DIVERSITY RESOURCE INVENTORY

Alabama MCH Leadership Network

Acknowledgements

The Alabama MCH Leadership Network *is committed to supporting diversity among the trainees and faculty of its programs and the broader university system. This resource list was compiled to provide prospective and current trainees and faculty with information about resources available at the University of Alabama at Birmingham and partner institutions to attract, support and retain diverse students and faculty. A brief description of each diversity resource is provided followed by a quick reference table.*

The resource inventory is updated periodically; however, for the most current program information please visit the program web sites listed.

The MCHB-funded Leadership Training Programs that comprise the Alabama MCH Leadership Network are listed below. Each of these programs provides leadership training for diverse students in a variety of disciplines. For more information about the programs visit their web site at: http://al.mchtraining.net/

Leadership Education in MCH Nutrition

Pediatric Pulmonary Center (PPC)

Leadership Education in Neurodevel-opmental Disabilities (LEND)

Maternal & Child Health Education for Leadership & Policy

Leader-ship Educat-ion in Child-Health Nursing (LECHN)

Maternal & Child Health Pipeline Training Program (MCHPTP)

DIVERSITY RESOURCES
Program Descriptions

The Alabama Louis Stokes **Alliance for Minority Participation (ALSAMP)** www.uab.edu/alsamp/Program%20Information.html
Contact: Carolyn Braswell, Associate Vice President for Equity and Diversity

ALSAMP is a National Science Foundation funded program focusing on increasing the number of minority students earning degrees in science, technology, engineering, and mathematics (STEM). ALSAMP offers activities to support students' academic and professional development, including summer enrichment, workshops, and mentoring, tutoring, career counseling, travel to attend local and national professional conferences, sponsored occasions to interact with peers and professionals in their field of study, summer internship opportunities, social progression experiences and facilitated access to graduate/professional schools.

DIVERSITY RESOURCE INVENTORY

A. School of Health Professions (SHP)

http://main.uab.edu/shrp/default.aspx?pid=74038
Contact: April Rollins-Kyle, Director of Marketing for Health Professions

SHP has established formal relationships with HBCU faculty throughout the state to help identify minority students who are interested in health careers. SHP hosts monthly meetings with minority students and facilitates student connections with an advisor/mentor. Information is provided on time management, scholarships and resources available to ensure student success. A bi-annual workshop for academic advisors and an annual open house are held on campus to build awareness of careers in the health professions. An extensive recruitment strategy that focuses primarily on the recruitment of a highly qualified diverse population of students for graduate studies at the SHP is currently underway. Recruitment efforts will facilitate and encourage networking and partnerships in the community, state and region to ensure that the SHP prepares its' graduates to become healthcare leaders of the future.

A. School of Medicine Health Careers Opportunity Program (HCOP) Summit Scholars

http://main.uab.edu/uasom
Contact: Anjanetta Foster, Assistant Dean of Multicultural Affairs

Summit Scholars provides students with exposure to numerous health careers including medicine, dentistry, optometry and public health. The program consists of clinically-focused experiences, MCAT preparation, and assistance with a personal statement. Students are also provided an opportunity to meet with the medical school admissions office. The program serves between 35-50 undergraduate students, primarily from throughout the state of Alabama. In 2010, a total of 33 students participated in the program, five of whom were from out of state. The program provides a stipend and when funding is available it also provides housing for those students living farther than 50 miles from UAB. A GPA of 3.0 is required to participate in Summit Scholars.

B. School of Public Health (SPH)

www.soph.uab.edu
Contact: Martha Wingate, Associate Professor, MCH Concentration

SPH is working to increase the presence and participation of racial/ethnic minorities and women under the guidance of the School's Diversity and Equity Program. Recruitment strategies include: 1.Visits to historically black colleges and universities and advertising in select publications; 2. Open houses for prospective students and travel assistance to top prospects; and 3. Participation in Carver High School Public Health Week. In addition, the School received a gift from the William Randolph Hearst Foundation to establish an endowment for provision of financial aid to minority students.

DIVERSITY RESOURCE INVENTORY

C. School of Nursing

www.uab.edu/nursing/student-information/fellowship-traineeship-and-loan-programs/nursing-workforce-diversity
Contact: Glenda Smith, Nursing Faculty, LECHN and Jennifer Kimbrel, Nursing Faculty, LEND

The School of Nursing sponsors several programs aimed at supporting and increasing representation of minorities in nursing careers. Examples of these activities include the following:

- Graduate Assistance in Areas of National Need (GAANN) financial awards are available to prepare nurse scholars from traditionally underrepresented groups in the state of Alabama at the PhD level for careers in educational leadership, research and scholarship.
- Student recruitment activities are conducted through community colleges that serve primarily African American students.
- A "Knowledge of Health Professions" course is offered annually to high school students at Carver High School aimed at raising awareness of health career opportunities among minority youth.
- A school of nursing committee recruits 15 minority high-school students from various counties to attend presentations on nursing careers at UAB.
- A mentoring program is available for pre-nursing students. Mentoring relationships are maintained for the students' entire UAB career
- A course on health disparities has been added to the School's regular course offerings.

DIVERSITY RESOURCE INVENTORY

D. Minority Health & Health Disparities Research Center (MHRC) http://www.uabmhrc.com

Contact: Ann Smith, Research & Training Program Manager

The MHRC is a comprehensive educational, research and community outreach center focused on eliminating the health disparities of racial/ethnic minorities. It conducts activities that benefit all UAB schools, focused on three program areas:

- Community Outreach: Improving the health of communities surrounding UAB by empowering residents to prevent disease and stay healthy
- Research: Giving researchers the tools to compete effectively for external funding in health disparities research
- Training: Providing training and career development opportunities aimed at building the pipeline of minority scholars and health-care professionals seeking to eliminate health disparities

The Training & Career Development Program offers research training and career development opportunities for investigators and students who are interested in minority health and health disparities research. Innovative programs provide training and support to minority scholars as they progress along the pipeline from undergraduate students through junior faculty. Programs also seek to build research capacity among investigators from different fields related to minority health and health disparities, with the ultimate goal to eliminate health disparities. As part of the Training Program, each scholar is assigned to a faculty mentor in order to create a support system.

Activities include:

- Providing training opportunities in health disparities research for postdoctoral fellows and junior faculty.
- Identifying and providing technical support to minority faculty and researchers at UAB and partnering institutions.
- Organizing career development training seminars to build cultural competency.
- Organizing Grant and Manuscript Writing retreats.
- Identifying and helping to recruit undergraduate minority students in Alabama's Historically Black Colleges and Universities (HBCUs).
- Promoting training opportunities among minority students from partnering HBCUs, as well as UAB.
- Providing a web-based cultural competence training resource for medical clinicians.

More detail about specific MHRC programs is included below.

1) Health Disparities Research Training Program (HDRTP)

The HDRTP is a one-year training program that supports scholars in developing a competitive grant proposal and culminates in a pilot project based on the scholar's grant proposal. This interdisciplinary professional development program is targeted to postdoctoral students, junior faculty, and mid-level faculty interested in making a transition to disparities research (transitional faculty). Minority faculty are encouraged to apply.

DIVERSITY RESOURCE INVENTORY

2) Summer Cancer Research Training Program (SCRTP)

The Morehouse School of Medicine (MSM), Tuskegee University (TU), and University of Alabama at Birmingham (UAB) Partnership offers graduate students an eight-week program to encourage interest and facilitate graduate student training in cancer research. By participating in seminars and workshops, in addition to developing an independent research project guided by a mentor, research students enhance their knowledge, scientific techniques and expertise in cancer research.

3) Summer Enrichment Program (SEP)

In partnership with Alabama's Historically Black Colleges and Universities (HBCU's), MHRC sponsors an undergraduate summer enrichment program to increase the number of minority researchers and health care professionals working to reduce health disparities. SEP is a three-year program consisting of field experience opportunities and academic enrichment classes. Students prepare a research project poster and engage in a 4-8 week practicum. The academic enrichment component includes a class on standardized test preparation. Other areas of focus are writing skills, particularly scientific writing, data collection, and research projects with faculty in order to understand health disparities and the research process.

4) Manos Juntas - UAB Hispanic/Latino Mentoring Program

The purpose of this program is to establish a partnership between faculty and Hispanic/Latino students to foster education, research, and service focusing on Hispanics/Latinos in Alabama. As part of this effort, UAB faculty members (not necessarily of Hispanic/Latino background) volunteer their time to mentor and provide guidance to Hispanic/Latino students to successfully complete college and pursue post-college education. As part of this mentorship program, Hispanic/Latino students have the opportunity to work closely with faculty to enhance their academic experience/expertise and plan their professional careers.

5) MHRC Alumni Program

All students and scholars who have participated in a MHRC Training Program are members of the MHRC Alumni Program that is designed to encourage alumni involvement with MHRC, maintain continued interest in health disparities research and education, and encourage fellowship and networking amongst training program participants and future participants.

6) MHRC Mentors Bureau

The MHRC Mentors Bureau was established to recruit mentors to provide guidance in research to minority and non-minority students interested in health disparities research. The Bureau represents a pool of faculty investigators who are willing to serve as mentors for undergraduate and graduate students, postdoctoral fellows, and junior faculty involved in the various MHRC training programs. It establishes a central resource for students/scholars and faculty, providing a system for mentors to volunteer to serve, and trainees to seek mentors with similar research interests. It also helps to streamline the matching of mentees with mentors.

DIVERSITY RESOURCE INVENTORY

E. Office of Equity and Diversity

www.uab.edu/equityanddiversity
Contact: Carolyn Braswell, Associate Vice-President for Equity and Diversity

The Office for Equity and Diversity is responsible for providing effective leadership in the development, coordination, implementation and assessment of a comprehensive array of programs to promote diversity and understanding of differences at UAB.

The Office for Equity and Diversity offers several award and fellowship programs:

Comprehensive Minority Faculty and Student Development Program (CMFSDP). Graduate Fellowships available to qualified African American students, newly enrolled at UAB and seeking to earn a Ph.D. degree. Applicants must be United States citizens or permanent United States residents. The Office for Equity and Diversity will provide fellowship support for three years and the student's department must agree to provide an additional one or two years of fellowship support as needed and assign a faculty mentor to assist the student

The Equity and Diversity Enhancement Program (EDEP)
Graduate Fellowships available to qualified underrepresented minority or women students, newly enrolled at UAB and seeking to earn a Ph.D. degree. Applicants must be United States citizens or permanent United States residents. The Office for Equity and Diversity will provide fellowship support for three years and the particular department must agree to provide an additional one or two years of fellowship support as needed and assign a faculty mentor to assist the student

Undergraduate Diversity Scholarship Supplements
Scholarship supplements are available to qualified African American students, newly enrolled at UAB and seeking to earn a bachelor's degree. Applicants must be United States citizens or permanent United States residents. The scholarship supplements are renewable for three additional years for students that continue to meet the scholarship supplement requirements.

DIVERSITY RESOURCE INVENTORY

AT A GLANCE								
Recipient	Minority Health & Health Disparities Research Center (MHRC)	School of Medicine	School of Health Professions	School of Public Health	School of Nursing	McNair Scholars	MCH Pipeline Training Program	Office of Equity and Diversity
Under-graduate	Summer Enrichment Program for undergraduate students from UAB and six partner HBCUs. Undergraduate students applying to MHRC must be willing to spend three consecutive summers in the program. Manos Juntas - UAB Hispanic/ Latino Mentoring Program for undergraduate students of Latino descent	Summer minority medical education program Hosts informational lunch and tour of school for students from HBCUs			Enrichment for Academic Nursing Success (EANS): pre-nursing students mentored throughout their entire UAB careers. Course focused on health disparities	Financial support for minority students' research during their last year at UAB or ASU.	Summer program to introduce students to career choices in the MCH health professions	Undergraduate Diversity Scholarship Supplements
Graduate	The Morehouse School of Medicine (MSM), Tuskegee University (TU), and University of Alabama at Birmingham (UAB) Partnership invites graduate students to participate in the eight-week Summer Cancer Research Training Program.		SHP Task force meets monthly with minority students and pairs them with an advisor/ mentor.	Financial aid to minority students established through William Randolph Hearst Foundation endowment	GAANN grants for minority and male fellowships at the PhD level.			Graduate Fellowships Comprehensive Minority Faculty and Student Development Program (CMFSDP) The Equity and Diversity Enhancement Program (EDEP)
Post-doctoral	Recruits and supports minority scholars coming from UAB, Morehouse School of Medicine, University of Alabama, and Tuskegee in developing a competitive grant proposal in the area of health disparities.							Financial support (up to 3 years) for faculty development, research, and scholarship.
Clinical	Cultural Competence Online for Medical Practice (c-comp.org) is a clinician's guide to reduce cardiovascular disparities.							