



Mission

The mission of the National Center for Cultural Competence is to increase the capacity of health care and mental health care programs to design, implement, and evaluate culturally and linguistically competent service delivery systems to address growing diversity, persistent disparities, and to promote health and mental health equity.

Programs that Support Students and Faculty from Racial and Ethnic Groups Underrepresented in Maternal and Child Health Training Programs

The following programs provide supports and mentoring to students and faculty from racial and ethnic groups underrepresented in Maternal and Child Health Training Programs. They impact students at the undergraduate and graduate levels and junior faculty. Maternal and Child Health training programs may benefit from this list by determining whether their home institutions participate in any of the programs or by connecting current or prospective students and faculty with the resources they provide. This is not an exhaustive listing. The programs listed were noted by members of the Ad Hoc Expert Group and students and junior faculty who participated in informal listening sessions for the National Center for Cultural Competence project *Mentoring--an Evidence-based Strategy to Increase the Number of Students and Faculty from Racial and Ethnic Groups Underrepresented in Maternal and Child Health Training Programs*. This project was funded by the Division of MCH Workforce Development of the Maternal and Child Health Bureau/Health Resources and Services Administration/U.S. Department of Health and Human Services under Cooperative Agreement #U40MC00145.

Alfred P. Sloan Foundation Minority PhD Program

National Action Council for Minorities in Engineering (NACME)

The Alfred P. Sloan Foundation's Minority Ph.D. Program—managed by NACME—has two components. The Ph.D. component offers substantial scholarship support to underrepresented minority students who are beginning their doctoral work in engineering, natural science and mathematics. Since its establishment in 1995, the program has provided direct support to over 900 minority Ph.D. students in these fields. The smaller Feeder component offers underrepresented minority B.S. or M.S. students access to select faculty and departments that have demonstrated success in sending their students on to doctoral programs.

<http://www.nacme.org/sloan/Sloan.aspx?pageid=31>

The Alliance for Graduate Education and the Professoriate (AGEP)

The AGEP seeks to join together universities and colleges in the common mission of increasing the number of underrepresented minority students earning PhDs and positioning minority students to become leaders in science, technology, engineering and mathematics (STEM) fields. Specific objectives of the AGEP program are (1) to develop and implement innovative models for recruiting, mentoring, and retaining minority students in STEM doctoral programs, and (2) to develop effective strategies for identifying and supporting underrepresented minorities who want to pursue academic careers. Each AGEP alliance employs creative administrative strategies, develops infrastructure, and engages in substantive partnerships with nondoctoral-granting institutions (many minority-serving institutions) to enhance recruitment, retention, and

advancement. The program is funded by the National Science Foundation and the National Aeronautics and Space Administration.

http://www.pathwaystoscience.org/programs.asp?descriptorhub=AGEP_AGEP%20-%20Alliance%20for%20Graduate%20Education%20and%20the%20Professoriate

The Future Public Health Leaders Program (FPHLP)

University of Michigan

A 10-week summer program at the University of Michigan School of Public Health (UM-SPH) whose goal is to increase the diversity of the public health workforce. Participants receive leadership training, orientation to the public health disciplines, and real world work experience. The program is designed to foster knowledge of, excitement about, and commitment to the elimination of health inequalities.

<http://sitemaker.umich.edu/um-fphlp/home>

Health Career Connection

Comprehensive Summer Internship Program

HCC places talented, diverse undergraduate students in summer internships that provides them with invaluable exposure, experience, and mentoring to pursue health careers. The Program includes: a paid, full-time 10 week placement in a host organization, Workshops, Site visits, Peer support, Mentoring from HCC's team, Connections to top graduate schools, Support from HCC's network of alumni and professionals during and after the internship

HIT Fellowship Program

Paid, full-time Health Information Technology (HIT) Fellowships in California for recent graduates and individuals interested in pursuing hands on experience and careers in Health IT. In partnership with the CA Health Workforce Alliance, HIMSS Southern California and leading employers and associations, 3 and 6 month HCC HIT Fellowships connect talented candidates to employers building their HIT workforce. The goal of the program is to help organizations achieve meaningful use of Electronic Health Records and contribute to California's need for 10,000 additional HIT professionals over the next 5 years and to help Fellows gain practical hands on experience implementing electronic health records and secure employment upon program completion.

<http://www.healthcareers.org/program-overview>

Hispanic-Serving Health Professions Schools (HSHPS)/CDC/NIOSH/NCHS Internship & Fellowship Program

Working in collaboration within the Department of Health and Human Services through a cooperative agreement with the Centers for Disease Control and Prevention, HSHPS is able to provide programs for students interested in furthering the organization's mission of improving Hispanic health through academic development, research initiatives, and training. Trainees are matched with a mentor who is an experienced scientist/researcher at the CDC, NIOSH, or NCHS, according to the area of interest outlined in each trainee's application.

http://rwjms.umdnj.edu/education/current_students/research_commexp/Hispanic-ServingHealthProfessionsSchools.html

Initiative for Maximizing Student Diversity (IMSD).

National Institute of General Medical Sciences

National Institutes of Health

The goal of the IMSD Program is to increase the number of students from underrepresented groups in biomedical and behavioral research who enter into and successfully complete the Ph.D. degree programs in these fields. The Initiative for Maximizing Student Diversity (IMSD) program provides, at research institutions, institutional grants for students from groups underrepresented in biomedical and behavioral research with well integrated developmental activities that will increase their preparation and skills as they advance academically in the pursuit and successful completion of the Ph.D. degree. Varies based on the institution. Most provide a scholarship and research positions/internships, along with counseling and support services. Each program has its own website.

James A. Ferguson Emerging Infectious Diseases Fellowship Program

National Center for Emerging and Zoonotic Infectious Diseases/CDC/*Kennedy Krieger Institute

The Ferguson Fellowship Program is a summer program designed to expose minority and disadvantaged medical, veterinary, pharmacy, and other allied health, public health, and graduate students to various research and prevention opportunities. The Ferguson Fellowship is a program of the National Center for Preparedness, Detection, and Control of Infectious Diseases (NCPDCID) of CDC, carried out in collaboration with the Association of Minority Health Professions Schools (AMHPS) and now KKI.

<http://www.kennedykrieger.org/professional-training/professional-training-programs/rise-programs/ferguson-fellowship>

Maternal Child Health Careers/Research Initiatives for Student Enhancement -- Undergraduate Program (MCHC/RISE-UP)

Kennedy Krieger Institute

10-week summer program providing enhanced public health and related training to undergraduate students in their junior, senior year, and recent baccalaureate degree students from under-represented racial and ethnic populations; to encourage and support the pursuit of graduate degrees in psychology, social work, biology, nursing, public health, sociology, and allied health disciplines.

<http://www.kennedykrieger.org/professional-training/professional-training-programs/rise-programs/mchc-rise-up>

Mentoring In Medicine

Mentoring in Medicine is a 501 (c)(3) non-profit organization that works with students in disadvantaged areas from 3rd grade through health professional schools. They ignite, cultivate, and prepare students to become health care professionals by allowing prospective students to interact with established expert health care professionals around the country. Provides in person mentoring at sites and virtual mentoring and peer support through its website.

<http://www.medicalmentor.org/>

Minority Access to Research Careers (MARC)

National Institute of General Medical Sciences

National Institutes of Health

The Minority Access to Research Careers (MARC) Branch seeks to increase the number of highly-trained underrepresented biomedical and behavioral scientists in leadership positions to significantly impact the health-related research needs of the nation. Nationally, groups found to be underrepresented in biomedical and behavioral research include, but are not limited to, African Americans, Hispanic Americans, Native Americans, Alaska Natives and natives of the U.S. Pacific Islands. The Branch meets this objective by supporting two institutional programs, [MARC Ancillary Training Activities \(T36\)](#), provide support for underrepresented students and/or faculty from minority-serving institutions to participate in scientific conferences, scientific short courses or other well-defined activities that further the MARC mission. The activity/activities must provide participants with the knowledge, skills and/or networking capabilities to pursue and thrive in biomedically- related research careers. Applications may be submitted by U.S. institutions, including scientific or professional societies. The responsibility for planning, managing and conducting the MARC ancillary activity lies solely with the applicant organization. The applicant must set measurable goals and specific objectives against which the T36 program will use for self-assessment and will be evaluated for continual improvement and further funding. Variation among programs is expected and any amount of funds may be requested, as long as the rationale is strongly justified. [Individual Predoctoral Kirschstein-NRSA Fellowships to Promote Diversity in Health-Related Research](#) provide financial support to individual graduate students. MARC U-STAR awards provide support for undergraduate students who are underrepresented in the biomedical and behavioral sciences to improve their preparation for high-caliber graduate training at the Ph.D. level. The program also supports efforts to strengthen the science course curricula, pedagogical skills of faculty and biomedical research training at institutions with significant enrollments of students from underrepresented groups. [MARC U-STAR \(T34\)](#)
<http://www.nigms.nih.gov/Training/MARC/MARCDescription.htm>

Research Initiative for Scientific Enhancement (RISE) Program (R25)

National Institute of General Medical Sciences

National Institutes of Health

RISE is a student development program for minority-serving institutions. The goal of the program is to increase the number of students from groups underrepresented in biomedical and behavioral research who complete Ph.D. degree programs in these fields. The program supports institutional grants with well integrated developmental activities that may include, but are not limited to, research experiences at on- or off-campus laboratories, specialty courses with a focus on critical thinking and development of research skills, collaborative learning experiences, research careers seminars, scientific reading comprehension and writing skills, tutoring for excellence, and travel to scientific meetings.

<http://www.nigms.nih.gov/Training/MBRS/RISEDescription.htm>

Robert Wood Johnson Foundation Nurse Faculty Scholars

The goal of the Robert Wood Johnson Foundation Nurse Faculty Scholars program is to develop the next generation of national leaders in academic nursing through career development awards for outstanding junior nursing faculty. The program aims to strengthen the academic productivity and overall excellence of nursing schools by providing mentorship, leadership training, salary and research support to young faculty. <http://www.nursefacultyscholars.org/>

Ronald E. McNair Postbaccalaureate Achievement Program

U.S. Department of Education

The McNair Scholars Program is a federal TRIO program funded at 194 institutions across the United States and Puerto Rico by the U.S. Department of Education. It is designed to prepare undergraduate students for doctoral studies through involvement in research and other scholarly activities. McNair participants are either first-generation college students with financial need, or members of a group that is traditionally underrepresented in graduate education and have demonstrated strong academic potential. The goal of the McNair Scholars Program is to increase graduate degree awards for students from underrepresented segments of society. <http://mcnairscholars.com/>

The Summer Public Health Scholars Program (SPHSP)

Columbia University

The Summer Public Health Scholars Program (SPHSP) is designed for undergraduate students to increase interest and knowledge of public health and biomedical science careers. SPHSP is a partnership between Columbia University College of Physicians and Surgeons, Columbia University College of Dental Medicine, Columbia University School of Nursing and the Columbia University Mailman School of Public Health. Together they represent the broad spectrum of public health practice. SPHSP grant funding was awarded by the Centers for Disease Control and Prevention (CDC), Office of the Director, Office of Minority Health and Health Equity (OMHHE).

http://www.cumc.columbia.edu/dept/ps/minority/minorityaffairs/programs/about_sphsp.html

Summer Research-Early Identification Program (SR-EIP)/Leadership Alliance National Symposium

The Leadership Alliance

The Leadership Alliance is an academic consortium of 32 institutions of higher learning, including leading research and teaching college and universities. The mission of the Leadership Alliance is to develop underrepresented students into outstanding leaders and role models in academia, business and the public sector. The Leadership Alliance's contribution to overcoming this discrepancy is to expand the opportunities for underrepresented students and increase the participation of those students in the academic enterprise. The strategies employed by the Alliance are designed to identify, motivate and

move young scientists from these populations in and through graduate training and professional apprenticeships to compete for positions in the academy. Summer Research Early Identification Program (SR-EIP), offers undergraduates, interested in pursuing a PhD or MD-PhD, the opportunity to work for eight to ten weeks under the guidance of a faculty or research mentor at a participating Alliance institution. Through this one-on-one collaboration, students gain theoretical knowledge and practical training in academic research and scientific experimentation ... The Leadership Alliance National Symposium (LANS) is the culmination of the summer research experience for SR-EIP participants.

<http://www.theleadershipalliance.org/>

Support of Competitive Research (SCORE) Program

SCORE is a developmental program that seeks to increase the research competitiveness of investigators at minority-serving institutions with 50 percent or more enrollments of students from groups underrepresented in biomedical and behavioral research, and to increase the research capabilities of these institutions.

<http://www.nigms.nih.gov/training/MBRS/SCOREDescription.html>