health Executives (NASHE) 2017 – Present
- National Association of Advisors for the Health Professions (NAAHP) 2010 – Present
- Healthcare Financial Management Association (HFMA) 2010 - Present
- National Black MBA Association (NBMBA) 2009 – Present
- The Association of University Programs in Health Administration (AUPHA) 2008 – Present
- American College of Healthcare Executives (ACHE) 2008 - Present
- National Medical Association (NMA) 1999 - Present
- Student National Medical Association (SNMA) 1999 - Present
- Michigan Osteopathic Association (MOA) 1999 – Present
- American Osteopathic Association (AOA) 1996 – Present
- Tennessee Osteopathic Medical Association (TOMA) 1992 – Present

## LEADERSHIP EXPERIENCE

- American College of Health Executives of The TRIAD Board of Director Member 2023 – Present
- Salem College Distinctive Campus Culture Task Force 2022 – Present
- Association of University Programs in Health Administration (AUPHA) Diversity & Inclusion Committee 2021 – 2023
- American College of Healthcare Executive (ACHE) Physician Executives Community Committee 2021 – 2023
- National Association of Health Service Executives (NAHSE) Research Committee Member 2020 – Present
- American College of Healthcare Executive (ACHE) AUPHA/HAP Editorial Board for Undergraduate Studies Committee 2020 – 2023
- Great Lakes American College of Health Executives (GLACHE) Board of Directors Member 2020 – Present
- National Association of Healthcare Access Management (NAHAM) Certification Commission Committee – Public Member 2017 – Present
- Association of University Programs in Health Administration (AUPHA) Cultural Perspective Forum – Chair 2018 – 2020
- Alma College Faculty Personnel Committee 2019 – 2022
- Benefits Committee 2020 – 2022
- Title IX Grievance Panel 2014 – 2022
- Board of Trustees – Investment & Infrastructure Committee 2021 - 2022
- Board of Trustees – Investment Committee 2013 – 2014
- Board of Trustees – Education Committee (sabbatical replacement) 2012 – 2013
- Faculty Athletics Mentor (FAM) 2015 – 2022
- Co-Curricular Affairs Committee 2012 – 2020
- Integrated Health Studies Institute Advisory Committee 2013 – 2017
- Educational Technology Committee 2011 – 2014
- Diversity Task Force 2011 - 2014
- Central Michigan University Health Administration Advisory Committee 2008 - 2010
- Institutional Strategic Planning Committee (ISPC) 2008 - 2010
- Diversity and Global Perspective Committee 2007- 2010
- Student National Medical Association Professional Board Member - Emeritus 2002 – Present

- Michigan Osteopathic Association (MOA) 2000 - 2004  
Minority Liaison Committee member 2000 - 2004
- Student National Medical Association (MSUCOM) – Graduate Advisor 2000 – 2004
- Student National Medical Association (UHSCOM) – Graduate Advisor 1999 – 2004
- University of Health Sciences College of Osteopathic Medicine 1999 – 2004  
Multicultural Ambassador

## HONORS/AWARDS

- American College of Health Executives Regent’s Award November 2021
- Alma College  
Andison Excellence in Teaching Award April 2015  
King-Chavez-Parks (KCP) Most Involved Faculty Award April 2016/2015  
King-Chavez-Parks (KCP) Outstanding Faculty Award April 2014/2013
- Central Michigan University  
President’s Diversity in Excellence Award May 2009
- Student National Medical Association March 2005  
Pre-Med Membership Appreciation Award

## COMMUNITY SERVICE

- United Financial Credit Union, Saginaw, MI 2022 – 2022  
Board of Directors Member
- United Financial Credit Union, Saginaw, MI 2020 - 2022  
Credit Committee Member
- Mid-Michigan District Health Department 2011 – 2022  
Gratiot County Community Health Assessment  
Steering Committee Member
- Michigan Department of Community Health (MDCH) 2011 – 2013  
State Health Needs Assessment Task Force Member
- COPOCO Community Credit Union, Bay City, MI 2005 – 2019  
Board of Directors – Vice Chairman
- Michigan State University College of Osteopathic Medicine 1999 - 2003  
Annual Osteopathic Awareness Conference
- University of Health Sciences College of Osteopathic Medicine 1997 –1999  
Annual Health Fair, Student participate

## PRESENTATIONS

- “Proactively Managing Your Professional Development as a Healthcare Leader – Panel Discussion.” *ACHE of the Triad Spring Symposium* | Virtual | April 2024
- “Effectively Utilizing the Social Change Model to Enhance Front Office Outcomes.” *Mississippi Podiatric Medical Association (MsPMA) 2024 Spring Conference* | Mobile, AL | April 2024
- “Leading with Purpose: Cultivating Visionary Leaders for Transformational Change – Interactive Activity – Elevator Speech: Presenting Your Best Self.” *A Student National Medical Association 2024 Annual Leadership Academy - SNMA Annual Medical Education Conference* | New Orleans, LA | March 2024
- “Learning with a Purpose: Master of Health Administration.” *ASU Minority Association of Premedical Students (MAPS) - Speaker Series – Albany State University* | Albany, GA | January 2024
- “Lowkey Don’t Know “What I Wanna Be” Career Exploration.” *Student National Medical Association Region 8 Annual Regional Annual Medical Education Conference – Marshall University* | Huntington, WV | January 2024
- “Learning with a Purpose: Master of Health Administration.” *Science College - Stem Speaker Series - Johnson C. Smith University* | Charlotte, NC | October 2023

- “Career Pathways After Residency Training” *Student National Medical Association – September National Leadership Institute – University of North Carolina – Chapel Hill* | Chapel Hill, NC | September 2023
- “Effective Time Management Skills as a Student” *Student National Medical Association – September National Leadership Institute – University of North Carolina – Chapel Hill* | Chapel Hill, NC | September 2023
- “Achieving Health Equity: A Small Group Discussion for Practical Solutions – Discussion Facilitator” *Student National Medical Association – September National Leadership Institute – University of North Carolina – Chapel Hill* | Chapel Hill, NC | September 2023
- “Leveraging Systems Thinking to Improve Organizational Outcomes.” *The Students National Medical Association - National Leadership Institute Keynote Presentation* | Alexandria, VA | June 2023
- “Financial Planning and Literacy: Why Understanding the Numbers is Paramount.” *The Students National Medical Association - National Leadership Institute* | Alexandria, VA | June 2023
- “Leveraging Systems Thinking to Improve Community Outcomes.” *Twin City Kiwanis Club* | Winston-Salem, NC | May 2023
- “Organization Leadership: Systems Thinking to Achieve Health Equity.” *Towson University – Institute for Healthcare Improvement - Students Leadership & Quality Improvement Conference* | Towson, MD | April 2023
- “The VI Annual MMOB Experience: The Construction Period: Defining the Challenges - A Community Panel Discussion – Panelist” *UEnterprise Inc. in conjunction with The Teach 1 Save 1 Foundation Annual Conference* | Fort Lauderdale, FL | November 2022
- “Conversation with the Cultural Perspective and Inclusive Excellent Faculty Forum.” *Association of University Programs in Health Administration (AUPHA) Annual Meeting* | Virtual | September 2022
- “Healthcare Management Education: Cultivating Disposition from the Classroom to the Workplace.” *Guest Lecturer – Salem College* | Winston Salem, NC | July 2022
- “Healthcare Management Education: Cultivating Disposition from the Classroom to the Workplace.” *The Gipson Center for Healthcare Leadership - Guest Lecturer - Missouri State Southern University* | Joplin, MO | July 2022
- “Healthcare Disparities a Glimpse in the Past, Present & Future.” *Brown School of Business and Leadership – Guest Lecturer – Stevenson University* | Virtual | June 2022
- “The Untold Secrets of Unconscious (Implicit) Bias and Health Disparities in Medicine.” *Center for Students Opportunities - Diversity & Inclusion Office – Alma College* | Alma, MI | January 2022
- “Unconscious (Implicit) Bias and Health Disparities in Medicine.” *Kansas City University Graduate Medical Education Grand Rounds 2021 – 2022 – Kansas City University* | Kansas City, MO | December 2021
- “Implicit Bias: Clinical Judgement, Decision-making and Interactions.” *Diversity and Multicultural Affairs Office – Des Moines University Medicine & Health Sciences* | Des Moines, IA | November 2021
- “Challenges Facing Healthcare in 2021: Using a Diversity, Equity & Inclusion Lens for an In-depth Look.” *Doctor of Health Administration Program – Guest Lecturer – The Medical University of South Carolina* | Charleston, SC | July 2021
- “Challenges Facing Healthcare in 2021.” *Health Informatics & Administration Program – Guest Lecturer – Limestone University* | Gaffney, SC | June 2021
- “No más bebés (No More Babies) Panel Discussion” *Alma College Women’s Month Celebration* | Virtual | March 2021
- “Training the Next Generation of Leaders to Address Equity of Care – Panel Moderator” *Great Lakers College of Health Executives (GLACHE)* | Virtual | March 2021
- “Racism, Social Injustice, and Discrimination: How can Health Administration Education Make a Difference?” *Association of University Programs in Health Administration (AUPHA) Annual Meeting* | Virtual | June 2020
- “Elevating Your Vision: Cracking the Code of Implicit Bias.” *The Black Solidarity Summit – The University of Montana* | Missoula, MT | February 2020

- “Addressing Healthcare Disparities: “How Does the US Encourage Health Inequity.” Health Service Administration – Guest Lecturer – *James Madison University* | Harrisburg, VA | February 2020
- “Healthcare Administration Program Accreditation: The Nuts & Bolts.” Guest Lecturer – *Austin Peay State University* | Clarkston, TN | December 2019
- “Operational Budgeting: A Case Study Approach Utilizing the Student National Medical Association.” *Master of Health Administration Guest Lecturer – Weber State University* | Ogden, UT | August 2019
- “Authentic Collaboration: Developing Long-Term Industry and Institution Connections.” *Association of University Programs in Health Administration (AUPHA) Annual Meeting* | New Orleans, LA | June 2019
- “The Benefits and Challenges of Living, Teaching and Working in Today’s Diverse World.” *21<sup>st</sup> Annual Emergency Management Higher Education Symposium* | Emmitsburg, MD | June 2019
- “Cracking the Code: Motivating Staff for the Long Haul.” *Mississippi Podiatric Medical Association (MsPMA) 2019 Spring Conference* | Mobile, AL | March 2019
- “Getting Back to the Basics: The Implications of Organizing in Practice Management.” *Mississippi Podiatric Medical Association (MsPMA) 2019 Spring Conference* | Mobile, AL | March 2019
- “Courageous Conversations: Stories from Alma College.” *29<sup>th</sup> Equity Within the Classroom Conference – Saginaw Valley State University* | Saginaw, MI | March 2019
- “Leadership Organization and Systems Thinking to Achieve Health Equity.” *Morgan State University – Health Education Program – Skype Guest Lecturer HEED 380* | Baltimore, MD | March 2019
- “Courageous Conversations: Stories form a Small Liberal Arts College.” *The Black Solidarity Summit – The University of Montana* | Missoula, MT | February 2019
- “Learning Organizations and Systems Thinking to Achieve Health Equity.” *Student National Medical Association National Leadership Institute – Vanderbilt University* | Nashville, TN | January 2019
- “The Benefits and Challenges of Living, Teaching and Working in Today’s Diverse World.” *20<sup>th</sup> Annual Emergency Management Higher Education Symposium* | Emmitsburg, MD | June 2018
- “Embracing Our Diversity: Filling the Gaps and Building the Future: *Student National Medical Associations – Osteopathic Reception* | San Francisco, CA | April 2018
- “Planning for the Unknown: A Roadmap for the Future.” *Mississippi Podiatric Medical Association (MsPMA) 2018 Spring Conference* | Natchez, MS | April 2018
- “Organizational Behaviors and Management Thinking: A Systems Thinking Approach.” *Morgan State University – Health Education Program – Skype Guest Lecturer HEED 380* | Baltimore, MD | February 2018
- “An Overview of the Health Belief Model: Community Advocacy.” *Morgan State University – Health Education Program – Skype Guest Lecturer HEED 380* | Baltimore, MD | July 2017
- “Emergency Management: Disasters and Careers” *Central Michigan University North American Indigenous Summer Enrichment Camp (NAISEC)* | Mt. Pleasant, MI | July 2017
- “The Fundamentals of Emergency Management: Understanding Disasters and Relief Efforts using Travel and Cultural Exploration – Strategies for Business Continuity.” *19<sup>th</sup> Annual Emergency Management Higher Education Symposium* | Emmitsburg, MD | June 2017
- “Critical Success Factors: Improving the Bottom Line.” *Mississippi Podiatric Medical Association (MsPMA) 2017 Spring Conference* | Jackson, MS | April 2017
- “Using Emotional Intelligence to Improve Productivity and Outcomes in Private Practice: Physician Owners.” *Mississippi Podiatric Medical Association (MsPMA) 2016 Spring Conference* | Tupelo, MS | April 2016
- “Organizational Behaviors in Health Administration: Exploration of Mental Models.” *Morgan State University – Health Education Program – Skype Guest Lecturer HEED 380* | Baltimore, MD | March

2016

- “Diversity Matters: Systematically Approaching Cultural Awareness in Curricular Design and Programmatic Outcome.” *Association of University Programs in Health Administration (AUPHA) Annual Meeting* | Denver, CO | November 2015
- “Diversity Matters: Systematically Approaching Cultural Awareness in Curricular Design and Programmatic Outcome.” *Association of University Programs in Health Administration (AUPHA) Annual Meeting* | Miami, FL | June 2015
- “Diversity Matters: Systematically Approaching Cultural Awareness in Curricular Design and Programmatic Outcome.” *17<sup>th</sup> Annual Emergency Management Higher Education Symposium* | Emmitsburg, MD | June 2015
- “HopeWell Ranch: Equine Assisted Team Building and Leadership.” *Michigan Revenue Cycle Conference* | Mt. Pleasant, MI | January 2015
- “Federal Emergency Management Agency: A Lesson in Preparedness” *Michigan Revenue Cycle Conference* | Mt. Pleasant, MI | January 2015
- “Exploring Health Disparities in North America” *Michigan Revenue Cycle Conference* | Mt. Pleasant, MI | January 2015
- “Years of Change: A CFO Panel Look Back on 2014 and Look Ahead to 2015 – Panel Moderator” *Michigan Revenue Cycle Conference* | Mt. Pleasant, MI | September 2014
- “Challenges and Solutions of the Healthcare Shortage: Inspiring and Engaging Native American Youth” *Central Michigan University North American Indigenous Summer Enrichment Camp (NAISEC)* | Mt. Pleasant, MI | July 2014
- “Renal Disease: How Does it Affect the lives of Native Americans” *Central Michigan University North American Indigenous Summer Enrichment Camp (NAISEC)* | Mt. Pleasant, MI | July 2014
- “The World of Healthcare Professions.” *Gear Up- Central Michigan University – Alma College Campus Visit* | Alma, MI | July 2014
- “Project Success: Your Vital Role.” *Student National Medical Association Annual Medical Education Conference – Pre-Medical Advisor Workshop* | Washington, DC | April 2014
- “Using Your Heart to Inspire Learning” *Central Michigan University North American Indigenous Summer Enrichment Camp (NAISEC)* | Mt. Pleasant, MI | July 2013
- “How to be a Mentor While Being a Mentee” *Central Michigan University Student National Medical Association Minority Association of Pre-Medical Students* | Mt. Pleasant, MI | March 2013
- “Exploring the Cultural Considerations of the Long-Term Care Workforce Shortage Crisis.” *Association of University Programs in Health Administration (AUPHA) Annual Meeting* | Monterey, CA | June 2013
- “Discover a Career in Healthcare Management!” *Central Michigan University North American Indigenous Summer Enrichment Camp (NAISEC)* | Mt. Pleasant, MI | July 2012
- “Incorporating Cultural Competence into Emergency Management Programs.” *FEMA Emergency Management Institute* | Emmitsburg, MD | June 2012
- “Using Innovative Teaching Strategies to Incorporate Culturally Competent Curricula into a New/Existing Healthcare Management Program.” *Association of University Programs in Health Administration (AUPHA) Annual Meeting* | Minneapolis, MN | May 2012
- “Project Success: Your Vital Role.” *Student National Medical Association Annual Medical Education Conference – Pre-Medical Advisor Workshop* | Atlanta, GA | April 2012
- “Physicians in Business: *Student National Medical Associations - Alumni Development Campaign* | Atlanta, GA | April 2012
- “Balancing Margin and Mission: A Finance Certificate Program for Healthcare Managers.” *MidMichigan Health System, MidMichigan Medical Park* | Mt. Pleasant, MI | January – March 2012
- “History of Accountable Care Organization.” *MidMichigan Health System Leadership Seminar*,

MidMichigan Health System, MidMichigan Medical Park | Mt. Pleasant, MI | August 2011

- " Roll Call of Animals: Exploring Nomenclature and Dichotomy of Living Organisms" *Central Michigan University North American Indigenous Summer Enrichment Camp (NAISEC)* | Mt. Pleasant, MI | July 2008
- " Roll Call of Animals: Exploring Nomenclature and Dichotomy of Living Organisms" *Central Michigan University North American Indigenous Summer Enrichment Camp (NAISEC)* | Mt. Pleasant, MI | July 2007

## **PUBLICATIONS**

Howard, D. M., Enard, K., BeLue, R., Dotson, E., Elder, K., Evans, A., Evans, R., Hall, A., Sanders, D., Shanderson, L., & Wiltshire, J. C. (2023). COVID-19 and a Professional Organization's Member Responses. In J. Howard (Ed.), *Handbook of Research on Transforming Government, Nonprofits, and Healthcare in a Post-Pandemic Era* (pp. 184-190). IGI Global. <https://doi.org/10.4018/978-1-6684-2314-1.ch011>

Howard, D. M., Enard, K., Rhonda BeLue, Dotson, E., Elder, K., Evans, A., Evans, R., Hall, A., Sanders, D., Shanderson, L., & Wiltshire, J. C. (2023). NAHSE and the 2020 Presidential Elections. In J. Howard (Ed.), *Handbook of Research on Transforming Government, Nonprofits, and Healthcare in a Post-Pandemic Era* (pp. 179-183). IGI Global. <https://doi.org/10.4018/978-1-6684-2314-1.ch010>

Sanders, D., & Ealey, T. (2018). Safety is the law: Occupational safety compliance. *Compliance Today*, (888 580 8373), 62-67.

Sanders, D., & Shanderson, L. (2015). Overcoming Access and Utilization Barriers to Care. In *Cultural Learning in Healthcare: Recognizing and Navigating Differences* (pp. 25 – 36, book chapter). Atlanta, GA: North American Business Press.

Ealey, T., & Sanders, D. (2015). Orienting New Physicians to the Compliance Program. *Compliance Today*, (888 580 8373), 71-77.

## **REPORT**

Armstead, C., BeLue, R., Dotson, E., Elder, K., Eceumuna, C., Enard, K., ...Sanders, D., Shanderson, L., Wiltshire, J. (2020). Covid19: How NAHSE Members are Faring in the Current Health Pandemic. Chicago: National Association of Health Services Executives.

## **GRANT**

Gratiot County Community Foundation  
Requested - \$3,700: Awarded - \$2,400  
November 2020 – May 2022  
Gratiot County Community Garden  
PI – Dale Sanders

## **RESEARCH ACTIVITES AND INTEREST**

Comprehensive evaluation of how minority medical students' retention and promotion is impacted by the business strategies of medical student organizations. This evaluation explores the effects of cultural competency and diversity training programs throughout osteopathic medical schools.