



THE  
COMMONWEALTH  
FUND

THE COMMONWEALTH FUND  
HARVARD UNIVERSITY  
FELLOWSHIP IN MINORITY  
HEALTH POLICY

*2007 • 2008*

## PURPOSE

The Commonwealth Fund/Harvard University Fellowship in Minority Health Policy (CFHUF) is designed to prepare physicians, particularly minority physicians, for leadership roles in formulating and implementing public health policy and practice on a national, state, and/or local level. Under the auspices of the Minority Faculty Development Program (MFDP) at Harvard Medical School (HMS), five one-year fellowships will be awarded per year. Fellows will complete academic work leading to a Master of Public Health (MPH) degree at the Harvard School of Public Health (HSPH), and, through additional program activities, gain exposure to, and understanding of, major health issues facing minority, disadvantaged, and underserved populations. CFHUF also offers a Master of Public Administration (MPA) degree at Harvard's John F. Kennedy School of Government (KSG) to physicians possessing an MPH. It is expected that CFHUF will support the development of a cadre of leaders in minority health, well-trained academically and professionally in public health, health policy, health management, and clinical medicine, as well as actively committed to careers in public service.

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## BACKGROUND

**H**ealth care delivery in the United States is undergoing rapid change with implications for physicians, patients, and institutions. The impact of these changes on historically underserved minority populations is largely unknown. Minority Americans are more likely to report poor health status and experience higher mortality rates for many conditions, including heart disease and cancer. Access to health care is often impeded because many individuals are uninsured, rely on public coverage, or live in communities with limited availability of providers. If major national health issues are to be fully and equitably addressed, the perspectives and concerns of all racial and ethnic groups must be considered.

Highly trained physicians, especially minority physicians, can contribute significantly by participating in policy decisions to influence the health care of minority and disadvantaged populations. This level of participation requires a knowledge of government, management, and public health as well as clinical medicine. Policy leaders in minority health must understand the issues and be culturally competent to ensure that minority health needs are met.

While physician education and training establish a firm foundation on which to build effective health leadership, CFHUF is unique in its dedication to training physicians for leadership roles in health policy.

## PROGRAM

The Commonwealth Fund/Harvard University Fellowship in Minority Health Policy is a one-year, full-time, academic degree-granting program designed to create physician-leaders, particularly minority physician-leaders, who will pursue careers in health policy, public health practice, and academia. It is designed to incorporate the critical skills taught in schools of public health, government, business, and medicine with leadership forums and seminar series conducted by Harvard senior faculty and nationally recognized leaders in minority health and public policy; supervised practicums and shadowing opportunities; site visits, conferences, and travel.

Each fellowship provides: \$50,000 stipend, full tuition, health insurance, books, travel, and related program expenses, including financial assistance for a practicum project.

CFHUF is designed to prepare physician-leaders who will, over time, improve the capacity of the health care system to address health needs of minority and disadvantaged populations. To accomplish this, the program will:

- Provide strong academic training, including an MPH or MPA, for highly qualified physicians.
- Enhance the leadership ability of physicians, offering them substantive knowledge in health policy and management, while creating a network of physician-leaders capable of advancing successfully among the public, nonprofit, and academic sectors.

- Provide each fellow with mentoring by Harvard senior faculty and administrators as well as access to national leaders in health policy and public health practice.
- Bring together the faculty and resources of HMS, HSPH, and KSG to provide an enhanced curriculum addressing issues of public health, policy, and practice, particularly as related to minority health issues.
- Utilize resources at HMS, including the Office for Diversity and Community Partnership (DCP) and MFDP, to enhance the networking, career development, and career advancement of fellows.

## ADMINISTRATION

**D**irection and administration of the program is provided by the Minority Faculty Development Program (MFDP) at Harvard Medical School (HMS). MFDP was established in 1990 to serve as an umbrella organization for minority recruitment, development, and retention initiatives undertaken at HMS and affiliated hospitals. Joan Y. Reede, M.D., M.P.H., M.S., Dean for Diversity and Community Partnership; Director, MFDP; and Program Director of the Commonwealth Fund Harvard University Fellowship in Minority Health Policy, provides overall supervision and direction of program development, implementation, and evaluation.

Faculty from the Harvard Medical School, Harvard School of Public Health, John F. Kennedy School of Government, Graduate School of Education, Harvard Business School, Harvard School of Dental Medicine, and Graduate School of Arts and Sciences are involved in program development and implementation.

## ELIGIBILITY

- Physicians who have completed residency, either BE/BC. Additional experience beyond residency, such as chief residency, is preferred.
- Experience or interest in addressing and improving the health needs of minority populations.
- Strong evidence of leadership experience or potential, especially as related to community efforts or health policy.
- Intention to pursue a career in public health practice, policy, or academia.
- U.S. citizenship.

## REVIEW CRITERIA AND SELECTION

Applications will be reviewed for academic and training qualifications; commitment to a multicultural perspective in program planning, program implementation, and policy analysis; experience in projects devoted to improving the capacity of the health care system to address health needs of minority and disadvantaged populations; and evidence of leadership potential.

The Harvard Coordinating Committee, composed of distinguished faculty, administrators, and the program director, will review applications, interview candidates, and select the fellows.

## HOW TO APPLY

Candidates for the MPH degree must apply for entrance into HSPH, including application for financial aid at HSPH, when applying to CFHUF.

Candidates for the MPA degree must apply for entrance to KSG, including application for financial aid at KSG, when applying to CFHUF.

Acceptance to CFHUF is contingent on acceptance to HSPH or KSG. However, candidates not accepted to CFHUF are still eligible for admission to the schools.

Inquiries about CFHUF and requests for application materials should be addressed to:

**JOAN Y. REEDE, M.D., M.P.H., M.S.**

Director, CFHUF

Minority Faculty Development Program

Harvard Medical School

164 Longwood Avenue, 2nd Floor

Boston, MA 02115-5818

Tel: (617) 432-2922

Email: [mfdp\\_cfhuf@hms.harvard.edu](mailto:mfdp_cfhuf@hms.harvard.edu)

Website: [www.mfdp.med.harvard.edu/fellows\\_faculty/cfhuf/index.htm](http://www.mfdp.med.harvard.edu/fellows_faculty/cfhuf/index.htm)

## DEADLINES

- January 2, 2007 Deadline for applications
- March 15, 2007 Selection of 2007-08 CFHUF Fellows
- April 16, 2007 Notification of 2007-08 CFHUF Fellows



## THE COMMONWEALTH FUND

The Commonwealth Fund is a private foundation established in 1918 by Anna M. Harkness with the mandate to enhance the common good. It supports efforts that help people live healthy and productive lives and assists specific groups with serious and neglected problems. It supports independent research on health and social issues and makes grants to improve health care practice and policy. Its support of CFHUF demonstrates its longstanding interest in minority health issues and leadership development.

### 2006-2007 COMMONWEALTH FUND/ HARVARD UNIVERSITY FELLOWS IN MINORITY HEALTH POLICY

#### LUIS R. CASTELLANOS, M.D.

*Internal Medicine Senior Resident, University of California, San Diego, San Diego, CA*

Dr. Luis R. Castellanos was most recently an Internal Medicine senior resident at the University of California, San Diego Medical Center, where he engaged in independent research in the division of cardiology. He has co-authored articles for the *Journal of Cardiac Failure* and the *American Journal of Cardiology*. Dr. Castellanos plans to practice academic medicine, to help underserved communities, and to further advance medical science by formulating strategies geared towards studying and reducing cardiovascular risk factors in underserved populations, with special attention to the Latino community. His community service efforts include current volunteer with Doctors of the World, former Chair of MeSLA (Medical Students of Las Americas) and teacher/mentor at the Timilty Middle School, Roxbury, MA. Dr. Castellanos received his medical degree from Harvard Medical School in 2003, and completed his residency at the University of California, San Diego Medical Center, in June 2006.



## JOAN R. GRIFFITH, M.D.

*Assistant Professor of Pediatrics, University of Kentucky,  
Lexington, KY*

Currently an Assistant Professor of Pediatrics at the University of Kentucky, in Lexington, Dr. Griffith has served in the United States Air Force for 21 years, retiring as a Colonel. While in the military, she was Chief of Medical Staff at a 300-staff Health Maintenance Organization, Director of Adolescent Medicine and Staff Pediatrician at Andrews Air Force Base, and Chief of Pediatrics at Kadena Air Base in Japan. Greatly concerned about childhood obesity, Dr. Griffith conceived, developed, and implemented the University of Kentucky TEAMS Clinic, the first and only pediatric weight-management clinic of its kind in the Commonwealth. One of her goals is to establish a nationwide network of TEAMS clinics. She also plans to seek a position that will allow her to apply her medical and leadership expertise in effecting policies that affect childhood obesity and related illnesses. Dr. Griffith received her medical degree from the University of Cincinnati College of Medicine, OH in 1978, and completed her residency in pediatrics at Tulane University, New Orleans, LA in 1981.

## STEPHAINE HALE, M.D.

*Neonatology Fellow, Children's Hospital of Los Angeles/Los Angeles County/University of Southern California Medical Center, Los Angeles, CA*

Dr. Hale was most recently a Neonatology Fellow at Children's Hospital of Los Angeles/Los Angeles County/University of Southern California Medical Center. With her research interest focusing on investigating associations and causes of health/ethnic disparities as they relate to infant mortality rates in the U.S., Dr. Hale plans to develop successful programs and policies that will influence the health and survival of minority infants in communities across the nation. Dr. Hale has been the recipient of several honors and awards, including the Dr. Milton Rosenbluth Fellowship, which she received while at Cornell University Medical School; this award enabled her to spend two months working in

Argentina in various pediatric hospital and clinical settings with an emphasis on infectious diseases. Her community service endeavors have included teaching STD and AIDS programs in schools in Philadelphia and New York City, as well as mentoring at the Inwood House for Pregnant Teens, the Sankore Academy, and “Lifting as We Climb” program. Dr. Hale received her Bachelor of Science degree from Vanderbilt University in 1997, her medical degree from Cornell University Medical College in 2001, and completed her residency in Pediatrics at Children’s Hospital of Philadelphia in 2004.

### **ANN KAO, M.D.**

*Durant Fellow in Refugee Medicine, Clinical and Research Fellow, Massachusetts General Hospital, Boston, MA*

Dr. Ann Kao is currently a Durant Fellow in Refugee Medicine, and Clinical and Research Fellow at Massachusetts General Hospital, in Boston who was trained in both internal medicine and pediatrics. In 2005, she worked on behalf of the Tsunami Relief effort as part of “Project Hope,” and as a result, coauthored an article for the *New England Journal of Medicine*. Her interest in international medicine has also taken her to Rwanda, where she started up a health center and hospital in a refugee camp, as well as to Romania, and Vietnam. Domestically, she has worked at a Navajo Reservation in Chinle, Arizona, and an urgent care clinic in Chelsea, Massachusetts, serving a population largely consisting of immigrants from Latin America. Dr. Kao received her medical degree from the University of Washington, Seattle, Washington, in 2000, and completed her combined residency in internal medicine and pediatrics at Massachusetts General Hospital, Massachusetts General Hospital for Children, and Children’s Hospital, Boston in 2004.

## LAQUANDRA NESBITT, M.D.

*Chief Resident in Family Medicine, University of Maryland Medical Systems, Baltimore, MD*

Dr. Nesbitt was most recently Chief Resident in family medicine at the University of Maryland Medical Systems, in Baltimore. Her record of teaching, mentoring, and volunteer service has included lecturing on AIDS Prevention to middle and high school students, volunteering in a substance abuse outreach program for pre-teens and teens, designing educational and recreational after-school programming for children and teens, and assisting physicians with high school sports physicals. Dr. Nesbitt's goal is to be an advocate for healthcare for all people, regardless of age, race, and socioeconomic status, and to develop health policies that will help to improve access to medical resources and health education in minority communities. She believes in caring for patients throughout their lifespan and targeting patients' risks for developing certain illnesses, thus allowing for timely interventions. Dr. Nesbitt received her medical degree from Wayne State University School of Medicine, Detroit, Michigan in 2003, and completed her residency at the University of Maryland Medical Systems, in June 2006.

## HARVARD COORDINATING COMMITTEE

Members coordinate CFHUF within the Harvard University community, contributing to program development, practicum supervision; professional mentoring, and annual selection of fellows.

**MYRON ALLUKIAN, JR., D.D.S., M.P.H.**, Associate Clinical Professor, Oral Health Policy and Epidemiology, Harvard School of Dental Medicine; Oral Health Consultant, Massachusetts League of Community Health Centers and Lutheran Medical Center

**ROBERT BLENDON, M.B.A., M.P.H., Sc.D., M.A.**, Professor, Health Policy and Political Analysis, Harvard School of Public Health and John F. Kennedy School of Government

**DAVID BLUMENTHAL, M.D., M.P.P.**, Samuel O. Thier Professor of Medicine, Professor, Health Policy, Harvard Medical School; Director, Institute for Health Policy, Massachusetts General Hospital/Partners HealthCare System

**TOM DELBANCO, M.D.**, Richard and Florence Koplow-James Tullis Professor, General Medicine and Primary Care, Harvard Medical School; Division of General Medicine and Primary Care Beth Israel Deaconess Medical Center

**CHESTER DOUGLASS, Ph.D., D.M.D.**, Professor, Chair, Oral Health Policy and Epidemiology, Harvard School of Dental Medicine

**ARNOLD M. EPSTEIN, M.D., M.A.**, John H. Foster Professor, Chair, Department of Health Policy and Management, Harvard School of Public Health; Professor, Medicine and Health Care Policy, Harvard Medical School

**HOWARD K. KOH, M.D., M.P.H.**, Director, Division of Public Health Practice, Associate Dean for Public Health Practice, Harvey V. Fineberg Professor of the Practice of Public Health, Harvard School of Public Health

**JOSEPH McCARTHY, Ed.D.**, Senior Associate Dean, Director, Degree Programs, John F. Kennedy School of Government

**BARBARA J. McNEIL, M.D., Ph.D.**, Ridley Watts Professor, Health Care Policy, Head, Department of Health Care Policy, Harvard Medical School; Professor, Radiology, Harvard Medical School and Brigham and Women's Hospital

**RICHARD MONSON, M.D., Sc.D.**, Professor, Epidemiology, Associate Dean for Professional Education, Director, Master of Public Health Program, Harvard School of Public Health

**JOSEPH P. NEWHOUSE, Ph.D.**, John D. MacArthur Professor of Health Policy and Management, Director, Interfaculty Initiative in Health Policy; faculties of Harvard Medical School, Harvard School of Public Health, John F. Kennedy School of Government, and Harvard Faculty of Arts and Sciences

**DEBORAH PROTHROW-STITH, M.D.**, Associate Dean, Faculty Development, Professor, Public Health Practice, Department of Health Policy and Management, Harvard School of Public Health

**PETER ZIMMERMAN, M.P.P.**, Lecturer in Public Policy, Senior Associate Dean for Strategic Program Development, Dean's Offices, John F. Kennedy School of Government



