

Inaugural STEMM Scholars Academy Networking Night!



CPASS[®]
FOUNDATION

ANNUAL IMPACT REPORT

2024

This report was created for the
Creating Pathways and Access for Student Success™ (CPASS) Foundation
by IntuWork Consulting.

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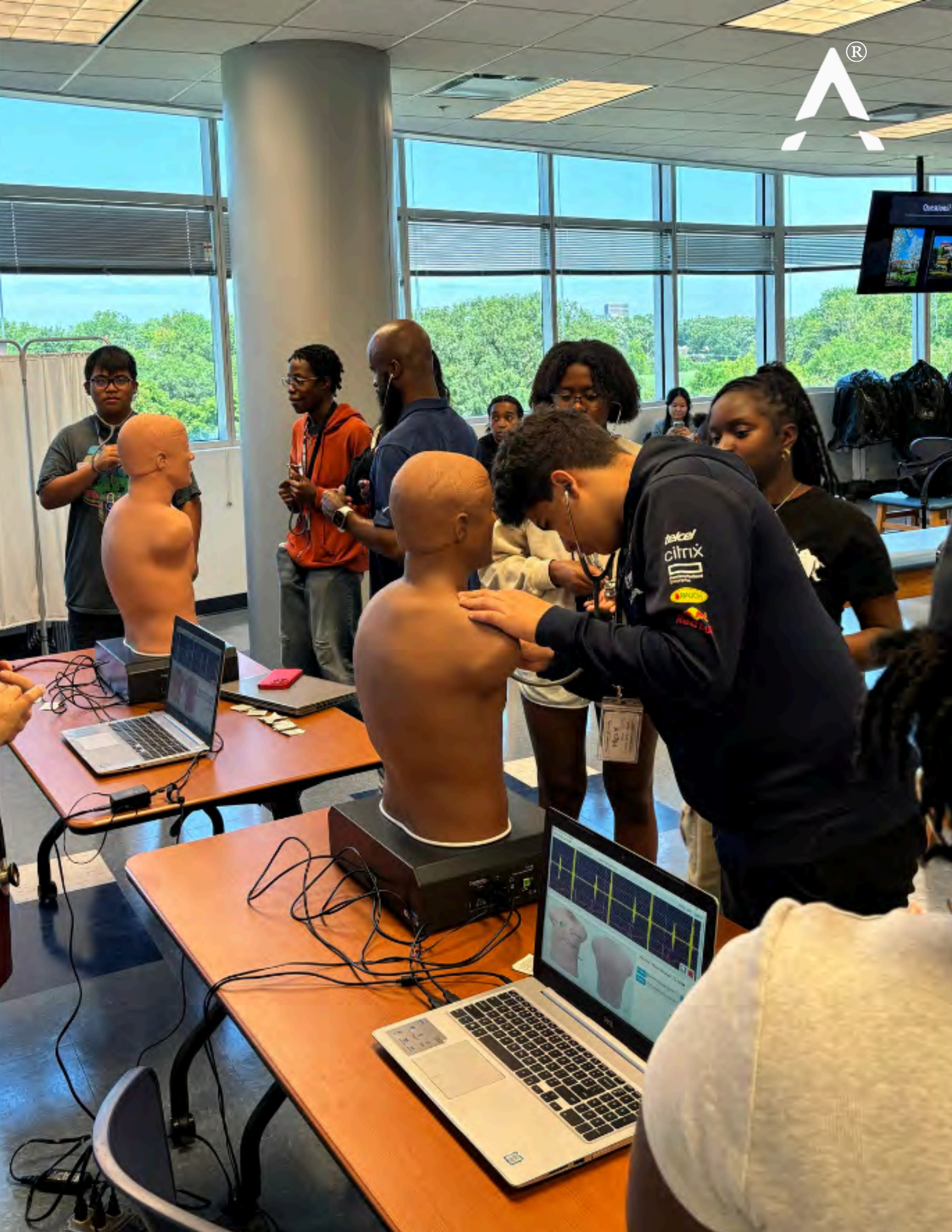


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Letter from our Chairman



Dear Friends and Supporters,

As we reflect on the milestones of 2024, one striking reality continues to resonate: Underrepresented minorities still occupy fewer than 15% of STEMM roles nationwide. This persistent inequity underscores the urgency of the CPASS Foundation's mission to dismantle barriers and expand pathways to Science, Technology, Engineering, Mathematics, and Medicine (STEMM) careers for all.

This year, CPASS made remarkable strides in advancing equity and fostering innovation. We proudly welcomed new grantees whose work embodies our shared commitment to diversity and inclusion, while bolstering our infrastructure with a dynamic team of new staff members—including a Program Director, Marketing and Communications Specialist, and Program Manager. These additions enhance our capacity to serve as a trusted conduit for STEMM education and career opportunities.

Our partnerships with institutions such as the University of Illinois Chicago's RAPID team have yielded groundbreaking tools like a longitudinal tracking database. This innovation will enable us to measure the statewide impact of STEMM programs while connecting students with tailored resources to support their aspirations.

In 2024, the CPASS STEMM Scholars Academy emerged as a transformative five-week intensive program, complemented by the yearlong STEMM Parent Academy. Both initiatives, enthusiastically received, have set the stage for sustained success. Our Chicago Area Health and Medical Careers Program™ continues to provide vital resources to underrepresented in medicine students, including test preparation, professional development workshops, and financial aid. By eliminating barriers such as the STEP exam and residency application fees, we empower these students to achieve their dreams and enhance the healthcare landscape with their talents.

A major highlight from last year was our Annual STEMM Pathways to Health Equity Breakfast Symposium, where Dr. Barbara Ross-Lee, a renowned physician and academic, inspired attendees with her keynote on diversity in medicine. The event also facilitated meaningful discussions on healthcare equity and the critical role of diverse representation in driving systemic change.

We expanded our Mini-Medical School (MMS) initiative by launching the first site at the University of Illinois College of Medicine Peoria, with a vision to establish MMS programs across all accredited medical schools in Illinois. These efforts reflect our strategic commitment to building a pipeline that starts early and supports students throughout their educational and professional journeys.

Letter from our Chairman

Looking forward, we are poised to deepen our impact through strategic alliances with partners like the Chicago Pre-College Science and Engineering Program and the Medical Organization for Latino Advancement. Together, we will serve more students across Illinois, empowering them with the skills and confidence to succeed in STEMM fields. Our focus remains steadfast: to inspire, educate, and advocate for a more inclusive future.

As we anticipate the policy direction of the incoming White House administration in 2025, CPASS remains steadfast in its mission to champion equity in STEMM education and workforce development. While the future may bring shifts in federal priorities, our commitment to fostering diversity, removing barriers, and creating opportunities will remain unwavering. CPASS will continue to monitor federal and state policy developments to ensure continued support for inclusive practices and programs, and to act as a vital resource for communities, ensuring that underrepresented students and families are not left behind but instead empowered to thrive.

Finally, the accomplishments of 2024 would not have been possible without the generous support of individuals and organizations that have made donations and provided in-kind technical support to CPASS. These contributions have been instrumental in funding programs that equip underrepresented students with the tools and resources they need to thrive in STEMM. By removing financial barriers, fostering innovation, and expanding our reach, your support has enabled us to create transformative opportunities for students and their families.

To our 2024 donors—thank you for believing in our mission and for your unwavering commitment to advancing equity in STEMM. Your generosity is not only an investment in CPASS, but also in the future of countless students who will go on to change the world.

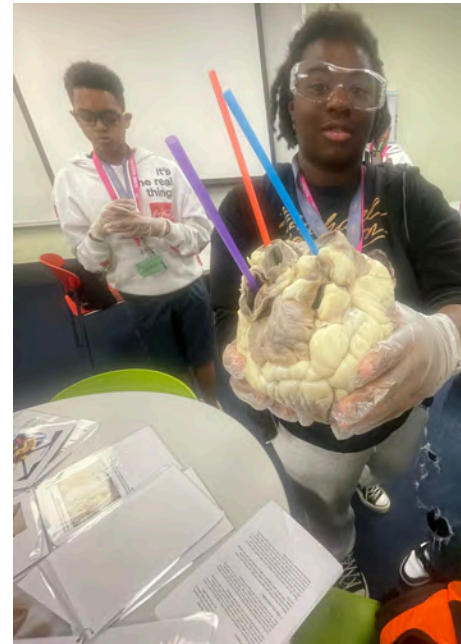
For those considering joining our family of supporters, know that your gift, regardless of size, makes a tangible difference. Together, we can build a brighter, more inclusive future, where every student has the opportunity to excel and contribute to our shared progress.

With gratitude,



Eric E. Whitaker, M.D., M.P.H.
Board Chairman

Our Snapshots



About CPASS



The Creating Pathways and Access for Student Success™ (CPASS) Foundation was created to attract, encourage, educate, guide, and increase the number of promising, yet underrepresented Illinois students in science, technology, engineering, math, and medicine (STEMM) professions. We are committed to providing a holistic educational foundation and exclusive access to career development resources for students to persist in STEMM careers.



Our Vision

CPASS will be the premier pathway organization for underserved students to persist in STEMM careers and dismantle health inequities.

Our Mission

CPASS provides valuable STEMM programming for underrepresented Illinois students while impacting policy change, empowering students' STEMM identity, and supporting them to excel as advocates and lead social-justice efforts in their home communities.

Our Programs

CPASS STEMM Path Navigator Academy

The STEMM Path Navigator Academy (“SPNA”) supports families in nurturing “STEMM-Ready” scholars. Our program is designed to equip parents and guardians with the essential tools, resources, and strategies needed to foster STEMM-readiness from early childhood through college. Through SPNA, parents can join virtual sessions tailored to specific age groups, covering topics such as Imposter Syndrome, fostering STEMM engagement at home, and preparing for college majors in STEMM fields. We empower families to customize their participation, enabling them to attend as many sessions as they desire, and ensuring they have the support they need every step of the way.

Chicago Area Health and Medical Careers Program

The Chicago Area Health and Medical Careers Program™ (CAHMCP or “Champs”) celebrated 45 years of transforming the lives of students underrepresented in health and medical fields.

The program is designed to meet the educational, professional development, and financial needs of students admitted to medical or health professions schools once they are enrolled. The key activities include professional development seminars or workshops through Kaplan® during undergraduate studies and while in medical school, as well as financial support for residency interviews, travel, and general preparation.

CPASS FOUNDATION
CHICAGO AREA HEALTH & MEDICAL CAREERS PROGRAM™ (CAHMCP)
TEST PREP + PROFESSIONAL DEVELOPMENT

EMPOWER YOUR FUTURE IN HEALTH & MEDICINE!

The Chicago Area Health and Medical Careers Program™ (CAHMCP), part of the CPASS Foundation, invites you to take your career to the next level with our FREE Test Prep + Professional Development initiative. This exclusive program students access to:

Free Online Kaplan® Test Prep Courses & Professional Development Seminars

- Prepare for major health professional school entrance exams
- MCAT, GRE, DAT, PANCE, NCLEX, & others

To qualify, applicants must be URAM student as defined high school graduates, U.S. citizens, a minimum 3.20 GPA. For more information visit our www.cpassfoundation.org

APPLY TODAY

CAHMCP STEP ACCESS INITIATIVE 2024-25

We are thrilled to announce the launch of the Chicago Area Health & Medical Careers Program™ (CAHMCP) STEP Access Initiative, offering FREE access to USMLE® Kaplan® Step test prep courses

ELIGIBILITY REQUIREMENTS

- Must be an Underrepresented in Medicine (URAM) student as defined by the [Association of American Medical Colleges \(AAMC\)](https://www.aamc.org/uram)
- Currently attending an accredited Illinois medical school
- Must have completed minimally but not limited to 8 hours of volunteer service between July 1, 2024 - June 30, 2025
 - Service must be with an organization that provides STEMM pathway programs, health, or medical organizations. Please note priority will be given to those who have volunteered with any recognized CPASS Mini-Medical School (MMS) or other CPASS-funded programs (STEMM Scholars Academy, Parent Academy, Rosalind Franklin University INSPIRE Program, etc.)
 - A short online recommendation confirming the student's work ethic, commitment, and volunteer hours will be required.
- Must be a US citizen and/or have a US driver's license
- Must enroll in a Kaplan course no less than 90 days before the scheduled exam date. <https://usmle.org/schedule>
- Test prep for entry offered by Kaplan: DAT, GMAT, GRE, LSAT, MCAT, OAT & more!

1 (844) 79C-PASS | www.cpassfoundation.org

CAHMCP “Champs” Scholars



Anastasia

University of Illinois at Urbana-Champaign - MCAT



Luis

Davidson College/Rutgers University - MCAT



Jocelyn G.

University of Illinois at Chicago - MCAT



Jocelyn H.

Southern Illinois University Carbondale - DAT



Christina

Loyola University Chicago - NCLEX



Ezra

Lewis University - MCAT

CAHMCP Scholars



Gabrielle

Spelman College - MCAT



Sydney

Southern Illinois University, Med
School - STEP II



Skylar

Southern Illinois University, Med
School - STEP I



Sefonobong

Rosalind Franklin University,
Med School - Step I

Our Programs (continued)

CPASS STEMM Scholars Academy

This comprehensive, three-year STEMM program is designed to empower high-school students from underrepresented backgrounds. This fully-funded initiative provides a unique blend of academic enrichment, career exploration, and mentorship opportunities to foster a passion for STEMM and prepare students for future success.

Program Highlights:

- **Residential Summer Experience:** Students spend five weeks on a college campus for three summers during high school.
- **Comprehensive Curriculum:** A diverse range of classes and workshops cover core STEMM subjects, English/Language Arts, project-based learning, college preparation, peace and social justice.
- **Career Exploration:** Exclusive networking opportunities with STEMM professionals of color, industry visits, and mentorship provide real-world insights and guidance.
- **Year-Round Support:** Continued support during the academic year includes intensive math enrichment, career workshops, networking events, and college preparation resources.
- **Accessibility for All:** It's 100% free, ensuring that financial constraints do not limit students' access to STEMM education.



Our Programs

2nd Annual S.T.E.M.M. Pathways to Health Equity Breakfast Symposium

CPASS Foundation's Annual S.T.E.M.M. Pathways to Health Equity Breakfast Symposium is dedicated to exploring how to enhance diversity using best practices within healthcare and related STEM professions by increasing the representation of underrepresented Illinois students.

This event brings together healthcare professionals, community leaders, and other committed individuals to create inclusive pathways.

The 2024 keynote speaker was Dr. Barbara Ross-Lee, who was the first African American woman to become dean at a U.S. medical school and the first osteopathic physician to receive a Robert Wood Johnson Health Policy Fellowship.



Trevonne Thompson, MD, FAAEM, FACEP, FACM, was the John Bradley Awardee, which recognizes faculty with long-term teaching dedication.

Our Programs (continued)

CPASS Mini Medical School

This program fosters a dynamic learning environment in which students actively participate in their medical education journey. Hands-on activities, such as dissections, ignite curiosity and deepen understanding.

Originally launched at Rush University Medical Center, this program has catalyzed a passion for medicine in countless students. Its remarkable success has fueled expansion to esteemed institutions across Illinois and beyond, including:



- Chicago Medical School at Rosalind Franklin University
- University of Illinois College of Medicine in Peoria
- Ponce Health Sciences University St. Louis



Rush University Medical Center



Chicago Medical School at Rosalind Franklin University



Ponce Health Sciences University

MINI MED SCHOOL

Rosalind Franklin Chicago Medical School

Tentative schedule for 2024-2025

Contact Info

Contact us with any questions!

- czminimed@rosalindfranklin.edu
- Phone number: (847) 578 - 5291

About Mini Med

Mini Medical School offers invaluable STEM exposure to underrepresented youth. Rosalind Franklin Chicago Medical School (CMS) introduces 4th-6th graders to healthcare professions through lectures, experiments, and scientific exploration, all at no cost to students from nearby neighborhoods.

Eligibility & Application Requirements

- Student must be in 4th-6th grade
- The student must be able to participate in the program on all of the dates listed

Calendar

Times: 10a to 12:30p (12p if no lunch provided)

- **Dec. 3, 2024** - Welcome Orientation and White Coat Ceremony
 - Rosalind Franklin University of Medicine & Science
- **Dec. 7, 2024** - Skin, Bones, & Muscles
 - TBD in person or Zoom
- **Dec. 14, 2024** - Brain & Mental health
 - TBD in person or Zoom
- **Jan. 11, 2025** - Cardiovascular: Heart & CPR
 - Rosalind Franklin University of Medicine & Science
- **January 20, 2025 (MLK Day)** - Field Trip
 - Museum of Science & Industry, Chicago, IL
- **Feb 1, 2025** - Immunology
 - Rosalind Franklin University of Medicine and Science
- **Mar. 8, 2025** - Digestive
 - Rosalind Franklin University of Medicine & Science
- **Apr. 5, 2025** - Lung Day
 - Rosalind Franklin University of Medicine & Science
- **Apr. 26, 2025** - Family sharing and Graduation
 - Rosalind Franklin University of Medicine & Science Rhodes Auditorium

Dates to note for NC School District: Mar 5 (Cesar E. Pulaski Day) & Apr 18 (District closed: No student attendance day)

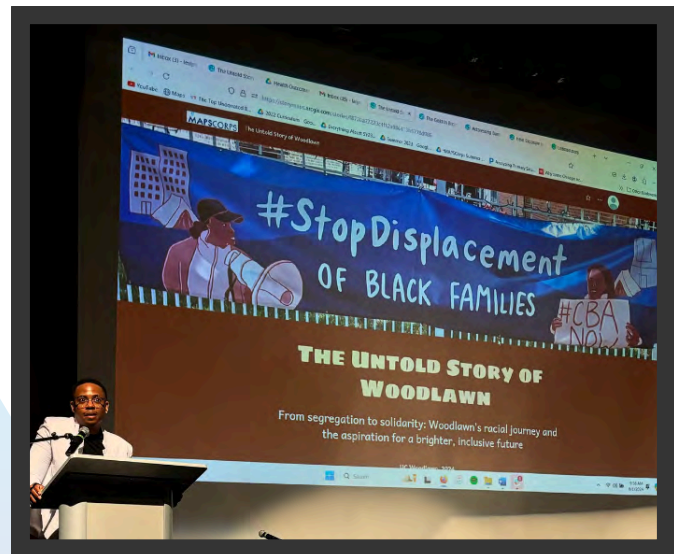
APPLY HERE

Our Partner Programs



MAPSCORPS

Meaningful, Active, Productive Science in Service to Communities (MAPSCORPS) strengthened its partnerships with STEM-related local businesses and organizations such as Digital Youth Network, Project Exploration, and the Chicago Metropolitan Agency for Planning (CMAP) to offer unique learning opportunities for youth that link them to STEM- and health-related careers. MAPSCORPS engages Chicago college and high-school students in yearlong, technology-based community asset mapping, STEM training, and policy advocacy programming. MAPSCORPS engaged more than 220 local college and high-school students to map 60 communities in Chicago.



Chicago Pre-College Science and Engineering Program

The Chicago Pre-College Science and Engineering Program (ChiS&E) was developed in January 2008 for K-12 students. Kenneth Hill, President & CEO of ChiS&E, founded and established the nonprofit organization, developed a partnership with CPS (Chicago Public Schools), and connected with local foundations, corporations, universities, museums, and other nonprofit organizations.



Our Partner Programs (continued)

INSPIRE

The Influence Student Potential and Increase Representation in Education (INSPIRE) Summer Research Program at Rosalind Franklin University (RFU), powered by the CPASS Foundation, prepares local at-risk students for college and careers in medical and other healthcare fields. INSPIRE students worked in RFU's research laboratories, gained new knowledge and skills through the laboratory simulation program Labster, and/or participated in MCAT training. INSPIRE students also participated in academic enrichment classes, received one-on-one mentoring from faculty members and RFU graduate students, and learned clinical skills through fun and engaging workshops.



Governors State University STEAM Camp

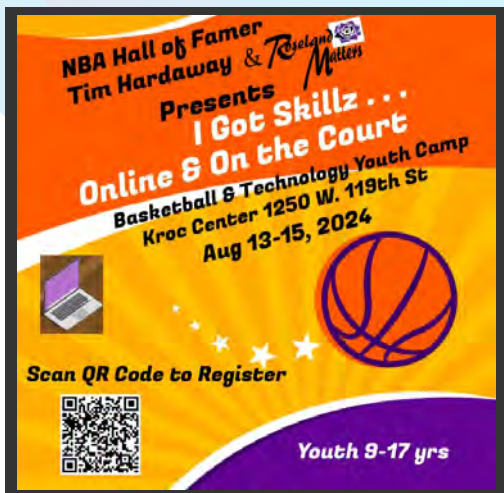
Governors State University's STEAM Camp program delivered over 40 units of science, technology, engineering, art, and mathematics (STEAM) topics per week to 63 registered campers over the course of three weeks.

Our Partner Programs (continued)

Roseland Matters Tim Hardaway Basketball & Technology Camp



The Roseland Matters Tim Hardaway Basketball & Technology Camp combines basketball and technology to inspire kids in both realms.



Medical Organization for Latino Advancement (MOLA)

CPASS and MOLA have partnered to connect mentors to students interested in medical and health careers. "We cannot do it alone," says MOLA Chair and emergency medicine physician Dr. Pilar Ortega. "It is a great privilege to do what I do as a doctor and to serve my community, but we need to support each other as fellow Latinos in healthcare to increase our impact and numbers."





Scholar Spotlight

“

The program holds a lot of opportunity for people, and it gives me a lot more opportunities. What I can gain from this program is more knowledge for my career and how I can go about that career.

Elisha, STEMM Scholars Academy

”



Scholar Spotlight

“

It's one of the best programs I've been to. It's the stuff we did, like dissecting – that was my favorite.

Damari, Mini Medical School

”



Scholar Spotlight

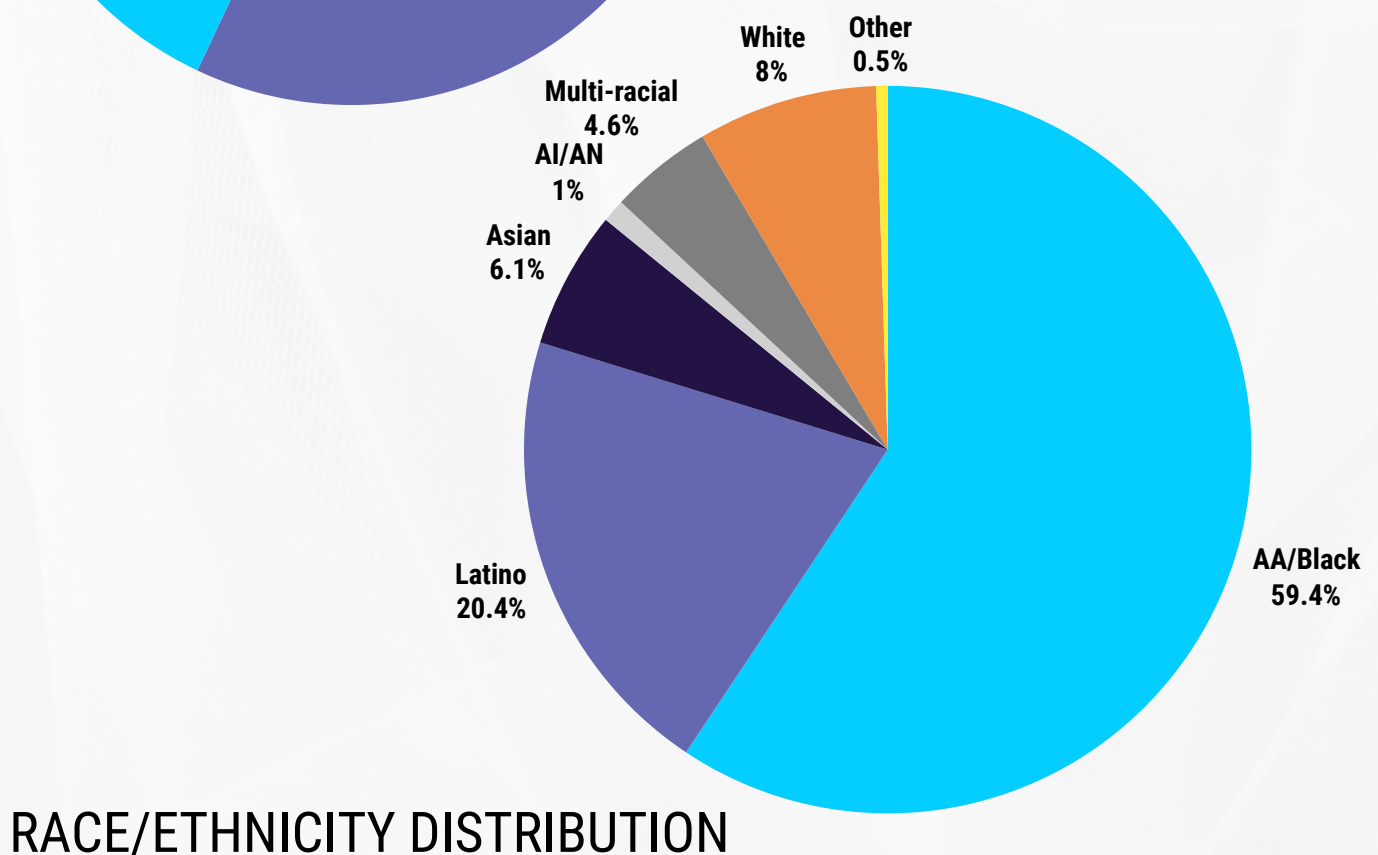
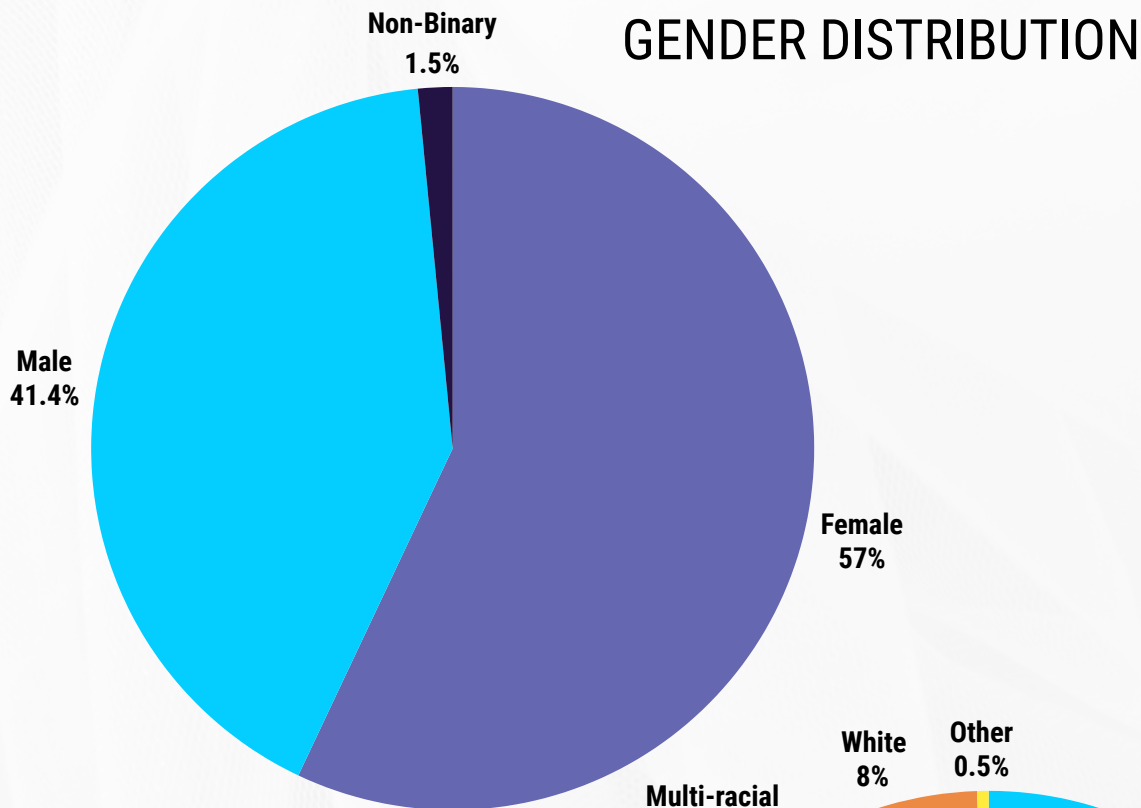
“

Without INSPIRE, I probably would have sold myself short. I'd likely still be pursuing my love of biology, but without the encouragement I've received from my peers, mentors, and teaching assistants. And without the digestible content from the lectures and the lab experience, I probably would not have continued in pre-med.

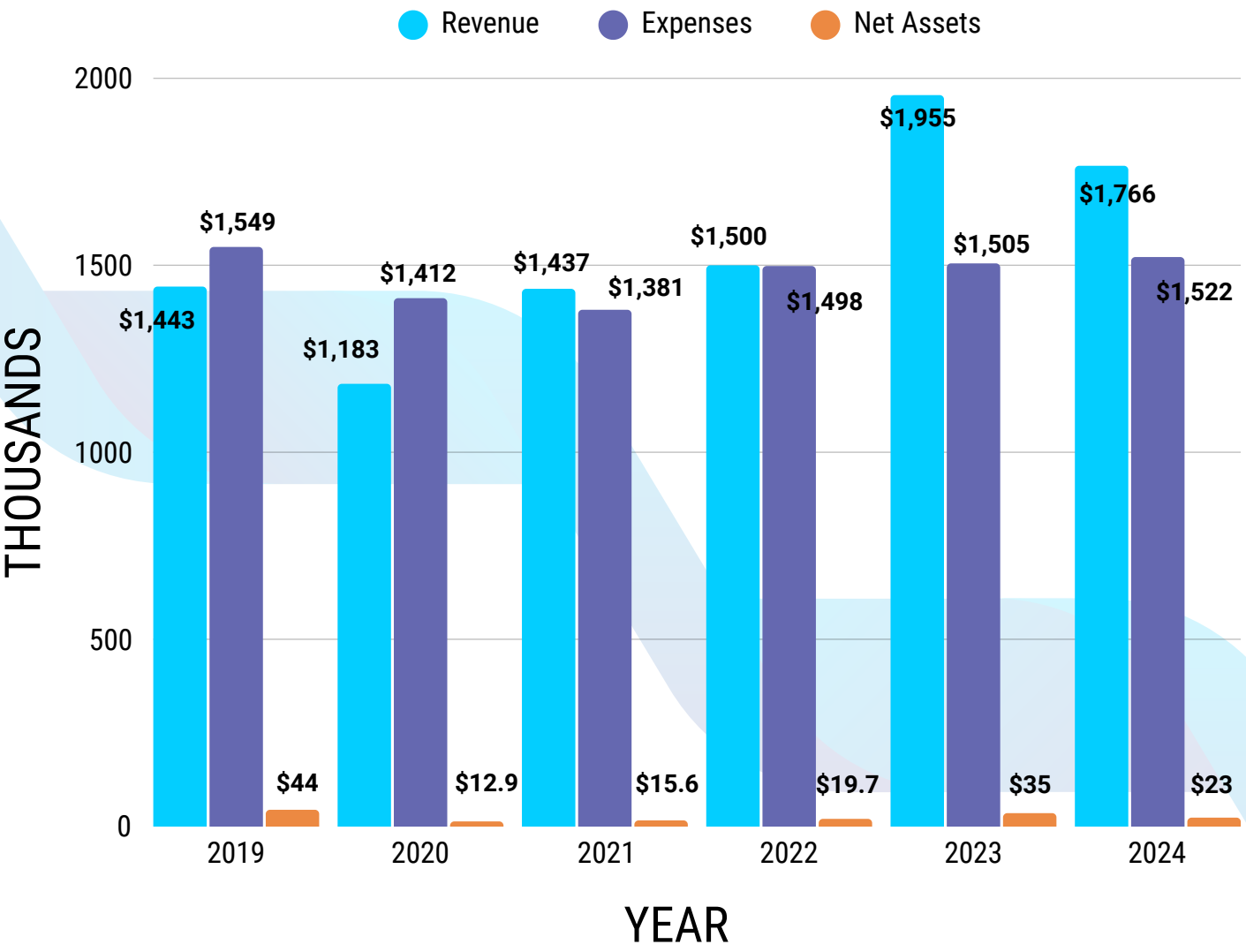
Daniel, INSPIRE

”

Program Demographics

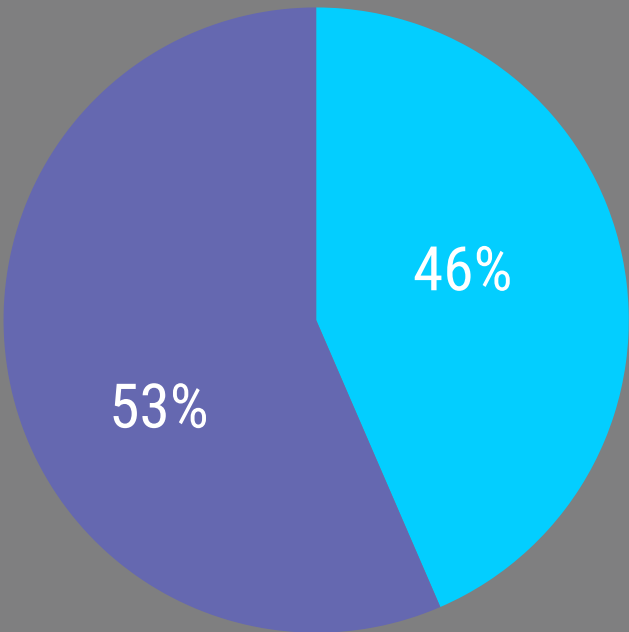


CPASS Financials



EXPENSE DISTRIBUTION

Management, Operations, and Other Ancillary Program Support Direct Programming



Our Leadership



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Board Member



Stephen A. Martin Jr., PhD, MPH
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Tracie Screven
Associate Director

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Chicago
Pre-College
Science and
Engineering
Program



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