

**SNMA-Kaiser Fellow**  
**Sponsored by Kaiser Permanente**  
**2018-2019**  
**Application Process**

**Introduction**

The SNMA-Kaiser Fellow is a unique position for a physician-in-training student to spend a year augmenting their formal medical training with the opportunity to delve deeply into critical issues affecting access to affordable, quality healthcare, global health equity, diversity in the healthcare workforce, and medical professionalism. The SNMA Fellow will work closely with staff and national leaders at the Student National Medical Association (SNMA) to enhance and advance the SNMA Pipeline Mentoring Institute (PMI). Recognizing that many of the barriers to greater diversity within the medical profession lie within the continuum of elementary through undergraduate education, the Pipeline Mentoring Institute (PMI) seeks to close the gap in preparing underrepresented minority students for a career in medicine and other health-related professions.

Specifically, the PMI focuses on:

- Improving general study skills,
- Improving standardized test taking skills and science preparation
- Establishing pipeline programs
- Promoting age appropriate, cross-cultural competence and experiences.

Further, the PMI facilitates students' exposure to health careers and professional meetings in their chosen field of interest. Toward these points, the PMI builds on SNMA's existing pipeline framework. PMI utilizes the grassroots efforts and success of SNMA's Minority Association of Premedical Students (MAPS), Health Professions Recruitment and Exposure Program (HPREP) and the Youth Science Enrichment Program (YSEP).

The SNMA Fellow work will further SNMA's efforts to strengthen the educational pipeline that flows from elementary school into the health professions. By fostering academic and scientific interest in elementary students and mentoring participants as they progress through high school and college, these programs ultimately work to increase the number of culturally sensitive and capable health professionals nationwide.

Candidates are not expected to have significant experience in areas such as teaching, curriculum design or community program development, but must be enthusiastic and motivated to learn to become a leader in these areas over the course of their fellowship. In terms of the experiential education offered, the SNMA Fellow will benefit from providing leadership and contributing to the strategic direction of SNMA.

The objectives of the fellowship include learning and refining the fellow's skills in program and curriculum development, leadership development, strategic planning, and community development.

**Specific responsibilities include:**

- The SNMA Fellow will build a visible presence in SNMA's premedical programs and activities including chapter visits, regional conferences, and SNMA's Annual Medical Education Conference

(AMEC). The SNM Fellow will promote Kaiser Permanente programs and initiatives during chapter visits, leadership meetings, and SNMA events.

- The SNMA Fellow's work will center on enhancing SNMA's Pipeline Mentoring Institute programs including the **Pre-Medical Minority Enrichment and Development (PMED)**, **Health Professions Recruitment Exposure Programs (HPREP)**, the **Youth Science Enrichment Program (YSEP)** and the **Brotherhood Alliance for Science Education (BASE)** and increasing the number of SNMA chapters and members participating in PMI programming nationwide such as:
  - **SNMA's PMED** encourages members to serve as mentors to pre-medical undergraduates and post-baccalaureate students to increase the medical school matriculation rates of underrepresented minorities. Chapters are encouraged to partner with a local SNMA premedical chapter in the area. Chapter activities include hosting premedical conferences, clinical workshops, and medical student panels;
  - **SNMA's Health Professions Recruitment Exposure Programs (HPREP)** is designed to expose high school students to science-related activities while introducing them to careers in the health professions;
  - **SNMA's Youth Science Enrichment Program (YSEP)** serves to stimulate elementary and junior high school students' interest in science and health; and,
  - **SNMA's Brotherhood Alliance for Science Education (BASE)** is devoted to increasing the recruitment, admission and retention of young minority males into medicine and encouraging them to advance successfully. BASE seeks to unite minority males around common goals and build relationships that foster a sense of brotherhood among minority males. Among its goals, BASE focuses on mentorship, community service and empowerment, and motivation for worthwhile and attainable goals.
- The SNMA Fellow will work closely with the SNMA Premedical Board Member (PMBM) providing support for all planned premedical student programming and activities including support for SNMA's 100 Minority Association of Premedical Students (MAPS) chapters nationwide and assisting in the planning of at least one National Leadership Institute, premedical outreach and advocacy effort during SNMA Founder's Month (October of each year) activities and the Premedical Forum for AMEC 2019 to be held in Philadelphia, PA, April 17, 2019 - April 21, 2019.
- The SNMA Fellow will work directly with the SNMA Chairperson, President, Executive Director and the PMBM to ensure the development of a premedical track at each National Leadership Institute (NLI). The National Leadership Institute (NLI) is held three times per year in conjunction with Board of Directors Meetings. SNMA and MAPS members from all parts of the country gather for a weekend of educational workshops on leadership training, organizational advancement and project development. During each meeting, educational tracks are crafted specifically for board members, regional and chapter members at large, and for pre-medical students.
- The SNMA Fellow will work closely with Kaiser Permanente Physicians and staff during their rotation.

**Kaiser Permanente initiatives:**

- The SNMA Fellow will travel to Northern California for a one to six-week focused rotation emphasizing community involvement.
- The SNMA Fellow will participate in other Kaiser Permanente programs as they become available.

**Application deadline:** April 16, 2018

**Duration:** One year – from June 1, 2018 to May 31, 2019

**Compensation:** \$50,000 (includes travel and expenses for required activities)

By applying for the position, the applicant asserts their willingness to perform the duties above and any other duties assigned that may be required to further the success of SNMA throughout the year. Examples include: outreach to chapters and members for various reasons, support in communications efforts, and other requests made by the Executive Director, the President and Premedical Board Member (PMBM). The applicant also asserts that they are willing and capable of working in the United States and understands that they will work virtually (for the most part), but will connect online with the Executive Director, national office staff, President, or Premedical Board Member and in person at specific times during the year.

The SNMA Fellow must be an active medical student member of SNMA.

**Application Process**

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The deadline to **email** the application packet is Monday, April 16, 2018.

A candidate must be:

- An active medical student member of the Student National Medical Association (SNMA).
- Will be required to travel to Northern California in October 2018 and participate in a one to six-week focused rotation emphasizing community involvement.
- Will participate in other Kaiser Permanente programs as they become available.
- Committed to furthering SNMA's pipeline programming.

**The application packet must include:**

1. A cover letter applying for the SNMA Fellow and outlining your commitment to furthering SNMA pipeline programming.
2. An official transcript and a *curriculum vitae (CV)*, which clearly highlight awards and scholarships, and includes contact information.
3. Two letters of recommendations from faculty members.

4. A nomination letter from the medical school's dean or dean's designee stating that the candidate has **maintained** good academic standing throughout the medical school.
5. Demonstrated leadership or interest in addressing the educational, societal, and health-care needs of racial and ethnic minorities and active in extracurricular activities including SNMA or MAPS chapters or other groups and include any past or current research projects and/or publications.

\*All letters and personal statements should be doubled-spaced with 1" margins, and size 11 Tahoma font.

Please **email** your completed application package (in a single file) to the SNMA Fellow Sponsored by Kaiser Permanente at [execdir@snma.org](mailto:execdir@snma.org) no later than Monday, April 16, 2018. Late applications will not be considered.

Kaiser Permanente is a major sponsor of AMEC 2018 and will have a booth at AMEC 2018. Interested SNMA-Kaiser Fellow candidates may want to take advantage of the opportunity to stop by the booth and talk with Kaiser representatives about the fellowship.