



APA New Century Scholars Program

Sponsored by the Ambulatory Pediatric Association

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Dear Residency Director,

The Ambulatory Pediatric Association (APA) has developed a new program to increase minority participation in the field of academic general pediatrics. *The APA New Century Scholars (NCScholars) Program has been created to identify under-represented minority (URM) pediatric residents who have the potential to be academic leaders, designate them as APA NCScholars and link them with junior and senior mentors who will develop long term relations with the NCScholar, particularly during the time when career choices are made.* In addition, the NCScholars and mentors will attend the annual PAS meeting where a special pre-meeting program will be held for them. We are asking for your help and support in finding potential applicants for this program.

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Applicants to the NCScholars Program will be first or second year URM pediatric residents who may be interested in careers in academic medicine, particularly in generalist fields such as academic general pediatrics, behavioral/developmental pediatrics, and adolescent medicine. Residents who are chosen as NCScholars will be matched with junior and senior mentors who will take personal interest in the NCScholars career and career choices. Senior mentors will be leaders in the field who will be matched with the resident based on areas of interest. Junior mentors will be fellows in academic general pediatrics, behavioral/developmental pediatrics, and adolescent medicine who will provide role modeling for the residents. All NCScholars will be asked to attend the annual Pediatric Academic Societies' meetings where a special one-day pre-meeting conference will be held for them. NCScholars will receive travel grants to the meetings, which include airfare, hotel, conference registration, as well as complementary membership to the APA.

We are asking for your help in identifying URM residents who may be potential applicants for this program. Could you forward to us contact information for first and second year residents in your program who are members of an under-represented minority group (i.e., African-American, Mexican-American, Puerto Rican, Native American, and Pacific Islander)? We have enclosed a form for you to provide this information, as well as a one-page fact sheet on the NCScholars program. If you'd provide us with this information we will then contact the residents to determine whether they might be interested in applying.

We thank you for helping out, and hope that you will support this important program. If you have any questions, please contact us directly at the numbers and emails below.

Thank you!

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Encl: NCScholars Program description
Resident contact sheet

Ambulatory Pediatric Association New Century Scholars© Program

Resident's Name:

Email:

Work Address:

Phone Number:

Ethnicity:

Resident's Name:

Email:

Work Address:

Phone Number:

Ethnicity:

Resident's Name:

Email:

Work Address:

Phone Number:

Ethnicity:



APA New Century Scholars Program

Sponsored by the Ambulatory Pediatric Association

APA NEW CENTURY SCHOLARS PROGRAM

The Ambulatory Pediatric Association (APA) has developed the *NCScholars Program*[®], an initiative 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, and will become more important as US demography becomes even more diversified.
- One approach to decreasing racial/ethnic disparities is to increase the number of minority pediatricians working in academic settings, in education, research and clinical care.
 - “Enhancing the racial and ethnic diversity of health professions education faculty bring new kinds of scholarship to an institution, educate students on issues of growing importance to society, and offer links to communities not often connected to our campuses” (*In the Nation’s Compelling Interest: Ensuring Diversity in the Health Care Workforce*. The National Academies Press. p.10; in press).
 - URM faculty members help to “improve the cross cultural training and cultural competencies of *all* trainees.”
- One way to increase minority recruitment into academic careers is to provide role models and mentors to potential candidates (i.e., minority pediatric residents) at the time they contemplate their career plans.

APA NCScholars[®] Program:

- This program will select URM pediatric residents (PGY 1 and 2) who have potential interest in pursuing a career in academic general pediatrics or related fields (e.g., behavioral/developmental pediatrics, and adolescent medicine) to become *NCScholars*[®].
- This program will link *NCScholars*[®] with junior and senior mentors to provide ongoing support and role modeling to the scholar during his or her residency, career planning, fellowship application process, and onward.
 - Junior Mentors: Fellows in academic general pediatric (and related areas) training programs who are working in the areas of health disparities, minority issues in child health, or serving the underserved, and who have a commitment to the program goals.
 - Senior mentors: APA members who are educators or researchers working in the fields of health disparities, minority issues in child health, or serving the underserved, who have strong mentorship abilities and who have a commitment to the program goals.
- Although mentors do not have to be members of an underrepresented minority group, our aim is to have as many URM mentors as possible.
- Contact between *NCScholars*[®] and mentors will be ongoing (through email, phone, and possibly in person visits) as well as at the annual Pediatric Academic Societies meetings.
- Activities at the PAS Meeting:
 - *NCScholars*[®] will receive a grant to attend the annual PAS meetings (including travel, room, and registration fees).
 - *NCScholars*[®] and mentors will attend a special 1-day pre-meeting program designed specifically for the *NCScholars*[®].
 - *NCScholars*[®] will be in daily contact with mentors and program staff during the PAS meetings.
- Ongoing activities:
 - Continued contact with mentors.
 - Website and Listserv for *NCScholars*[®].
 - Program support during fellowship application and career planning.

Program Directors-Contact info:

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