SENTARA
RMH Medical Center

Diversity in Healthcare Scholarship Program

A. PURPOSE

To improve diversity and cultural competence at Sentara RMH Medical Center, the Diversity in Healthcare scholarship program has been created to support local youth from diverse backgrounds who are interested in pursing a career in healthcare. To be eligible for the scholarship, applicants must reside in the Sentara RMH service area, including: Harrisonburg City, Rockingham, Shenandoah, Page, Augusta and Highland counties in Virginia, and Grant and Pendleton counties in West Virginia. Students are also eligible to apply if they have been accepted or are currently enrolled in one of the following institutions of higher education: Blue Ridge Community College, Bridgewater College, Eastern Mennonite University, James Madison University, Mary Baldwin College, or Shenandoah University.

B. PROCEDURE

An application can be obtained from Sentara RMH Human Resources in person or by calling 540-689-1180.

Scholarship monies are for a maximum of two school years and are paid directly to you, the student, after the agreement has been signed.

Scholarships are granted prior to the start of the spring and/or fall semesters (this may vary from year to year). The 2014 fall deadline to apply is **October 30th,** the scholarship will be granted before the start of the spring 2015 semester. Interviews for the scholarship program will begin mid-May and November. You are required to maintain enrollment in the identified health career professional or technical program, have a cumulative grade point average of 3.0 or better and be a student in good standing as defined by the health career education program.

While in school, you will be required to provide the Sentara RMH Cultural Diversity Manager copies of your grades from the health career education program for each semester or quarter as proof of continued success in the program.

Repayment of the scholarship is accomplished by working for the identified Hospital department after graduation in the professional or technical specialty stated in the signed agreement and for the agreed period of time.

In order to be considered for the scholarship, applicants are required to complete the following:

- Complete and submit scholarship application
- Submit official transcripts
- Submit a 2 page essay (double spaced, 12 point font and Book Antiqua or Times New Roman font) explaining your reason for applying for the Diversity in Healthcare Scholarship

- Submit a letter of recommendation (teacher/professor/guidance counselor/advisor)
- Participate in an in-person interview (if selected for interview)

C. SELECTION CRITERIA

1. GPA /Class Rank

A student's GPA will be taken into consideration along with other criteria in the selection process. A student's class rank considering the size of their class may be factored into the evaluation.

2. Bilingual/bicultural (top five languages)

Due to the volume of limited-English speaking patients at Sentara RMH Medical Center, preference will be given to candidates who are bilingual in English and one of the top languages spoken by RMH patients, including Spanish, Arabic, Russian, Kurdish and Tigrinya.

Language proficiency in targeted/native language will be evaluated based on an interview conducted in the targeted/native language.

3. Degree Type

Priority will be given to students who've chosen to pursue a career in a hard-to-fill category, such as nursing, pharmacy, physical therapy, etc.

4. Diverse Background

Sentara RMH embraces diversity and as such, we strive to diversify our workforce to be more representative of the community we serve. Preference will be given to applicants who come from diverse personal, professional, and cultural backgrounds and experience including, but not limited to, race, ethnicity, age, sexual orientation, socio-economic status, education level, culture, religion, disability, physical appearance, or any other difference that would allow you to provide a diverse perspective.

5. Leadership through community/co-curricular involvement

Sentara RMH is interested in applicants who have demonstrated leadership abilities through their participation in academic, social, cultural, religious, and community institutions and organizations. Examples of these might include officer or other active participation in academic, religious, and community organizations, institutions and groups. Community involvement may include volunteering in the schools, Big Brothers Big Sisters, church activities, food pantries, etc.

Participating in clubs, organizations, activities, athletics, outside of the classroom environment are all opportunities to enrich learning and relationship building. Consideration will be given to the candidate's co-curricular involvement.

D. SCHOLARSHIP AMOUNTS

Scholarships amounts vary depending on the degree a student is working toward.*

Associate's Degree/Certificate:	*$2,500 per year not to exceed $5000*
Bachelor's Degree:	*$3,000 per year not to exceed $6000*

**Scholarship amounts may vary based on funding available.*

E. SCHOLARSHIP AGREEMENT

Before the scholarship is awarded, the scholarship recipient must carefully read and sign the Scholarship Agreement outlining terms of agreement which include repayment, employment, and licensure requirements. (***See Scholarship Agreement form for details)***

Contact Information:

If you have any questions regarding the criteria, application requirements, selection process, or anything else related to the scholarship, please contact:

Silvia Garcia-Romero, Cultural Diversity Manager
Sentara RMH Medical Center
2010 Health Campus Dr.
Harrisonburg, VA 22801

Email: sxgarci3@sentara.co
Phone: 540.689.1180