SNMA-Kaiser Permanente Fellowship

Sponsored by Kaiser Permanente

2020-2021 Application
Introduction

The SNMA-Kaiser Permanente Fellow is a unique position for a new physician or physician-in-training student to spend a year augmenting their formal medical training by delving deeply into critical issues affecting health equity, diversity in the healthcare workforce, and access to affordable, quality healthcare. The SNMA-KP Fellow will work closely with staff and national leaders within the Kaiser Permanente network and at the Student National Medical Association (SNMA) to enhance and advance the pipeline of underrepresented students into medicine. Specifically within the SNMA, the SNMA-KP Fellow will help carry out the work of the Pipeline Mentorship Institute (PMI). The PMI exists within the SNMA to address three primary weaknesses in the recruitment, matriculation and retention of underrepresented minorities in healthcare professions:

1. Passive or absent recruitment and targeted exposure of underrepresented minority (URM) students to this field of study
2. Inadequate preparation of URM students for the rigorous pursuit of careers in medicine
3. A lack of a multi-faceted support structure for students already embroiled in these undertakings.

Recognizing that many of the barriers to greater diversity within the medical profession lie within the continuum of elementary through undergraduate education, the PMI seeks to close the gap in preparing URM students for a career in medicine and other health-related professions. Specifically, the PMI will focus on establishing pipeline programs that improve general study skills, standardized test-taking skills, and science preparation, promote age-appropriate, cross-cultural experiences and assess success, sustainability and opportunities for growth for pipeline programs. Further, the PMI will facilitate students’ exposure to health careers and professional meetings in their chosen field of interest.

The PMI provides the framework and programmatic support for K-12 pipeline work within the SNMA. Its primary programs include the Health Professions Recruitment and Exposure Program (HPREP), Brotherhood Alliance for Science Education (BASE) and the Youth Science Enrichment Program (YSEP). The PMI works to foster academic and scientific interest in elementary students and mentor participants as they progress through middle and high school. Through these efforts, the PMI ultimately aims to increase the number of culturally sensitive and capable health professionals.

Eligibility

Candidates are not expected to have significant experience in areas such as teaching, curriculum design or community program development, but must be enthusiastic and motivated to learn to become a leader in these areas over the course of their fellowship. Support and supervision will be provided to the fellow to assist in their professional development. In terms of the experiential education offered, the SNMA-KP Fellow will benefit from providing leadership and contributing to the strategic direction of the SNMA.
The objectives of the fellowship include learning and refining the fellow’s skills in program and curriculum development, leadership, strategic planning, and community development. The fellow will also develop a knowledge base surrounding health policy and socioeconomic determinants of health.

Applicants must be:
- An active member of the Student National Medical Association (SNMA)
- Able to travel to Northern California in October 2020 to participate in a 2-week Advanced Health Policy Elective

Applicants may be:
- A recent graduate of a medical school as of the 2020-2021 academic year
- A current matriculant at a medical school, allopathic and osteopathic included, as of the 2020-2021 academic year
- Able to participate in a 4-week sub-internship/clinical rotation or rotation related to community health within the specialty of their choosing

Please note that strong preference will be given to applicants that will not have medical school didactic or clinical curricular requirements during the 2020-2021 academic year.

The SNMA-KP fellow will be expected to serve as a near-full time employee of the SNMA during their fellowship. By applying for the position, the applicant asserts their willingness to perform the duties above and any other duties assigned that may be required to further the success of SNMA throughout the year. The applicant also asserts that they are willing and capable of working in the United States and understands that they will work virtually (for the most part), but will connect with the Executive Director, national office staff, President, Chairperson, past SNMA-KP Fellow(s) and/or Premedical Board Member in person at specific times during the year. The SNMA will not support relocation costs to Washington, DC however, applicants may consider allocating time for recurrent visits to the SNMA headquarters.

Roles and Responsibilities

**SNMA Focuses**
- The SNMA-KP Fellow’s work will center on enhancing SNMA’s pipeline initiatives
  - The SNMA-KP Fellow will not serve on the national Board of Directors but will report to the National Vice President to support dissemination of information from the PMI.
  - The SNMA-KP fellow will be encouraged to offer technical assistance to chapters and members participating in pipeline programming nationwide such as:
    - Minority Association for Pre-health Students (MAPS)- the undergraduate and post-baccalaureate students arm of SNMA. MAPS members are considered
national Associate members and make up more than one third of SNMA’s membership.

- Health Professions Recruitment Exposure Programs (HPREP)- designed to expose high school students to science-related activities while introducing them to careers in the health professions
- Youth Science Enrichment Program (YSEP)- serves to stimulate elementary and junior high school students’ interest in science and health
- Brotherhood Alliance for Science Education (BASE)- devoted to increasing the recruitment, admission and retention of young minority male-identifying students into medicine and encouraging them to advance successfully.

- The SNMA Fellow will work closely with the SNMA President and Premedical Board Member (PMBM) providing support for all planned premedical student programming and activities
  - The SNMA-KP Fellow will build a visible presence in SNMA’s premedical programs and activities including chapter visits, regional conferences, and SNMA’s Annual Medical Education Conference (AMEC). Specifically, the SNMA-KP fellow will assist in the planning of the premedical forum for AMEC 2021 and each National Leadership Institute (NLI).
    - AMEC during this fellow’s term will be held in Orlando, FL in April 2021
    - NLI is held three times per year in conjunction with Board of Directors Meetings. SNMA and MAPS members from all parts of the country gather for a weekend of educational workshops on leadership training, organizational advancement and project development.

**Kaiser Permanente Focuses**

- The SNMA-KP Fellow will travel to Northern California for a two to six-week rotation emphasizing community involvement and health policy (pandemic permitting).
- The SNMA-KP Fellow will promote Kaiser Permanente programs and initiatives during chapter visits, leadership meetings, and SNMA events.
- The SNMA-KP Fellow will act on the work completed by the previous SNMA-KP fellow
- The SNMA-KP Fellow will aid in overseeing the Clinical Shadowing and Mentorship Program with efforts to expand the pilot to other regions of the Kaiser Permanente network.
Program Specifics

Application deadline: July 3, 2020
Duration: September 1, 2020 to June 1, 2021
Compensation: $45,000

The SNMA-KP fellow will be an independent contractor of the SNMA. They will be required to purchase health insurance and secure other benefits in the commercial exchange market. An additional $5,000-$10,000 will be available to cover the cost of travel, the PMI grant program and other unanticipated programmatic expenses.

The application packet must include:

1. A cover letter applying for the SNMA-KP Fellowship outlining why you are committed to furthering SNMA/KP pipeline programming and your plans for the fellowship term.
2. A curriculum vitae
3. Two letters of recommendations
4. A nomination letter from the medical school's dean, registrar or designee stating that the candidate has maintained good academic standing throughout the medical school and/or successfully completed the requirements of the degree
5. Equity Statement (500 words) demonstrating leadership or interest in addressing the educational, societal, and health-care needs of racial and ethnic minority communities.

All letters and personal statements should be doubled-spaced with 1” margins, and size 11 Tahoma font.

Please email your completed application package (in a single file) to the fellowship team at presinitiatives@snma.org no later than July 3, 2020 at 11:59PM EST. Issues with submission secondary to the pandemic must be submitted to the Executive Director execdir@snma.org at least two weeks in advance of the application deadline. Late applications will not otherwise be considered.

A webinar will be hosted introducing the fellowship and addressing questions on June 3, 2020. Questions regarding the application or current fellowship work may be sent to 2019-2020 SNMA-KP Fellow Kelley Butler at kaiserefellow@snma.org.