

Minority Medical Mentoring Program

MMMP Steering Committee

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Staff
Jacquelyn Hallum
Linda Block

Collaborating Agencies:



November 1, 2017

Dear CTE Directors and Internship Coordinators:

The Minority Medical Mentoring Program (MMMP) will select six interns for the 2018-19 academic school year. This opportunity is designed for under-represented minority high school seniors enrolled in Asheville City and Buncombe County schools that participate in school-sanctioned internships. Candidates should have interest in the pursuit of a high-level health career. The Minority Medical Mentoring Program, which began in the fall of 2005, pairs students with a wide range of health professions.

To be eligible for this internship, students must have a minimum weighted grade point average of 3.0, qualify as an under-represented minority, have a strong desire to pursue a career as a health professional, have an active record of leadership work and/or community service and have access to reliable transportation.

If you know students who are interested in pursuing a professional health careers and who may be interested in this program, please share the enclosed information. We look for students who are excited about a career in health care, are mature, responsible, focused, need minimal supervision, dependable, practice good oral and written communication skills, and have an excellent attitude and good character.

This program is a collaborative effort of the Asheville-Buncombe Institute of Parity Achievement (ABIPA), the Mountain Area Health Education Center (MAHEC), Mission Health and the Western Carolina Medical Society (WCMS). Thanks to the tremendous efforts of our program staff, preceptors and mentors, sixty interns have completed the program since its inception.

We hope that by giving students this unique experience, they will eventually come back to practice in WNC. At present, we have six outstanding interns enrolled for the 2017-18 academic school year. The MMMP brochure is enclosed to provide additional information. Fillable applications may be downloaded from the MAHEC website: www.mahec.net.

The deadline for submission of this application is Monday, December 11, 2017 at 5:00 p.m. If you have any additional questions, please contact: Jacquelyn Hallum, Program Director at jacquelyn.hallum@mahec.net or 828-257-4479.

Thank you,

Jacquelyn Hallum, MBA, MHA
Director, Health Careers and Diversity Education

Minority Medical Mentoring Program

A Collaboration of:

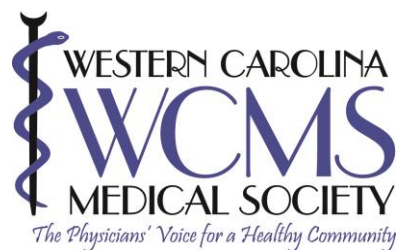
- ❖ Asheville-Buncombe Institute of Parity Achievement (ABIPA)
- ❖ Mission Health
- ❖ Mountain Area Health Education Center (MAHEC)
- ❖ Western Carolina Medical Society (WCMS)

Application Deadline
Application must be received by:

5:00 p.m., Monday, December 11, 2017

Mail or deliver completed application packet to:

MAHEC
Minority Medical Mentoring Program
Health Careers and Diversity Education
121 Hendersonville Road
Asheville, NC 28803



MMMP INTERNSHIP

History and Overview

The Minority Medical Mentoring Program (MMMP) began in the fall of 2005 as an internship for under-represented minority high school students who had an interest in the practice of medicine. This program was replicated from a similar program in Florida for African-American students. The Asheville program initially targeted African-American students, then was expanded to include Hispanic/Latino students in 2009 and is now an inclusive program for all under-represented minorities. The program started as a collaboration with the late Dr. John P. Holt, Dr. Albert Anderson, MAHEC (Jacquelyn Hallum), Mission Health (Bill Mance & Sharon K. West), and the Western Carolina Medical Society (then Buncombe County Medical Society, Alan McKenzie).

Today, the program pairs under-represented minority high school students with a diversity of health professionals in Buncombe County. This program is for high school seniors who have a serious interest in becoming a high-level health professional. MMMP is open to students who are enrolled in a school-sanctioned internship for honors course credit through Asheville City or Buncombe County Schools. The program provides a minimum of 135 intern hours for one semester.

Out of the 1246 physicians who are Western Carolina Medical Society members and actively practice medicine in Buncombe County, less than three percent (2.73%) are minorities (self reported). Serving our county are five who identify as African American (0.40%), one American Indian (0.08%), twenty-one Asian (specific breakdown not available) (1.69%), and seven Latino (0.56%). - Western Carolina Medical Society, Correspondence June 13, 2017

Student interns are exposed to a variety of healthcare fields such as Anesthesiology, Cardiology, Chinese Medical Arts, Dentistry, Dermatology, Diabetes Management, Ear, Head, Nose & Throat, Emergency Medicine, Family Medicine, Genetics, Geriatrics, Indigent Care Clinics, Integrative Medicine, Internal Medicine, Memory Care, Obstetrics and Gynecology, Oncology, Optometry, Palliative Care, Pediatrics, Pharmacotherapy, Physical Medicine, Public Health, Radiology, Sleep Lab, Social Work, Sports Medicine, Traumatic Surgery, and more. The students have rotations in clinics, hospitals, private practices, education centers, resident didactic sessions, and MAHEC's Virtual Library and Knowledge Services. In addition to scheduled rotations, students may use internship hours to participate in ABIPA Action Teams, MAHEC health career programs for academic enrichment, college planning, conferences and service learning opportunities.

MMMP INTERNSHIP

GOALS:

- Increase the numbers of under-represented minorities who train and practice in WNC.
- Enhance the quality of care as a result of an increase in workforce diversity.
- Increase levels of health parity in Western North Carolina.

At present, we have six outstanding interns enrolled for the 2017-18 academic school year. The MMMP brochure is enclosed for additional information.

According to the Sullivan Report, 2004, there is a dire need to increase minority representation in healthcare. The cultural challenges posed by a shifting patient demographic can best be addressed by health professionals educated and trained in a culturally dynamic environment. (http://depts.washington.edu/ccph/pdf_files/Sullivan_Report_ES.pdf). We hope that students who participate in this unique experience will eventually come back to practice in Western North Carolina and that we, as a community, continue to take positive steps toward the achievement of health parity in Buncombe County.

ORIENTATION: The 2-week orientation includes but is not limited to: Program Overview and Expectations, Group Project requirements, Facility Tours, and trainings in Folic Acid, Health Information Portability and Accountability Act (HIPAA), Medical Ethics, Implicit Bias and Microaggressions, Occupational Safety and Health Administration (OSHA), Financial Aid and Workplace Etiquette.

INTERNSHIP SCHEDULE: A student interested in MMMP should enroll in his/her school's internship program for the last period of the day and chose the last available lunch. This will enable the student to have a rotation schedule from 2:30–4:30 pm.

THE EXPERIENCE: Student interns have weekly rotations with participating Buncombe County healthcare professionals. Students are assigned a leadership mentor who provides guidance and coaching during the internship. Interns and the project advisor collaborate on a group project on a topic of their choosing. The project presentation is open to the community, family members, school faculty and staff, MMMP Advisory Committee and MAHEC staff. The MMMP internship is a very rigorous program beginning with group interviews, the selection process, program orientation, submittal of weekly time sheets and evaluations and attending personal and academic enrichment activities.

MMMP INTERNSHIP

LIABILITY INSURANCE: Students enrolled in the internship program are covered under their school's liability coverage. Verification of the school's liability coverage must be provided to MAHEC by the school designee prior to the start of the program.

Eligibility Requirements

- Underrepresented Minority
 - American Indian or Alaskan Native
 - Asian Underrepresented (Bangladeshi, Cambodian, Hmong, Indonesian, Laotian, Malaysian, Nepalese, Pakistani, Sri Lankan and Vietnamese)
 - Black or African American
 - Hispanic or Latino
 - Native Hawaiian or Other Pacific Islander
- Rising high school senior enrolled in a high school located in Buncombe County
- Strong desire to pursue a career as a high-level health professional.
- Minimum weighted grade point average of 3.0
- Excellent teacher recommendations
- Active record of leadership, work and/or community service
- Access to reliable transportation

MMMP INTERNSHIP

All information will be held in strictest confidentiality.

Please type or print your responses, attaching additional pages as necessary.

Student Application Form

For internal use only:

Date received: _____

Student Name: _____

Please select the semester in which you would like to participate in the internship program:

Fall 2018

Spring 2019

Student Information:

Last Name First Name Middle Name Nickname

Street Address/P.O. Box City State Zip Code County

Race: Black or African American More Than One Race American Indian or Alaskan Native
 Native Hawaiian or Other Pacific Islander Asian Underrepresented (*Bangladeshi, Cambodian, Hmong, Indonesian, Laotian, Malaysian, Nepalese, Pakistani, Sri Lankan and Vietnamese*): Please specify: _____

Ethnicity: Hispanic Non-Hispanic

Gender: _____ Date of Birth: _____ Last 4 digits of SSN: _____

Graduation year: _____ Home telephone number: (____) _____ - _____ Cell: (____) _____ - _____

Email address: _____

Name of school City School Telephone number (____) _____ - _____

Parent/Guardian name Place of work Work Telephone number (____) _____ - _____

Parent/Guardian name Place of work Work telephone number (____) _____ - _____

Parent/Guardian Email: _____ Evening/cell phone: _____

Name of school official who recommended you (Please print) Telephone number (____) _____ - _____

SIGNATURES:

I am in full support of _____ participating in the MMMP Internship.
(Name of student)

Student Signature _____ Date _____

Parent Signature _____ Date _____

Parent Signature _____ Date _____

MMMP INTERNSHIP

Student Application Form: Page 2

Please type or print your responses attaching additional pages as necessary.

Student name: _____

PERSONAL STATEMENT OF CAREER GOALS (250 words or less): Describe in detail your interest in the Minority Medical Mentoring Program. Include your educational and career goals.

Leadership Roles, Community Service, Employment, Extracurricular Activities, Awards/Honors

List all awards, honors, community and school activities in which you have participated. Include start and end dates and number of hours of participation. Attach an additional sheet if necessary. Include sports, student government, volunteer projects, paid employment and other activities you believe helped you to grow and contribute during your time as a high school student. Please note those activities that you are **currently** involved in.

LEADERSHIP

Do you hold any Leadership roles? Yes: _____ No: _____, If no, please explain why:

Leadership Information (most recent):

Start Date: _____ End Date: _____ Organization: _____

Occupation or Title: _____ Description of Activities: _____

Leadership Information:

Start Date: _____ End Date: _____ Organization: _____

Occupation or Title: _____ Description of Activities: _____

Leadership Information:

Start Date: _____ End Date: _____ Organization: _____

Occupation or Title: _____ Description of Activities: _____

Please list others on a separate sheet of paper

COMMUNITY SERVICE

Have you participated in any unpaid volunteer work or community activities?

Yes: _____ No: _____, If no, please explain why:

Community Service Detail Information (*most recent*):

Dates: _____

Name of Organization: _____

Total Number of Hours: _____ Description of Activities: _____

Community Service Detail Information:

Dates: _____

Name of Organization: _____

Total Number of Hours: _____ Description of Activities: _____

Community Service Detail Information:

Dates: _____

Name of Organization: _____

Total Number of Hours: _____ Description of Activities: _____

Please list others on a separate sheet of paper

EMPLOYMENT

Have you had any paid employment? Yes _____ No _____

Employment Information

Dates: _____

Employer: _____

Number of hours: _____ Weekly: _____ Monthly: _____

Description of duties: _____

Employment Information

Dates: _____

Employer: _____

Number of hours: _____ Weekly: _____ Monthly: _____

Description of duties: _____

Employment Information

Dates: _____

Employer: _____

Number of hours: _____ Weekly: _____ Monthly: _____

Description of duties: _____

Please list others on a separate sheet of paper

List of Extracurricular Activities:

_____ Date: _____
_____ Date: _____
_____ Date: _____
_____ Date: _____
_____ Date: _____

Lists of Awards/Honors:

_____ Date: _____
_____ Date: _____
_____ Date: _____
_____ Date: _____
_____ Date: _____

Please list others on a separate sheet of paper

Self Assessment

Please complete the below assessment. Evaluate yourself on the following traits:

	Excellent: 5	Good: 4	Average: 3	Fair: 2	Poor: 1
Communication Skills					
Leadership Ability					
Attendance / Punctuality					
Quality of Work					
Time Management					
Organizational Skills					
Writing Skills					
Initiative					
Professional Conduct					
Self-Confidence					
Maturity / Judgement					
Creativity					

MMMP INTERNSHIP

Teacher Recommendation Form

Student name: _____

1. I have known the applicant for a period of _____ in the following capacity:

2. Student Grade Point Average: _____

3. Please evaluate the applicant on the following traits:

	No Basis	Excellent 5	Good 4	Average 3	Fair 2	Poor 1	Comments
Communication Skills							
Leadership Ability							
Attendance / Punctuality							
Quality of Work							
Time Management							
Organizational Skills							
Writing Skills							
Initiative							
Professional Conduct							
Self-Confidence							
Maturity / Judgement							
Creativity							

Additional characteristics and considerations: _____ (Please use other side if needed)

I recommend this student: with reservation fairly strong strongly enthusiastically

Name of recommender: _____

(Please print)

Title: _____ Phone: _____

School: _____

Email: _____ Date: _____

Signature, verifying GPA and above information: _____

MMMP INTERNSHIP

Teacher Recommendation Form

Student name: _____

1. I have known the applicant for a period of _____ in the following capacity:

2. Student Grade Point Average: _____

3. Please evaluate the applicant on the following traits:

	No Basis	Excellent 5	Good 4	Average 3	Fair 2	Poor 1	Comments
Communication Skills							
Leadership Ability							
Attendance / Punctuality							
Quality of Work							
Time Management							
Organizational Skills							
Writing Skills							
Initiative							
Professional Conduct							
Self-Confidence							
Maturity / Judgement							
Creativity							

Additional characteristics and considerations: _____ (Please use other side if needed)

I recommend this student: with reservation fairly strong strongly enthusiastically

Name of recommender: _____
(Please print)

Title: _____ Phone: _____

School: _____

Email: _____ Date: _____

Signature, verifying GPA and above information: _____

MMMP Internship

KEEP THIS PAGE FOR YOUR REFERENCE

Please verify that you have enclosed all the items listed below. Incomplete applications will not be considered. **Hint:** Read and follow directions below.

REQUIREMENTS CHECKLIST

- Minimum weighted grade point average of 3.0
- Submit original application and updated resume
- Official high school transcript that includes weighted GPA/class rank
- Two Teacher Recommendation Forms (sealed in envelopes)
- Provide a resume of your work and/or community service activities
- Please provide a recent **wallet-size** or *passport size* photo

Requirements After Acceptance into the Program

- Tetanus booster within the past ten years
- Measles vaccination (if Participant was born after 1957)
- Rubella immunization (unless Participant provides serologic confirmation of immunity)
- Mumps immunization (unless Participant provides serologic confirmation of immunity)
- Intradermal, protein-derivative-type tuberculin skin test within the past twelve months (unless Participant is known to have an allergic or positive reaction to same, in which case a chest X-ray is required)
- Hepatitis B vaccination series (unless Participant signs an appropriate declination form)
- Varicella immunization (unless Participant provides serologic confirmation of immunity)
- Influenza vaccination(s)
- Prior to the MMMP clinical experience, students must complete and submit a urine drug screen (minimum drug screening requirements include testing completed at a CAP or SAMSHA certified lab using a nine panel test including marijuana, cocaine, methamphetamines, benzodiazepines, PCP (phencyclidine), opiates, methadone, barbiturates, and propoxyphene.)
- Timely completion of onboarding forms for MAHEC and Mission which require a copy of a photo ID (school ID or driver's license)

Questions? Contact

Jacquelyn Hallum, Director, at 828 257-4479 or jacquelyn.hallum@mahec.net or
Linda Block, Program Coordinator at (828) 257-4461 or healthcareers@mahec.net

Complete Application Packet Includes:

- 1. Original application**
- 2. Official high school transcript that includes weighted GPA/class rank**
- 3. Two *Teacher Recommendation* Forms, sealed in envelopes**
- 4. Recent wallet or passport-size photo**
- 5. Updated resume of your leadership experience, work and/or community service activities**

Mail or deliver Completed Application Packet to:

**Minority Medical Mentoring Program
MAHEC Health Careers and Diversity Education
121 Hendersonville Road
Asheville, NC 28803**

**The application packet and recommendations must
be received on or before
Monday, December 11, 2017 by 5:00pm**