The Charlotte and Gil Minor Nursing and Health Professions Scholarship to Advance Workforce Diversity in Patient Care Services at Massachusetts General Hospital

Overview

The Institute of Medicine’s 2004 report, *In the Nation’s Compelling Interest: Ensuring Diversity in the Health Care Workforce*, noted that, “Increasing racial and ethnic diversity among health care professionals is important because evidence indicates that diversity is associated with improved access to care for racial and ethnic minority patients, greater patient choice and satisfaction, and better educational experiences for health profession’s students, among many other benefits.” In Boston, the Mayor’s Task Force to eliminate health disparities has called for increasing resources to train, recruit and retain persons from underrepresented groups of color in the health care professions (The Disparities Project 2005, Boston Public Health Commission). The U.S. Department of Labor reports that the allied health professions represent 60 percent of the American health care workforce. Many people have heard about the nursing shortage however the country is also experiencing a shortage in the health professions including social workers, occupational therapists and others.

The overall goal of the Charlotte and Gil Minor Nursing and Health Professions Scholarship Program is to assist in increasing the pipeline of diverse health profession clinicians caring for patients at the MGH. In accordance with Massachusetts General Hospital’s Equal Employment Opportunity Policy of not discriminating against any individual because of race or ethnicity, applicants who identify themselves as American Indian/Alaska Native, Asian, Black/African American, Hispanic/Latino, or Native Hawaiian/Other Pacific Islander are encouraged to apply.

Many of our staff express a strong interest in pursuing a career in nursing and the health professions. MGH recognizes that the challenges of work, home and school for applicants are many, and may create financial hardships that make pursuing a degree seem overwhelming. The Charlotte and Gil Minor Scholarship program was established to address these hurdles and chart new possibilities for MGH employees interested in pursuing a nursing or health professions degree.

Scholarship Amount

The scholarship recipients will receive up to $4,000* to use to promote their educational goals toward a health professions career. Up to five scholarships will be awarded each year. The Charlotte and Gil Minor Nursing and Health Professions Scholarship can be combined with other scholarship funding including tuition reimbursement and employee support service grant monies to fund tuition costs.

*When used for tuition, books and fees and not combined with any other scholarship or tuition reimbursement monies, the $4,000 scholarship will have no tax consequence at all to the employee as it is considered by the IRS to be an education benefit. Please note—the IRS may require receipts as proof that the scholarship money was directed towards tuition, books and fees.

When used for tuition, books and fees and combined with other scholarships and/or tuition reimbursement where the total amount of the education benefit exceeds $5,250 per calendar year per employee the employee is responsible for all taxes associated with any payment amount over $5,250.

When used for anything other than tuition, books and fees the employee is responsible for all taxes associated with the up to $4,000 scholarship. In this case, the scholarship would be taxed as income.
Application Deadline

Scholarship applications must be submitted by September 10, 2020 to be considered for the 2020 Scholarship Award. Scholarship winners will be announced by October 2020.

Applicant Criteria

- The scholarship application process welcomes applicants who identify themselves as: American Indian/Alaska Native, Asian, Black/African American, Hispanic/Latino, or Native Hawaiian/Other Pacific Islander. This is in accordance with MGH’s Equal Employment Opportunity Policy.

- Qualified applicants are pursuing a career in nursing, respiratory therapy, occupational therapy or social work. Only those attending an accredited associate’s, bachelor’s, master’s, or doctoral degree program are eligible.

- The scholarship is open to applicants employed by MGH either in a full- or part-time (a minimum of 20 standard hours per week) capacity. Applicants must be employed at a minimum of 20 standard hours per week both at the time of the application and at the time of scholarship is distributed.

- Applicants must have completed a minimum of one year of service in their present position and must be in good standing (i.e. no corrective action such as written or final written warning within the last (6) months).

Application Process and Checklist

Candidates will submit:
- Completed scholarship application
- Signature of endorsement from applicant's director or manager
- Two letters of reference-Letters of reference should be from clinical faculty, former supervisors, clinical colleagues, etc. References should not provided by Selection Committee Members.
- A narrative that articulates educational goals and intended use of funding
- Proof of acceptance into a degree program