

CHILDREN'S HOSPITAL ARSENAL MIDDLE MEDICAL MENTORSHIP PROGRAM OF PITTSBURGH (CHAMP)

**LEAD BY: SYLVIA OWUSU-ANSAH MD, MPH,
NOEL ZUCKERBRAUN MD, AND ORIQUIDA
TORRES MD**

i *The purpose of the CHAMP Program*

The purpose of the CHAMP program is to provide an integrated mentorship and well-being for a community of underrepresented minority (URM) medical and middle school students within the city of Pittsburgh to increase the pipeline of URMs and promote careers in pediatrics, medicine, and higher education.

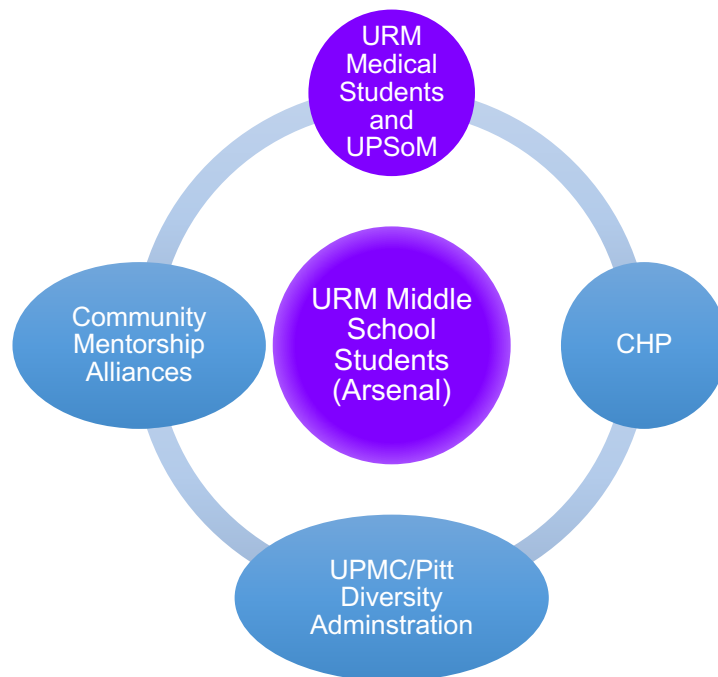
The CHAMP program will develop a “mentorship and experience” bridge program between UPMC Children’s Hospital of Pittsburgh (CHP), the University of Pittsburgh Medical School (Pitt), the UPMC Graduate Medical Education and its Office of Diversity, local mentorship program, community organizations, and local government agencies for URM medical students in Pittsburgh and our in-need neighborhood Pittsburgh public middle school, Arsenal.

OVERVIEW

i Use the overview to provide a brief summary of the reason for the proposal, and how you can best support the client's needs. You can expand on this summary throughout the rest of the proposal.

CHILDREN'S HOSPITAL ARSENAL MIDDLE MEDICAL MENTORSHIP PROGRAM OF PITTSBURGH (CHAMP) is to provide an integrated mentorship and well-being for a community of underrepresented minority (URM) medical and middle school students within the city of Pittsburgh to increase the pipeline of URMs and promote careers in pediatrics, medicine, higher education, and improved health outcomes. The reason for this proposal is provide sustainable funding for three arms of the program.

- Arsenal Middle School Students
- URM Medical Students
 - As Mentees
 - As Mentors



The Objective



1. Need #1: Create sustained partnership with Arsenal School to help middle school students reach higher education and promote health

- Improve the pipeline of middle school students into the health sciences and medicine.
 - Giving middle school students the opportunity to have careers in the health sciences
- Identify ongoing needs of students and families
 - to support students in achieving higher education
 - to support students to maintain good health
 - to support students in their community environments
- Increase students exposure to careers in science and medicine to encourage entry into careers in STEM
 - By collaborating with science teachers at Arsenal in curricula
 - Partnering with Arsenal Middle School leadership (principal) and staff
 - By collaborating with CHP faculty and trainees through mentorship
 - By developing in-person apprenticeship model with health care providers and scientists
 - CHP
 - Other health sciences
 - By collaborating with URM medical school through UPSoM students on curriculum development and mentorship for the middle school students
- By partnering with community resources
 - CHP Community Health Staff
 - M-Powerhouse
 - Lawrenceville United
 - Local government agencies
 - Mayoral office
 - Housing Authority

- **Need #2: To provide an opportunity for URM Pitt medical students to provide integrated mentorship involved in the middle school pipeline efforts**
 - to develop opportunities for URiM medical students to have leadership opportunities and to engage with Arsenal students by partnering with us to achieve need #1
- **Need #3: To promote careers in medicine, with exposure to pediatrics, and provide mentorship and leadership opportunities for Pitt URM medical students.**
 - to support URiM medical students with mentorship in careers and life
 - to expose URiM medical students and encourage careers in pediatrics
- **Need#4: To obtain sustainable funding for the CHAMP Program**
 - Collaborate with philanthropic organizations

The Opportunity



- **Goal #1: Needs Based Assessment on the Arsenal Middle School Student Aspect of the CHAMP program.**
 - Perform focus groups (principal, staff and teachers, middle school students, parents)
 - Identify a tracking system for outcomes
 - E.g. OTHOT used by Pitt
 - Determine current resources and community programs in place working with Arsenal Middle School Students and their families
- **Goal #2: CHP faculty and trainees to begin to mentor Arsenal Middle School Students through collaboration with Big Brothers Big Sisters collaboration**

- **Goal #3: Create a URM UPSoM medical student steering committee and focus group to aide in the development of the CHAMP program and mentorship opportunities**
 - Provide a stipend for development of the mentorship and mentorship opportunities
- **Goal#4: Provide mentorship matching and life coach opportunities through CHP for the URM medical students**
 - Both UPSoM URM medical students and the M-Powerhouse medical students
- **Goal #5: Work with M-powerhouse and the M-powerhouse URM UPSoM medical students to provide innovative curriculum for the Arsenal Middle School students**
 - Provide a stipend for these students for curriculum development
- **Goal#6: To find sources of sustainable funding for CHAMP**

Leadership Strategy – Co-Directors

- **Noel Zuckerbraun MD- Vice Chair of Education**
 - Needs Based Assessment on the Arsenal Middle School Student Aspect of the CHAMP program.
 - CHP faculty and trainees to begin to mentor Arsenal Middle School Students through collaboration with Big Brothers Big Sisters collaboration and other CHP faculty and trainee interaction with CHAMP
 - Main communication with Principal Patti Camper
- **Orquidia Torres MD – Associate Program Director Adolescent Medicine Fellowship Program**
 - Create a URM UPSoM medical student steering committee and focus group to aide in the development
 - Provide mentorship matching and life coach opportunities through CHP for the URM medical students
- **Sylvia Owusu-Ansah MD, MPH- Associate Vice Chair of Diversity, Equity and Inclusion**

- Work with M-powerhouse and the M-powerhouse URM UPSoM medical students to provide innovative curriculum for the Arsenal Middle School students
- To find sources of sustainable funding for CHAMP
 - E.g working with the Children’s Foundation
- Work on local government alliances and collaborations

The Solution

i Include recommendations that lead to your proposed solution. Summarize what you’re proposing to do and how you’re going to meet the goals. You’ll be able to expand on the details within the ‘Our Proposal’ section.

- Recommendation #1: Recommendation # 1 statement
- Recommendation #2: Recommendation # 2 statement
- Recommendation #3: Recommendation # 3 statement

OUR PROPOSAL

i

The concept of diversity encompasses acceptance and respect. Diversity means understanding that each individual is unique, and recognizing our individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious or political beliefs, or other ideologies. Diversity improves academic outcomes and supports innovation in science.

Much work is still needed to foster and sustain diversity in medicine. Mentors can offer key guidance and support for students before and after beginning their careers, and have been shown to enhance performance and ignite academic careers. A mentoring program affords the mentee the opportunity to learn about the individual multicultural groups to which his or her mentor belongs, as well as learning about professional organizations and associations within the profession. *Equally as important is the timing and type of mentorship.* Students can benefit from joining mentoring programs and forming mentor-mentee relationships early in their schooling.

CHP has a longstanding relationship with Arsenal Middle School, including the Healthy Schools Program (nutrition/physical activity), trauma sensitive school practices such as skills-based support groups, Health Rangers (middle school students shadowing at CHP), and injury and violence prevention efforts such as Coaching Boys into Men. This project thus builds on existing assets and increases the likelihood of sustained collaboration from teachers, school staff, as well as parents and other community partners.

The CHAMP program will offer an early timing and unique type of supported and integrated mentorship for URM medical and middle school students. The program will foster a mentoring relationship for URM Pitt medical students before they decide on their specialty career path in medicine, and early for URM middle school students to be exposed to and consider a career in medicine.

Rationale

i Describe your reasons for developing the project as you have proposed it. You may need to justify why you have chosen your unique approach. Consider including the following points in your rationale.

- Research
- Market opportunities
- Alignment with mission
- Current resources/technology

Execution Strategy

Our execution strategy incorporates proven methodologies, extremely qualified personnel, and a highly responsive approach to managing deliverables. Following is a description of our project methods, including how the project will be developed, a proposed timeline of events, and reasons for why we suggest developing the project as described.

i Summarize your strategy based on your research into the client's needs, your experience in providing similar services to other clients, etc.

Technical/Project Approach

i

Part 1. URM Medical Student Mentorship

To address many of the issues stated, we propose the following:

The initial program will establish a mentor-mentee connection and relationship between URM and collaborating CHP faculty, and URM medical students through:

- Established frequent mentor meetings
- Invitation and involvement of events and internships related to Pediatrics, Networking
- Shadowing opportunities related at CHP
- Research opportunities at CHP
- Encouragement of participation in conferences including the AAP National Conference.

This work will be in conjunction with the UPMC Office of Graduate Medical Education and the Vice Chair of Diversity within this department, the University of Pittsburgh School of Medicine and their Office of Student Affairs, and the Department of Diversity for the Health Sciences of the University of Pittsburgh. All will work together to provide opportunities for early exposure into the specialty of Pediatrics. We understand that not only is the pool of URM faculty and trainees small, but that many URM trainees experience early burnout, due to lack of relevant mentorship and often having to act as the “diversity representative” within their group, serving in committees, and trying to make their workplace more diverse and inclusive. We will work with the School of Medicine to develop community-based credit for this work and experience.

The goal is to build strong mentor- mentee relationships between URMs and collaborative faculty at CHP and URM Pitt medical students, thus creating a safe, trustworthy, and encouraging environment that fosters professional growth. Mentors may be used as resources not only for academic growth, but also for community awareness and adjustment. Mentorship will be a strong focus during the first two years of medical school for URMs, as students adjust to the academics and rigors of medical school and a new community environment.

Part II- URM Middle School Mentorship- A “mentor the mentor” program.

According to the National Middle School Association, students in middle school encounter and struggle with social and emotional changes that occur during this transition period to adulthood. Many educators seek to help such students develop skills

and dispositions—such as resilience, perseverance, and determination—, to ensure that they can problem-solve and work through challenges, and take ownership of their learning and decisions. Mentorship programs can aid in this process. Multiple research studies document the social and emotional benefits that middle school students receive through mentoring programs, especially those students at risk of not completing high school. URM medical students who themselves are being mentored can extend the community mentorship pool and act as mentors to the middle school students as well.

CHP is also in the process of developing a mentorship program with the local neighborhood middle school, Arsenal Middle School of Pittsburgh Public Schools, to expose more URM middle students to a career in STEM. In conjunction with other local fully established URM mentorship programs in Pittsburgh such as M-Powerhouse, and with the lead of Arsenal Middle School Principal and a needs assessment, CHP faculty will work to mentor the local middle school students in ways that are most beneficial to them. The same as with the URM medical students, we propose the following options for Arsenal Middle School students:

- Establishing frequent meetings with their mentor(s)
- Getting involved in events and internships related to pediatrics; networking
- Shadowing staff at CHP
- Participating in research at CHP
- Volunteering at CHP
- Attending discussions about how organizations such as the AAP help children

Arsenal Middle School is a part of the Pittsburgh Public Schools and is composed of a total of 187 students, 45% female and 55% male and predominantly African American (73.8%), White (11%), Hispanic (8%), and multiracial (3.7%). This school has predominantly underrepresented minority students and its students have high rates of poverty. Arsenal is located blocks away within the neighborhood where CHP resides. The school is within close walking distance to the hospital allowing for easier access for middle school students to shadow, and to participate in lectures, programs and events at the hospital. CHP is the only standalone hospital in Western Pennsylvania allowing for unique experiences for URM middle school and URM medical students alike.

We believe that our creative approach to engaging local URM medical students and middle school youth in a neighborhood partnership and involving them in the development and implementation of their own mentor the mentor program, coupled with CHP and Pitt leadership support, will establish a sustainable effort to improve the pipeline of diversity in pediatrics.

Resources



- Home computers for video conferencing
- Part-time administrative assistance
- CHP Facilities
 - Research Labs
 - Cafeteria
 - Areas for Shadowing
 - Clinics
 - Emergency Department
 - Use of simulation
 - Conference Rooms

Project Deliverables

Following is a complete list of all project deliverables:

Deliverable	Description
Deliverable #1	Spoke with Principal Patti Camper of Arsenal Middle School to work in collaboration and get by-in for CHP and CHAMP
Deliverable #2	Video conference with UPSoM URM medical students to identify interest and availability for CHAMP program
Deliverable #3	CHP Faculty and Trainee volunteers for CHAMP mentorship program with Arsenal middle school students in collaboration with Big Brothers, Big Sisters – Tuesdays at noon
Deliverable #4	M-Powerhouse medical student curriculum development
Deliverable #5	Formed an alliance with CHP Community Health and Lawrenceville United

Deliverable #6	Received portion of Med Staff Fund (\$50,000) for Medical Students
----------------	--

Timeline for Execution

i Summarize the timeline of project-related events from start to finish.

Key project dates are outlined below. Dates are best-guess estimates and are subject to change until a contract is executed.

i In the table that follows, include all important dates related to the project, broken down by date and duration. The descriptions shown are for illustration purposes only: replace them with meaningful descriptions related to your project. Items can include such things as payment and project milestones, installation schedules, meetings, or reviews.

Description	Start Date	End Date	Duration
Project Start	August 2020		
Milestone 1- Met with Principal Patti Camper of Arsenal Middle School	June 2020		
Milestone 2- Met with UPSoM Medical Students- To Determine Interest and Availability- Not available	August 2020	October 2020	
Milestone 3- Worked on collaboration with Big Brother and Big Sisters (BBBS) within Arsenal Middle to Provide Mentorship with mentorship matching	August 2020	Ongoing	
Milestone 4- CHP Faculty and Trainee Mentorship for Arsenal Middle through BBBS	November 2020	Ongoing	
Phase 1 Complete			
Milestone 5- Collaboration with CHP Community Health and Lawrenceville United	September 2020	Ongoing	
Milestone 6- M-Powerhouse curriculum development			

Phase 2 Complete			
Focus Group Development	November 2020	December 2020	
Focus Group Implementation	January 2021	March 2021	
Forming of Medical Student Steering Committee	January 2021		

Supplied Material

The following materials are to be supplied by Client’s Company for this project. For CHILDREN’S HOSPITAL ARSENAL MIDDLE MEDICAL MENTORSHIP PROGRAM OF PITTSBURGH (CHAMP) to meet project milestones, this material must be supplied on schedule. The due dates included in the following table represent our best guess based on current proposed project dates:

Materials to be supplied by Client’s Company	Due Date*

**We cannot be responsible for cost overruns caused by client’s failure to deliver materials by agreed-upon due dates.*

EXPECTED RESULTS

i Describe the results expected from the project and why your approach will achieve those results.

We expect our proposed solution to Client’s Company’s requirements to provide the following results:

Financial Benefits

- Result #1: Brief description of desired result
- Result #2: Brief description of desired result
- Result #3: Brief description of desired result

Technical Benefits

- Result #1: Brief description of desired result
- Result #2: Brief description of desired result
- Result #3: Brief description of desired result

Other Benefits

i Use this section to describe less tangible benefits such as increased morale or improved customer satisfaction.

PRICING

The following table details the pricing for delivery of the services outlined in this proposal. This pricing is valid for ## days from the date of this proposal:

Services Cost Category #1	Price
Full Time CHAMP Program Coordinator	\$ 50,000 (market value)
Research Support Staff	\$50,000
Training	TBD
Equipment	TBD
Kickoff Pitt Medical Student Meeting: Meals and Beverage for meeting - \$20 per person, 20 people (POST COVID)	\$400
Kickoff Arsenal Middle School Student Meeting: Meals and Beverage for meeting – 15\$ per person, 30 people (POST COVID)	\$450
Focus Group support for assessment with incentive	\$10,000
Total Services Category #1 Costs	\$110,850
Services Cost Category #2	
UPSoM URM medical school students steering committee, mentorship involvement, development in CHAMP mentorship program	\$1,000 per student x 5
Total Services Category #2 Costs	\$5,000
Services Cost Category #3	

M-Powerhouse Medical School Students _ Innovative curriculum design and development, implementation and outcome measurements	\$2,200 per student x 7 students
Total Services Category #3 Costs	\$15,400
Total	

Sample Disclaimer: Disclaimer: The prices listed in the preceding table are an estimate for the services discussed. This summary is not a warranty of final price. Estimates are subject to change if project specifications are changed or costs for outsourced services change before a contract is executed.

QUALIFICATIONS

CHILDREN'S HOSPITAL ARSENAL MIDDLE MEDICAL MENTORSHIP PROGRAM OF PITTSBURGH (CHAMP) is continually proven to be an industry leader for high quality/guaranteed product/service in the following ways:

i Describe what sets your company apart from your competition (your unique selling proposition).

- Expertise in Pediatric Care and Teaching in Pediatrics (Top Ten Children's Hospital)
- Experts in mentorship and life coaching
- Experts in conducting qualitative research with tracking of outcomes
- Experts in middle school and medical school education
- Support of CHP and UPSoM leadership
- Local Community and Mentorship Organization Alliances
- Local governmental agency alliances (mayor's office)
- Medical expertise
- Community outreach structure

i Describe the strengths of your company, focusing on specializations that are most relevant for this project. As appropriate, include additional strengths of your unique selling proposition that provide benefits the customer may not have articulated.

Identify qualifications that support your ability to address specific client needs for the project.

Provide information that shows how you can meet the required schedule, such as staffing/subcontractors and percentage of time devoted to the project.

CONCLUSION

i *Close out the proposal with a statement that demonstrates your concern for the client and their needs, your expertise, and your willingness to help them solve the issues in question. Include any expected next steps and note the ways they can get in touch with you.*

If you have questions on this proposal, feel free to contact Name at your convenience by email at Email address or by phone at Telephone. We will be in touch with you next week to arrange a follow-up conversation on the proposal.

Thank you for your consideration.

Sylvia Owusu-Ansah MD, MPH - Associate Vice Chair Diversity, Equity and Inclusion

Noel Zuckerbraun MD - Vice Chair of Education

Orquidia Torres MD – Associate Program Director Adolescent Medicine Fellowship Program