

2025



Annual Impact Report

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CPASS
FOUNDATION

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



LETTER FROM OUR CHAIRMAN

Eric E. Whitaker, MD, MPH Board Chairman



Dear Friends and Partners,

As we reflect on 2025, we do so at a pivotal moment for our nation's health and economic future. A recent federal workforce analysis projects shortages of more than **108,000 registered nurses and 141,000 physicians by 2038**, with critical gaps extending across behavioral health, allied health, and long-term care.¹ Importantly, these projections reflect only current utilization—not actual need. The true workforce demand is even greater.

For communities already facing health inequities—particularly those outside major metropolitan areas—the consequences are profound. These shortages are not abstract projections; they are warning signals. They tell us that the future of health care access, public health resilience, and economic mobility depends on how effectively we build inclusive, sustainable STEMM pathways today.

That is precisely where CPASS stands.

In a year marked by shifting political priorities, economic uncertainty, and evolving philanthropic landscapes, CPASS has remained focused and forward-moving. We are not merely responding to workforce gaps—we are engineering solutions upstream.

This year marked the second year of our **STEMM Scholars Academy**, and a defining milestone: the successful implementation of **college-credit coursework through our partnership with Lewis University**. High school scholars will earn transferable university credit while immersed in rigorous, college-level STEMM instruction during our residential summer experience. This is more than enrichment—it is acceleration. It shortens the distance between potential and professional achievement.

Our **Mini Medical School** initiative now spans three Illinois medical schools—placing us within reach of full statewide representation—and extends to one additional site through out-of-state academic partnerships. As national physician shortages are projected to intensify,¹ early medical career exposure is not ancillary programming; it is core workforce infrastructure.

Beyond programming, we strengthened our convening role. Our **STEMM Pathways to Health Equity Symposium** gathered educators, health system leaders, policymakers, and community advocates to examine practical strategies for addressing workforce disparities and structural inequities. These conversations are critical. Workforce shortages cannot be solved by training alone—they require alignment across education, policy, and community ecosystems.

In every initiative this year, one truth has remained constant: equity and workforce development are inseparable. A nation facing projected shortages of hundreds of thousands of health professionals cannot afford to overlook talent in Black and Brown communities. Nor can it afford leaky pipelines that lose capable students before they reach their potential.

CPASS exists to seal those leaks.

Over the past forty-six years, CPASS has evolved from expanding exposure to engineering acceleration and systems alignment — ensuring that underrepresented students are not only inspired but positioned to lead.

We build exposure early. We reinforce readiness. We support persistence. And we create tangible bridges—from middle school curiosity to college preparation, from college credit to professional aspiration.

None of this progress would be possible without our partners, funders, families, volunteers, and—most importantly—our scholars. Their ambition is the clearest evidence that when access expands, excellence follows.

Looking ahead, CPASS will continue to operate with urgency and discipline. We will deepen higher-education partnerships, expand data-informed tracking of scholar outcomes, and advocate for policy environments that strengthen inclusive workforce pipelines. In a time when national workforce projections point toward sustained shortages, our mission is not simply relevant—it is indispensable.

Together, we are not just preparing students for careers.

We are strengthening communities, stabilizing systems, and shaping the future health of our nation.

With gratitude,

Eric E. Whitaker, MD, MPH

Board Chairman



¹McGill N. Health Findings: Shortage of nurses, doctors to last years. The Nation's Health (February/March 2026). American Public Health Association.

ABOUT CPASS

The Creating Pathways and Access for Student Success™ Foundation was created to attract, encourage, educate, guide, and increase the number of promising, Illinois students in science, technology, engineering, math, and medicine (STEMM) related 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 Mission

CPASS empowers Illinois students from all backgrounds—including those from historically underrepresented and/or under-resourced communities—to pursue and persist in STEMM and health careers through high-quality, immersive programming that expands opportunity, strengthens STEMM identity, and develops the academic, leadership, and personal skills needed to serve as confident advocates and lead meaningful, positive change in their communities.



Our Vision

CPASS envisions a future where all talented students are empowered to rise as leaders in STEMM—transforming professions, advancing innovation, and creating a more equitable and healthy world.

Our Values

Attract

The CPASS Foundation attracts the most comprehensive programs that create opportunities to catapult students with the greatest need into successful STEMM careers.

Lead

Self-confidence and demonstrated skills are the platforms we build and nurture to ensure our Scholars have the tools they need to be effective leaders in their STEMM careers and community.

Empower

Our leadership is devoted to training and educating our students in ways that encourage self-advocacy and self-determination.

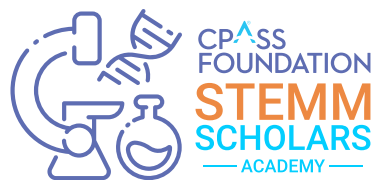
Excel

Our programs target the skills our future leaders need to be successful while turning typical points of failure into successes.

OUR PROGRAMS

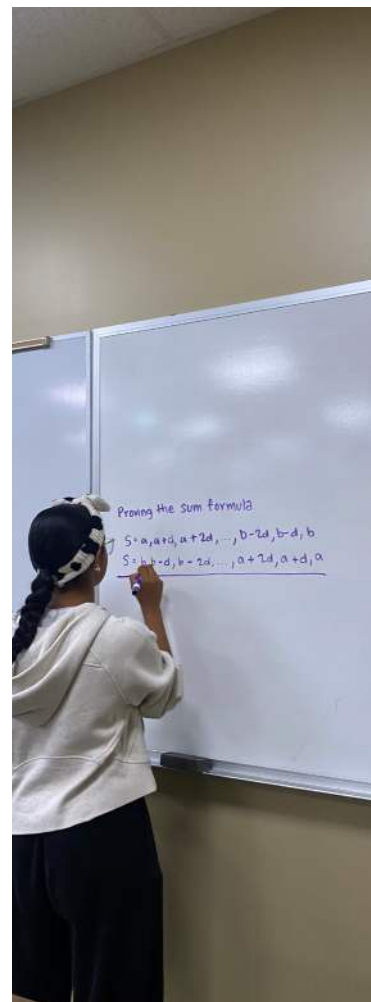
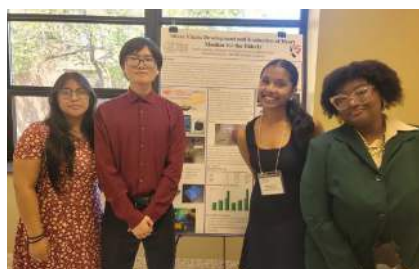
CPASS STEMM Scholars Academy

The STEMM Scholars Academy provides Illinois high school students with a fully funded, three-year immersive experience designed to build academic excellence, professional networks, and college readiness for healthcare and STEMM careers.



Program Highlights:

- Five-week residential summer experience
- Academic-year programming
- College-level coursework with real professors
- Hands-on laboratory experiences
- Scholars earn college credit
- Long-term mentorship and leadership development



OUR PROGRAMS

Chicago Area Health and Medical Careers Program™

Since its inception in 1979, the Chicago Area Health and Medical Careers Program™ (CAHMCP or “Champs”) has been dedicated to increasing the number of qualified students from groups underrepresented in medicine (as defined by the AAMC) who apply to and matriculate in medical and other health professions schools. CAHMCP is designed to meet the educational, professional development, and financial needs of students admitted to medical or health professions schools once they are enrolled.

CAHMCP initiatives directly address the barriers underrepresented in medicine (URiM) students face by providing access to Kaplan® test prep for the Medical College Admissions Test (MCAT) and United States Medical Licensing Exam (USMLE®) Step test and other standardized health professions exams. Also, students can apply for financial support to cover the residency interviewing process (including travel, registration fees, and attire) and Step exam registration fees. Throughout this process, CAHMCP also provides professional development workshops and networking opportunities.



66

URiM students served

20

Students obtained personalized one-on-one coaching sessions

\$23k

for MCAT/Step test prep and registration



SUPPORTING URiM MEDICAL STUDENTS

SCAN TO APPLY & READ FULL REQUIREMENTS



The Chicago Area Health and Medical Careers Program™ (CAHMCP), a CPASS Foundation initiative, provides free access to Kaplan® test prep resources to help Underrepresented in Medicine (URiM, as defined by the AAMC) students pursue careers in healthcare and related STEM fields.

We Offer :

- ✓ **STEP Access Initiative**
Get free Kaplan® USMLE® Step test prep courses to help you prepare for your board exams.
- ✓ **STEP Pathway Initiative**
Receive reimbursement for USMLE® Step registration fees. Students who submit a passing score by June 15, 2026, may be eligible for full reimbursement (others may receive partial).
- ✓ **Residency Interviewing Resources (RIR)**
Apply for ERAS® fee and residency interview travel reimbursement (for interviews 75+ miles from your residence).



**Some applicants may also qualify for test registration fee reimbursement. For any questions please email: cahmcp@cpassfoundation.org



FREE KAPLAN® RESOURCES

FOR UNDERGRADUATE & POST-GRADUATE URiM STUDENTS



The Chicago Area Health and Medical Careers Program™ (CAHMCP), a CPASS Foundation initiative, provides free access to Kaplan® test prep resources to help Underrepresented in Medicine (URiM, as defined by the AAMC) students pursue careers in healthcare and related STEM fields.

We Offer :

- ✓ **MCAT Resource Access Program**
Gain free access to Kaplan®'s 2022–23 Complete 7-Book MCAT Test Prep Set to prepare for medical school entrance exams.
- ✓ **Test Prep Access Program**
Access free online Kaplan® test prep courses for exams such as MCAT, GRE, DAT, PANCE, and NCLEX®.



**For any questions please email: cahmcp@cpassfoundation.org

CAHMCP “Champs” Scholars

MCAT or USMLE Step Prep

**Kevin***

Marquette University
Medical College Admissions
Test (MCAT) Prep + Professional
Development

**Sefonobong**

Rosalind Franklin School of
Medicine and Science Chicago
Medical School
Kaplan USMLE Step Prep

**Veronica**

Rosalind Franklin School of
Medicine and Science Chicago
Medical School
Kaplan USMLE Step Prep

**Sidney**

Southern Illinois University
School of Medicine
Kaplan USMLE Step Prep

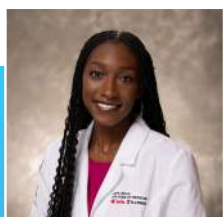
**Skylar**

Southern Illinois University
School of Medicine
Kaplan USMLE Step Prep

**Charles**

Resident at University of Illinois
College of Medicine Peoria
Kaplan USMLE Step Prep

USMLE Step Reimbursement Fees

**Oluwabusayo**

Carle Illinois College of Medicine

**Daniela**

Rosalind Franklin School of
Medicine and Science Chicago
Medical School

**Hope**

Rosalind Franklin School of
Medicine and Science Chicago
Medical School

**Travette**

Rosalind Franklin School of
Medicine and Science Chicago
Medical School

*Graduated from an Illinois high school.

CAHMCP “Champs” Scholars

USMLE Step Reimbursement Fees



Eghosa

*University of Illinois College of
Medicine Peoria*



Julian

*University of Illinois College of
Medicine Chicago*



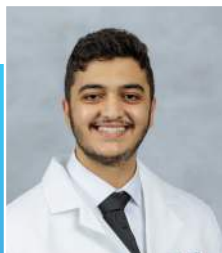
Paige

*University of Illinois College of
Medicine Chicago*



Nasiruddin

*University of Illinois College of
Medicine Chicago*



Nezar

*University of Illinois College of
Medicine Chicago*



Yarid

*University of Illinois College of
Medicine Chicago*



Adegboyega

Rush University Medical College



Lord

Rush University Medical College



Destiny

*Southern Illinois University School
of Medicine*



Jessica

*Southern Illinois University School
of Medicine*

SCHOLAR FEATURE

**Charles Tate**
CAHMCP Scholar*Emergency Medicine Resident,
University of Illinois College of
Medicine Peoria*

Growing up on Chicago's south side, Charles Tate watched his grandmother die of uterine cancer and his mother battle heart disease, both impacted by barriers to quality healthcare, and he wanted to change that. What made him believe he actually could? Seeing Dr. Peter Benton, a Black surgeon from Chicago, on his favorite TV show, ER.

But wanting to become a doctor and getting there are two different things. As a first-generation college student and single father, Charles didn't have the advanced math and science exposure his college peers had. When he graduated from the University of Illinois at Chicago in five years with a degree in Kinesiology, he was the only one of the 100 Black premed students who started alongside him to finish in health sciences.

Standardized tests were his biggest hurdle. His first MCAT fell short. A Princeton Review course helped the second time around, but still not enough. It wasn't until CAHMCP invested in a Kaplan test prep program that he scored high enough to apply to medical school.

He went on to earn a Master's in healthcare administration from Rosalind Franklin University, then enrolled at Chicago Medical School while raising his daughter. When Step exams and residency applications added new financial pressure on top of student loans and single parenthood, CPASS stepped in again, covering Kaplan prep, Step 1 and Step 2 fees, and travel to residency second-look events.

"When CPASS offered to pay for Kaplan and fees for Step 1 and Step 2, and travel to the residency second look events, it was a game changer."

Today, Charles is in his first year of emergency medicine residency. His daughter is in college, considering a career in nursing.

"Getting more exposure and finding out that programs like CPASS exist is so important. If you want to increase minority participation, you need to find people where they are."

OUR PROGRAMS

CPASS Mini Medical School

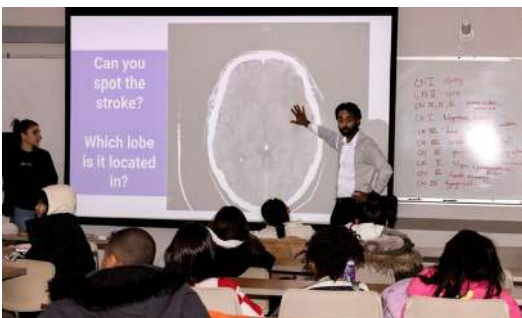
This program fosters a dynamic learning environment where students actively participate in their medical education journey. Hands-on activities, such as dissections, ignite curiosity and deepen understanding. Originally launched at Rush University Medical Center, this program has catalyzed a passion for medicine in countless students. Its remarkable success has fueled expansion to esteemed institutions across Illinois.



Sites:

- Rush University Medical School*
- Rosalind Franklin School of Medicine and Science Chicago Medical School
- Ponce Health Sciences University St. Louis
- University of Illinois College of Medicine Peoria

*First MMS Site



105

Elementary students attended Rush Mini Medical School

33

Students participated in RFU Chicago Medical School Mini Medical School

14

Students enrolled in UI College of Medicine Peoria Mini Medical School

29

Students registered for the Ponce Mini Medical School

OUR PROGRAMS

3rd Annual STEMM Pathways to Health Equity Symposium

CPASS Foundation's 3rd Annual STEMM Pathways to Health Equity Symposium is dedicated to enhancing diversity within healthcare and related STEMM professions by increasing the representation of groups underrepresented in medicine. This event brings together healthcare professionals, community leaders, and other committed individuals to create an inclusive pathway.



CPASS STEMM Parent Academy

STEMM Parent Academy 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 STEMM Parent Academy, 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. Families can customize their participation, attending as many sessions as they choose, ensuring they have the support they need every step of the way.



OUR PARTNER PROGRAMS



**ROSALIND FRANKLIN
UNIVERSITY**
of MEDICINE AND SCIENCE

Rosalind Franklin University INSPIRE Program

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 healthcare fields.

- 23 students engaged in the INSPIRE summer research program at RFU
- 98% of INSPIRE high school seniors matriculated into college
- 100% of INSPIRE students gained understanding of key biological concepts



Governors State University's STEAM Camp

This 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 several weeks.



Medical Organization for Latino Advancement (MOLA)

CPASS and MOLA have partnered to connect mentors to students interested in medical and health careers. MOLA is a non-profit association of Hispanic/Latino physicians working for career advancement, linguistic and cultural competence, personal wellness, and reduced health disparities for the good of the entire Hispanic/Latino community. "We cannot do it alone," adds MOLA Chair and emergency 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."



MILESTONES

A total of 965 Scholars were served across all programs in 2025.

Launched STEMM Scholars Academy Plus for high school students to deepen student mastery and help obtain college credit across high impact domains including public health, physiology & anatomy, general organic & biochemistry, mathematics, and AI & communications while connecting Scholars to renowned faculty and college-aligned learning.

Served 66 URiM students with professional development workshops through CAHMCP.

Expanded the Mini Medical School curriculum and access from 4th and 5th grades to now include 6th and 7th grade Scholars.

Launched season one of the Creating Equity in STEMM podcast on major streaming platforms where we highlight the journeys of remarkable individuals breaking barriers in healthcare, engineering, veterinary medicine, and more.

Honored Mildred MG Olivier, MD, '88 with the John Bradley STEM Award for Inspirational Leadership. This award recognizes individuals who have made outstanding contributions to STEMM and whose work has advanced innovation, equity, and opportunity for others, inspiring the next generation to follow in their footsteps.



SCHOLAR SPOTLIGHTS



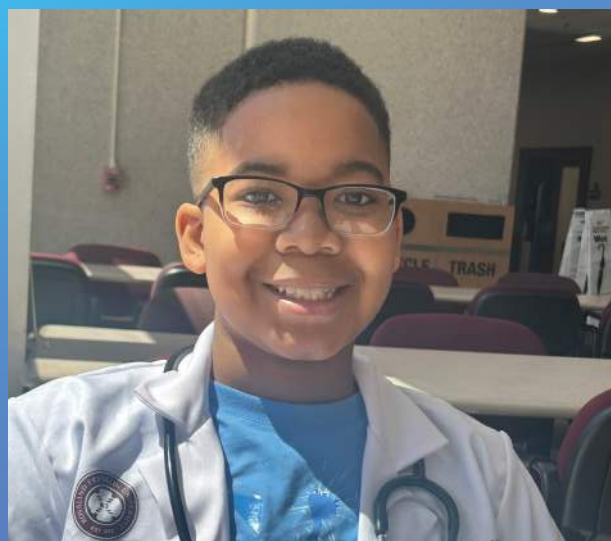
"My journey to becoming a health professional began as a young kid. I was always interested in science units since elementary school. The INSPIRE program has been a tremendous help in all aspects. It provided me with opportunities to explore different healthcare and science careers that I otherwise wouldn't have been exposed to. I also really valued connecting and collaborating with other ambitious students who, like me, identify as part of underrepresented groups in medicine."

Daniel, INSPIRE



"Financial relief by any means for medical school is a blessing." Travette hopes others who face challenges on this path will understand that they are not the first, nor will they be the last, but that perseverance makes the journey profoundly rewarding.

Travette, CAHMCP Scholar

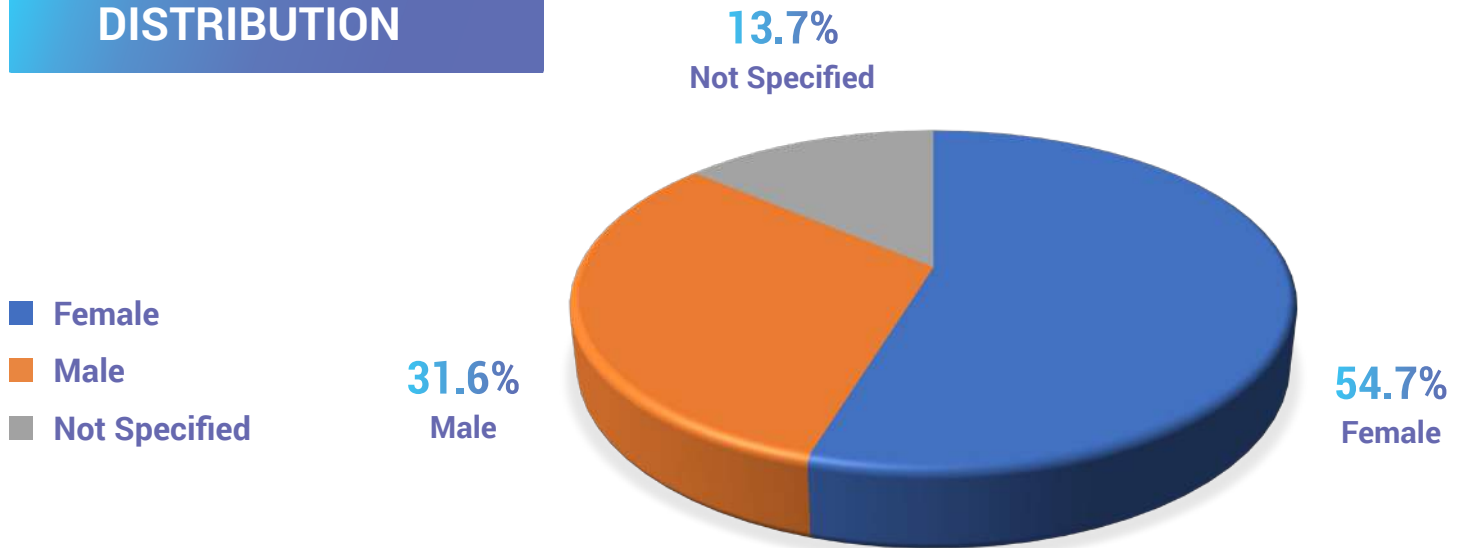


"I liked Mini Medical School. I got to try something new, learn about the brain, body parts... Other kids should join because you'll get to try new things and you never knew you'd like it more."

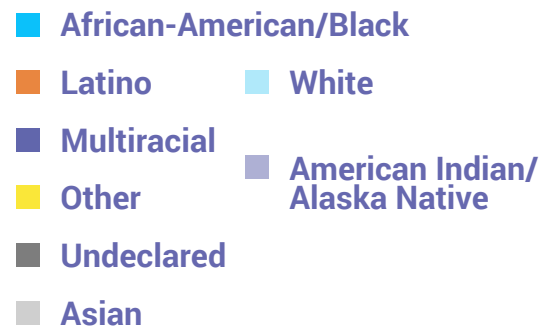
Brandon, Mini Medical School

DEMOGRAPHICS

GENDER DISTRIBUTION

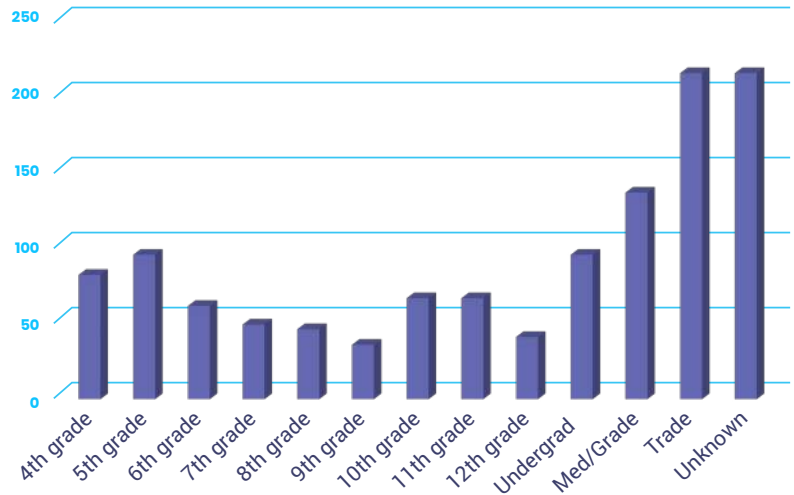


RACE/ETHNICITY DISTRIBUTION



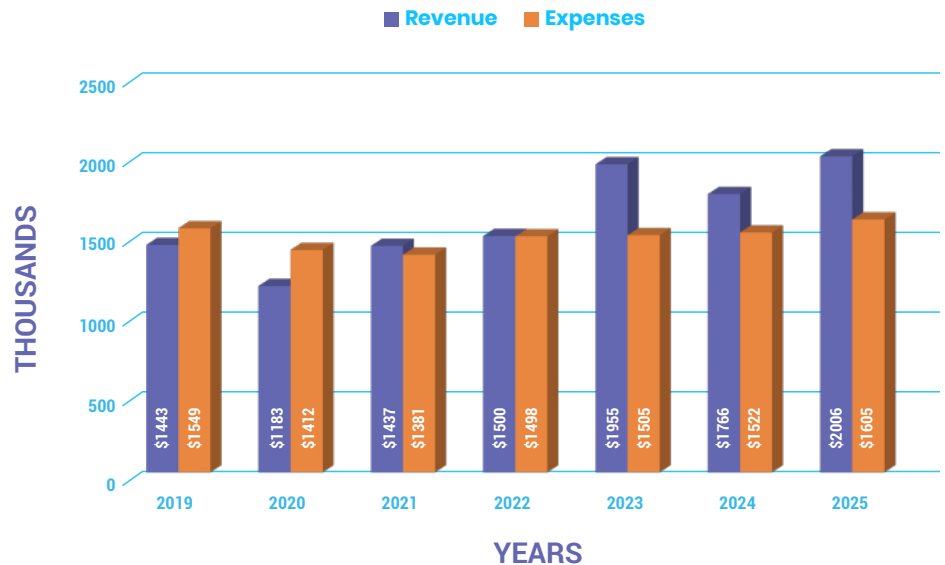
DEMOGRAPHICS

ACADEMIC STATUS



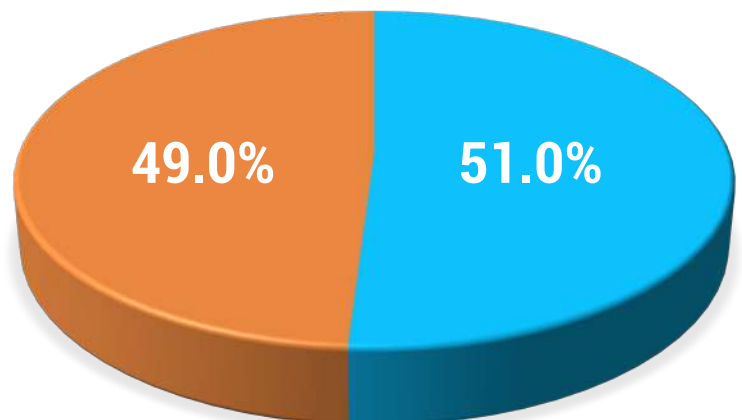
FINANCIALS

ANNUAL STATEMENT



EXPENSE DISTRIBUTION

- Direct Programming
- Management, Operations, and Other Ancillary Program Support



Board of Directors



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Board Chair



Laura Lucero,
MD
Director



Terry Mason,
MD, FACS
Secretary and Director



William A. McDade,
MD, PhD
Treasurer and Director

Leadership Team

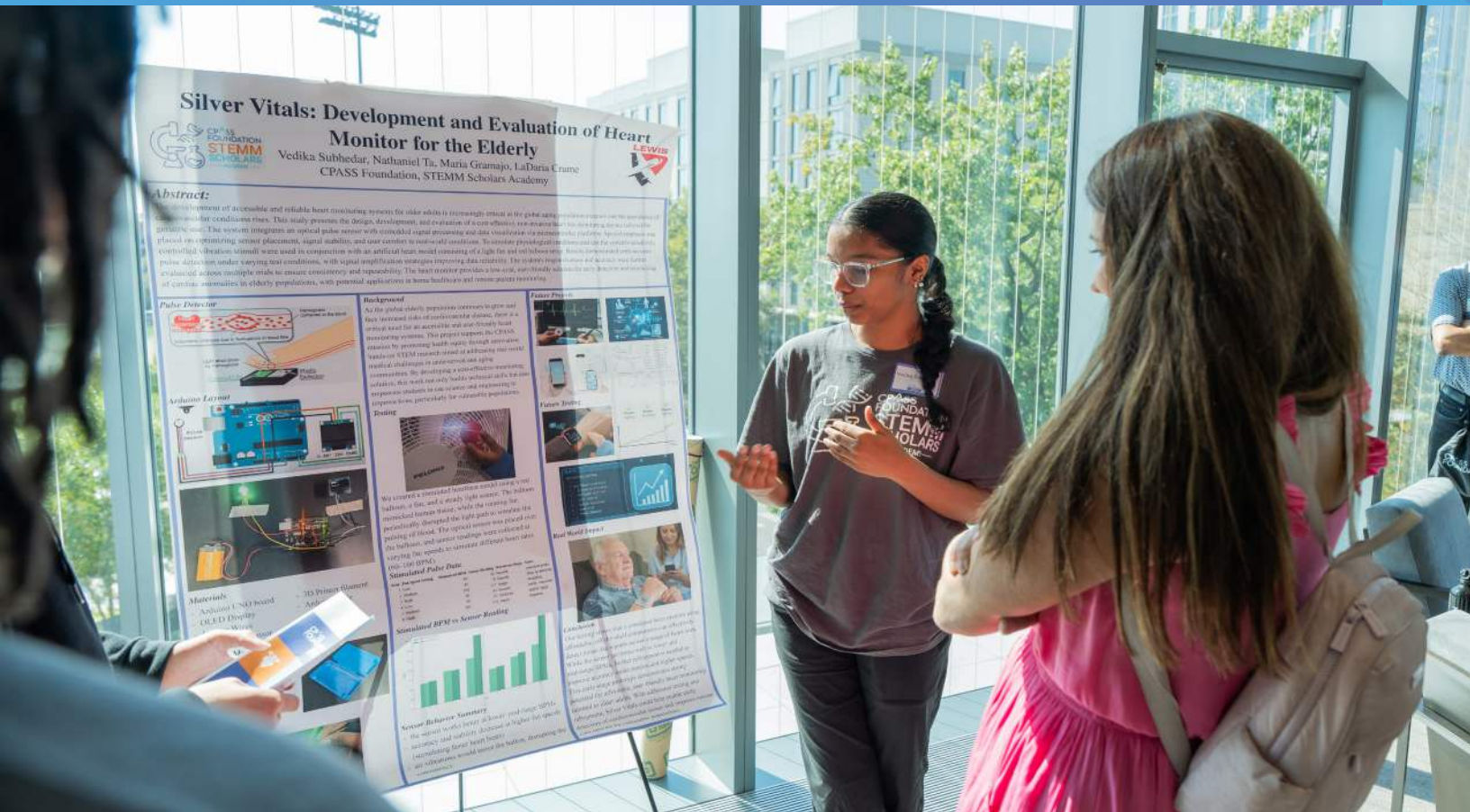
Stephen A. Martin,
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Executive Director

Tracie Screven
Associate Director

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53555 to Donate**

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