

Massachusetts General Hospital

**2014
AMMP
Annual
Report**



The Association of Multicultural Members of Partners: Annual Report FY2014

AMMP Mission Statement

AMMP is committed to the advancement, retention, recruitment, and development of multicultural professionals into leadership roles at all levels and areas of the Partners organization.

Proactive hiring, promoting and retention of a diverse workforce will enable Partners and its entities to meet the emerging needs of an increasingly diverse patient population. Such a commitment will enhance our strategic goals and position Partners as a global leader in the health-care industry.



AMMP members and executive sponsor, Jeff Davis, at the 2014 AMMP Scholarship Ceremony

Personal Message from the Chair

“It has been a pleasure serving as the Chair of AMMP over the last year and a half. In partnership with our outgoing Vice Chair, Schaeffer Charles, the Board has strived to make AMMP a valuable resource to its members and to MGH employees at large. We look forward to our continued partnership.”

Dianne Austin
Chair

2014: Year in Review

In late 2013, we surveyed our members to learn what type of programming was deemed most relevant to the needs of our membership. Based on feedback, the Board developed programming that aligned with what members indicated would be helpful. A short list includes:

- Navigating the Cultural Landscape of MGH
- Process Improvement Methodology
- Managing Your Career: One Employees’ Personal Journey

Accomplishments

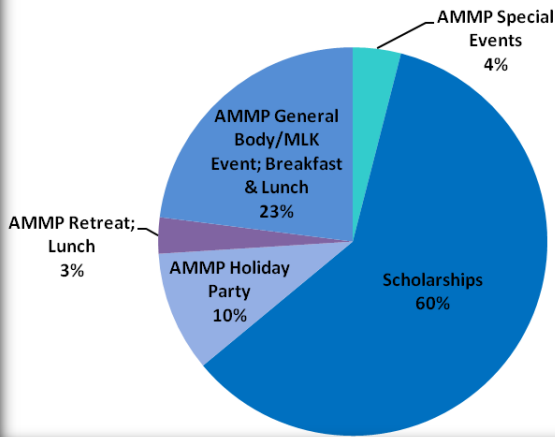
- Created opportunities for AMMP members to continue to hone leadership skills through:
 - AMMP Subcommittee participation
 - AMMP MLK Gospel Celebration
 - AMMP Scholarship Committee
- Focus group participation that was instrumental in the launch of two new training programs: **Think Like a Leader** and **The Mentors Way**
- Distributed relevant email blasts with information focused on internal and external professional and career development programs and networking opportunities
- AMMP website contains updated information and resources for members
- Instituted monthly evaluations to gauge member engagement in monthly programming
- Based on member feedback, created opportunities to learn more about the hiring, and recruitment process. Partnered with HR to ensure that an HR Recruiter and/or Business Partner regularly attends AMMP meetings
- Continue to develop programming that aligns with members’ interests

Ongoing Goals

- Our members continue to have an interest in understanding the hiring and promotion process as well as understanding how to “navigate the cultural landscape.” Future programming will include a presentation from our HR Business Partners.
- Create opportunities where appropriate to help a broad range of our members gain practical leadership and professional development experience through participation in AMMP subcommittees

Budget Highlights

Expenses: Fiscal Year 2014



Category	Percentage of Total
AMMP Special Events	4%
Scholarships	60%
AMMP Holiday Party	10%
AMMP Retreat; Lunch	3%
AMMP General Body/MLK Event; Breakfast & Lunch	23%

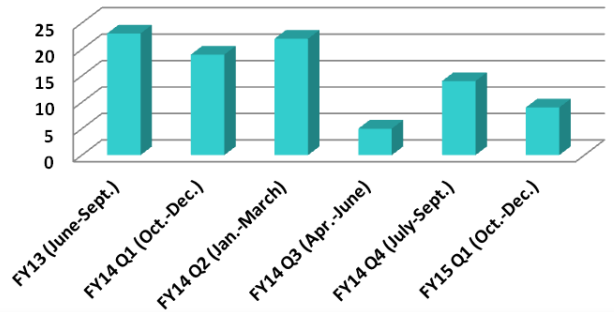
*In 2014, AMMP awarded **seven** scholarships to MGH employees*



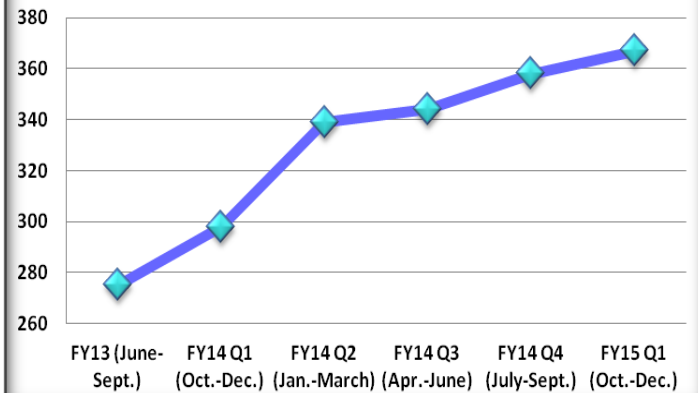
AMMP member, Jeremiah Kinyua introduces Senior VP of Human Resources, Jeff Davis at the MLK Gospel Celebration Breakfast

Membership Statistics

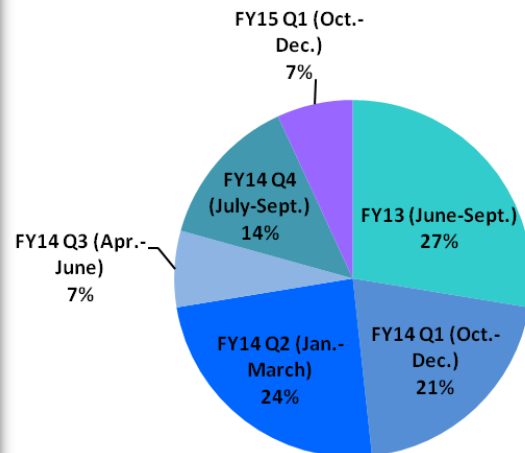
New Members by Quarter



Total Members by Quarter



Percent Growth by Quarter



Fiscal Period	# New Members	Total # Members	% Growth
FY13 (June -Sept.)	23	275	8%
FY14 Q1	19	298	6%
FY14 Q2 (Jan.-March)	22	339	7%
FY14 Q3 (Apr.-June)	5	344	2%
FY14 Q4 (July-Sept.)	14	358	4%
FY15 Q1 (Oct.-Dec.)	9	367	2%
Total	83	367	23%

AMMP Board Members



Jeff Davis
AMMP Executive Sponsor
Senior Vice President
Human Resources



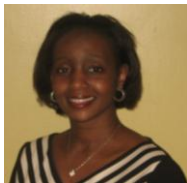
Dianne Austin
Chair
Workforce Diversity Program Manager
Training & Workforce Development



Schaeffer Charles
Vice Chair (Outgoing)
PBO Billing Manager, Cardiology
MGPO



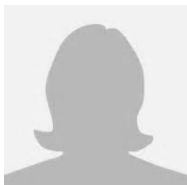
Evelyn Abayaah
Vice Chair (Incoming)
Perioperative Data and Innovation Project Specialist
Perioperative Services



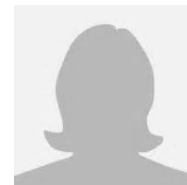
Nancy Kingori
Administrative Chair
Administrative Manager
Diabetes Research Center



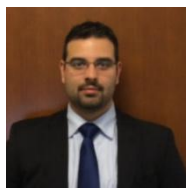
Pamela Cazeau
Scholarship Chair
Senior Patient Liaison
Executive Health Services



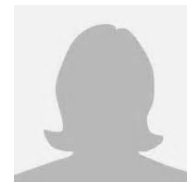
Farhiya Mohamoud
Nominations Chair
Senior Technologist
Center for Integrated Diagnostics



Carmen Alvarez
Public Relations Chair
Manager
Physician Operations Office – Faculty Affairs



Jonathan Gonzalez
Treasurer Chair
Perioperative Financial Analyst
Operating Room Administration



Membership Chair (Vacant)