



# APA New Century Scholars Program

Sponsored by the Academic Pediatric Association

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## The APA New Century Scholars Program

The Academic Pediatric Association New Century Scholars Program is a mentorship program aimed at increasing the diversity of the academic general pediatric workforce

#### Rationale:

- Racial and ethnic disparity in child health and health care is an increasingly important issue, particularly as US demographics become more diversified.
- One approach to decreasing racial/ethnic disparities is to increase the number of minority pediatricians working in academic settings (i.e., education, research and clinical care)
- One way to increase minority recruitment into academic careers is to provide role models and mentors to pediatric trainees during the time when career plans are being formed.

#### APA NCScholars<sup>®</sup> Program:

- The program selects under-represented minority (URM) pediatric residents who have interest in pursuing careers in academic general pediatrics or related fields (e.g., behavior/developmental pediatrics, adolescent medicine) to become *NCScholars<sup>®</sup>*.
  - *NCScholars<sup>®</sup>* are recruited in the second year of residency, and continue in the program through the end of residency, as long as they remain in good standing.
  - *NCScholars<sup>®</sup>* are matched with **junior and senior mentors** who provide ongoing support to the scholar during residency, career planning, fellowship application process, and onward.
    - **Junior Mentors:** Fellows in training programs and junior faculty who have interests in the areas of racial/ethnic child health disparities, cultural competency, and minority child health and development, and who have a commitment to mentorship and the program goals.
    - **Senior Mentors:** APA members who are educators or researchers working in the fields of racial/ethnic child health disparities, cultural competency, and minority child health and development, who have strong mentorship abilities and who have a commitment to mentorship and the program goals.

(Continued)

This program is funded by a generous grant from the DHHS Office of Minority Health



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- *NCScholars*<sup>®</sup> and their mentors meet during the annual PAS meetings, and continue contact throughout the year through email and phone.
  - *NCScholars*<sup>®</sup> receive a travel grant to attend the annual PAS meetings (including travel, room, and registration fees)
  - *NCScholars*<sup>®</sup> attend a special one day conference the day before the PAS meeting.
  - A dinner banquet is held honoring the *NCScholars*<sup>®</sup>, attended by APA leadership, fellowship directors, and guests.
  - *NCScholars*<sup>®</sup> are in contact with mentors and Program staff throughout the PAS meeting.
  - **It is required that all NCScholars attend the annual PAS meetings and the New Century Scholars Conference the day before the PAS begins. Residency programs are asked to help with residency scheduling so that the NCScholar may attend.**
  
- Ongoing activities:
  - *NCScholars*<sup>®</sup> are provided free membership in the APA during their residency
  - Career counseling by program directors and mentors
  - Website and Listserv for *NCScholars*<sup>®</sup>
  - Support during fellowship application and post-residency career planning

## **PROGRAM STAFF:**

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