

National Hispanic Medical Association Resident Leadership Program 2011 Call for Applications

I. Purpose and Sponsors

The purpose of the program is to promote the development of leadership potential among members of the National Hispanic Medical Association. The emphasis is on the knowledge and skills necessary to take a leadership role in Federal and state health policy development and/or academia and focus on issues of importance to the health of the Hispanic community. The past sponsor has been the Health Resources and Services Administration, U.S. Department of Health and Human Services (HHS). The current sponsor is the National Hispanic Medical Association and the New York Academy of Medicine.

II. Eligibility and Selection

Approximately 20 residents will be selected each year. Applications will be solicited from among the association membership. Selection will be made by a committee consisting of association officers and faculty. The primary selection criteria will be leadership potential as evidenced in work experience and other community activities. Appropriate letters of recommendation will be part of the application package. Residents are expected to arrange to be given time off from work to participate in the program. Expenses for the residents related to attending the NHMA Conference and the California or New York Institutes will be paid. Medical Residents must be US citizens or legal residents, not on a visa.

III. Background

According to the U.S. Census, Hispanics are now 45 million or 15% of the population, the largest ethnic minority in the United States. One out of every three Hispanics has no health insurance. Hispanics are 65% Mexican American, 11% Puerto Rican, 8% Cuban, and 16% Central and South American and from other Spanish-speaking countries. They are subjected to a health system with limited knowledge of the Hispanic culture and language. Hispanic physicians number about 5% of the physician workforce in the United States. Studies have shown that Hispanic physicians, in general, provide more medical care to Hispanic patients than to non-Hispanics and serve as the safety net, along with community based clinics, for their communities in urban, rural, and U.S.- Mexico border areas of the nation. In addition, Hispanic medical faculties are beginning to engage themselves in the study of health issues and their impact on Hispanics.

The proportion of Hispanics employed in the senior executive management of the Federal government is significantly lower than the proportion of Hispanics employed in the civilian workforce. In 1996, the U.S. Department of Health and Human Services established the "Hispanic Agenda for Action" to increase the employment of Hispanics in career and advisory capacities and to enhance the sensitivity of HHS programs for Hispanic customers. Too few Hispanic physicians in senior executive management positions of the Federal government is a major barrier to achieving access to quality health care for all Americans.

In the Leadership program, talented Hispanic physicians will receive support to enhance their leadership capability, increase understanding of current key national/state health policy issues, develop innovative perspectives on solutions to critical issues in current public services affecting Hispanic populations, and to develop and present a proposal for policy action to improve health care in the Hispanic community. In addition, the program will provide residents the opportunity to develop a unique network with national and state experts in health policy and

public service careers and with academic leaders, communicate with colleagues across the nation via Internet, and to participate in the development of future NHMA initiatives in health policy.

IV. Program Format and Content

- A. Faculty – Jo Ivey Boufford, M.D., President, New York Academy of Medicine, Mark Diaz, M.D., University of California Davis School of Medicine, Martha Diaz, M.P.H., Policy Consultant and Elena Rios, M.D., M.S.P.H., NHMA President & CEO and others.
- B. Mentors - An outstanding Advisory Committee has been selected to serve as mentors.
- C. Course of Instruction

Orientation and Introduction Session – March 17, 2011, Omni Shoreham Hotel, Washington, DC

This will be a one day session conducted in conjunction with the NHMA annual conference which is March 17-20, 2011. It will be conducted by members of the faculty. The intent is to give residents an overview of the expectations and learning process. Curriculum materials will be distributed, and the case study approach to learning discussed.

One Summer Institute (Sunday –Tuesday) – New York Academy of Medicine, New York, May 22-24, 2011 or State Capitol, Sacramento, California, August 21-23, 2011. It is preferable that Residents from the East Coast attend the New York Program and Residents from the West Coast attend the California Program.

This will be a three-day residential session (with a networking dinner the evening prior to the institute) involving intense learning experiences. Ten residents will attend each session. They will spend time discussing specially developed case studies prepared and presented by faculty and other nationally known experts, will hear guest speakers, and pursue their team project with guidance from the faculty. The topics for the case studies and the guest speakers will be focused on Federal/state policy development strategies and policy analysis skills and academic leadership skills. Topics might include the nature of decision making for Federal policies concerning the regulation of HMOs and/or their involvement in the Medicare program, the Federal role in financing and regulating graduate medical education, the Federal and state roles with programs that address the special health issues of underserved populations, such as Medicaid, Children's Health Insurance Program, and minority students and medical education funding. Topics on academic leadership might include career development paths, developing cultural competence curriculum, and Federal research opportunities. In addition, residents will gain first-hand experience with the policy-making process, meeting with lobbyists and member of State legislatures, and sessions on policy priorities of State legislature health committees, minority health initiatives, and coalition building with state and national organizations with interest in health policy.

- 4. *NHMA National Conference, Washington, DC, March, 2012*

The residents will have a networking meeting prior to the NHMA annual conference with the faculty and invited guests. The purpose of the meeting is to continue to discuss Federal policy and academic issues, share their experiences, and deliver presentations of their team

projects. The meeting will be open to conference participation, including Federal and industry representatives, physicians, residents and medical students.

5. *Reading materials*

Case studies emphasizing Federal and state policy scenarios and institutional leadership, reports on health policy issues that impact on Hispanics and the underserved, material on leadership principles and Federal policy.

National Hispanic Medical Association Resident Leadership Program 2011 Application

Please submit the following:

- A one page essay discussing how the NHMA Resident Leadership will advance your career goals
- 2 letters of recommendation
- Your resume

Applications must be postmarked by January 31, 2011. Submit your application to:

Selection Committee
National Hispanic Medical Association Resident Leadership Program
1411 K Street, N.W., Suite 1100
Washington, DC 20005
(202) 628-5895 Fax (202) 628-5898 nhma@nhmamd.org

Announcements of the selected residents will be made on February 17, 2011.