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AMERICAN ASSOCIATION FOR THE
ADVANCEMENT OF SCIENCE

Directorate for Education and Human Resources Programs

COPY

JUSTIN DART
907 6TH ST., SW, #516C
WASHINGTON, DC 20024

Laurie

Thank you for your kind
Writer's Direct Line: 202-326-6649 (V/TDD)
Writer's Fax: 202-371-9849
Email: Lsummers@aaas.org

~~words~~ Congratulations on
907 6th Street, SW
Washington, DC 20024-3854

Dear Justin: your efforts to help Mehri.

I hope this finds you and Yoshiko well. I've enjoyed running into you at the many
disability events over the years and I still think about our talk at the Endependence Center
so long ago. I hope my views have matured a little since then!

~~I don't have such~~
We, Virginia Stern and I along with Jean Morrell, our IBM executive on-loan, have been
quite busy this summer managing summer internships at IBM and NASA sites around the
country for college undergraduate and graduate students with disabilities. It has been
quite exciting as these students are really at the top in terms of academic and professional
proficiency. We had a very diverse group and they all have done extremely well.

~~contact Lou Frieden~~
Justin, I'd like you to give me some advice about the enclosed portrait of Mehri Brown,
a woman with cerebral palsy who went through medical school and is trying to find an
entry into the field of pediatrics. Presently, she is an intern in the Internal Medicine
Program at the Meridian Hospital of Rhode Island. I met Mehri at the International
Forum for Women with Disabilities. She is wonderful - very enthusiastic and candid
about her life, with a great sense of adventure. We would really like to assist her in her
pursuits. ~~Love~~ Although we received the enclosed information some time ago, we told Mehri
we would keep looking for possible new leads. Any suggestions from you will be
appreciated.

I will be out of my office for most of the rest of the month. Please feel free to contact
Virginia Stern if you cannot reach me. Her direct line is 202-326-6672.

Thank you Justin, and, I look forward to seeing you and Yoshiko soon at some wonderful,
empowering event!

Cordially,

Laurie

Laureen ("Laurie") Summers
Program Associate

Aptitude and Attitude Outweigh Disabilities

"Rahsaan learned the VHDL language in less than two-and-a-half weeks; it takes most engineers a couple of months," reported the head of Goddard Space Flight Center's Microelectronics Systems Branch, Nicholas Speciale. He praised Rahsaan Jackson's quick progress in grasping the Very High Speed Integrated Circuit Hardware Description Language, as well as the 23-year-old's overall success as a NASA intern: "Although he's an undergraduate, he's working at the graduate level in digital signal processing design."

One of 36 students with disabilities whom AAAS selected for summer assignments at NASA and IBM, Rahsaan is designing a high-rate multiplier circuit that will be part of a receiver that should cut the costs of picking up satellite transmissions by 80%.

"We're throwing a whole lot at him at once," said Speciale, "and he's handling it extremely well." Using such descriptors as "very dedicated" and "very sharp," Speciale focused on Rahsaan's many abilities, not his singular disability, which resulted from treatment for cancer in his back when he was 2 years old; Rahsaan has had to use a wheelchair since.

"I have learned a lot this summer as an intern," said Rahsaan, a senior at State University of New York at Stony Brook. "Bottom line, there's no greater teacher than hands-on experience."

Extending Opportunities

To provide real-world experience in technical fields to bright, motivated undergraduate and graduate students who have disabilities, AAAS has partnered with IBM and NASA in two new programs, Entry Point and ACCESS (Achieving Competence in Computing, Engineering, and Space Science). The latter expands an earlier program that last year

placed seven students at one NASA research center; this year, 19 students are interning at seven NASA sites. Both programs have opened doors for students with a wide range of disabilities—including quadriplegia, blindness, and hidden disabilities such as dyslexia and bipolar disorder. All the students are committed to having careers in science and technology.

Entry Point, which is sponsoring 17 students at a dozen IBM locations, hopes to create a career pipeline to offer permanent employment to those who successfully complete two internships at IBM. It also plans to inspire other corporations to follow suit. Jean Morrell—who has been working with AAAS since February as part of IBM's Executive Faculty Loan Program—explained, "We want to expand Entry Point, bringing



Rahsaan Jackson

S. L. BYRAND

in other companies so more students from other fields of science can be served." For instance, if a pharmaceutical company joined the program, it could provide job access to students in chemistry who have disabilities.

Through Entry Point, AAAS can assist corporations in finding employees who match their needs and in meeting accommodations as required by the Americans with Disabilities Act, which was enacted 7 years ago on 26 July to prohibit discrimination. Despite such legal protection, said Virginia Stern, project director of AAAS's Science, Technology, and Disability Program, "there are still a lot of cultural barriers against people with disabilities who want to pursue science and technology careers."

For example, intern Francis Jackson III (no relation to Rahsaan) recounted that a high school counselor tried to dissuade him from even going to college because he has quadriplegic cerebral palsy, which also affects his speech. Said Francis, "The counselor told me

the stats were against me. He said it would be a waste of time for me to invest in a 4-year degree."

Francis's internship mentor, astronomer Patrick Morrissey, called that idea "ridiculous." He explained, "Francis is not hampered by his disability. It's not an impediment to the interactions that I have with him, or the work he is doing for me this summer."

"My cerebral palsy doesn't inhibit my thinking," said Francis, "but sometimes I've needed help to keep my confidence." He credits his mother for inspiring him to develop the determination to prove the counselor wrong: now a senior in computer science at Augsburg College, Francis is the only student with a disability in his class and has a 3.5 grade point average.

Maximizing Potential

When asked what advice they would give scientists who are mentoring or working with people with disabilities, the students participating in ACCESS and Entry Point revealed some common themes: focus on abilities, not limitations; treat everyone as an individual; be patient; establish open and honest lines of communication; be creative and use technology to your advantage.

Bruce Budde, whose internship this summer has allowed him to return to the first R&D technical position he has held since he was injured in the Air Force, explained why he feels comfortable working with his mentor and co-workers: "They're giving me opportunities to prove myself, but if I need something, they make sure I get it." Tim Hebert, who is deaf, e-mailed why he enjoys working with his mentor, Larry deQuay: "He not only tells me what to do on the job, but he also talks to me about careers, the workplace, and how co-workers best communicate for problem-solving and providing feedback."



S. L. BYRAND

Drawing out abilities. Randall Smith mentors Chris Mouser to take her from intern to colleague.

deQuay reports positively about working with Tim, the first student with a disability whom he has mentored. "I had to learn how to communicate with him, but things progressed pretty quickly. And a lot of things that I've wanted to get done and haven't been able to do are now getting done by Tim. He's probably by far the best intern I've ever had."

Christine Mouser, who has dyslexia and is majoring in mathematics at Saint Xavier University, summed up how Randall Smith, a physicist, has been successful in mentoring her: "He has encouraged me to advance my skills to another level and to learn a new computer language. He is there to redirect me if I have gone off on a tangent and to answer my questions. He has constructed a means by which I have been able to use my educational talents to the best of my abilities."

Smith, who began at NASA in another internship program, opted to be a mentor to return the favor and out of recognition that "mentoring is vitally important to learning how science is done." Still he admits he had some doubts, "My biggest fear was I'd get somebody that I had to constantly work with in order to do anything useful. Instead, Chris is quite independent, which is a great boon to me." On her first day, Smith asked her to write a complicated program. "I was pleasantly surprised," said Smith, when Chris turned in one 4 hours later that met his exact needs.

For more information about how to partner with Entry Point to provide internships to students with disabilities, or how to serve as a mentor for students with disabilities, or for applications for internships, contact Virginia Stern at vsstern@aaas.org or 202-326-6630.

Mehri Brown, M.D.
72 Summit St, #3
Pawtucket, RI 02860
401-725-5538

April 2, 1997

American Association for the Advancement of Science
1333 H Street, NW
Washington, DC 20005

To Whom It May Concern,

I am a physician with cerebral palsy. I graduated from Brown University School of Medicine in May 1996. I am currently an intern in the Internal Medicine program at Memorial Hospital of Rhode Island.

Internal Medicine is not, and has never been my specialty of choice. During medical school, I realized that Pediatrics was the field of medicine I enjoyed the most. I spent half of my fourth year of medical education applying and interviewing for a residency training position in Pediatrics all around the country. While it is unusual not to successfully obtain a residency position in Pediatrics, I failed to do so on Match Day 1996. Match Day is one day in Mid-March when all fourth-year medical students around the country are notified where they will be doing their residency training.

After another month of extensive search for a residency position in Pediatrics, I accepted an internship position at Memorial Hospital in Internal Medicine. The program director at Memorial Hospital had tried to recruit me one year earlier when I was working there as a medical student. Soon after starting my internship, I realized why I much preferred Pediatrics over Internal Medicine and decided to re-apply to Pediatric residency training programs for the following year. I recently found out at Match Day 1997 that I failed to obtain a position in Pediatrics for the second time.

My disability is very visible. I chose to openly discuss my disability in my applications and during my interviews. Half of the programs I applied to rejected my request for an interview. Some of my interviewers elected to talk about my concerns regarding special accommodations, some chose to focus on me as a person. Overall my interviews were very positive, even more so during my second round of applications. People were sincerely impressed with my success as a medical student, and later as an intern, with a disability, and realized the importance of what I was trying to accomplish. Nevertheless, no program felt confident enough to take me on as any other Pediatric resident.

The Pediatric program at University of Chicago stated last year, as well as this year, that it was extremely interested in having me as resident physician. In view of my disability and limitations I

have, the program wanted me as an additional resident to their usual number but simply was unable to find the additional funds to have me train there. In fact, the program has had to reduce the number of residents it trains because of insufficient funding.

I recently met another physician with cerebral palsy who completed his residency training in a combined Internal Medicine/Pediatrics program at Massachusetts General Hospital. He told me that the only reason he had no trouble obtaining the position was that he presented himself with his own funding. Dr. Andrew Segal received his salary and benefits to train for four years through the Vocational Rehabilitation Office of Maryland, where he was from. He is currently doing research at MGH, paid by MGH.

As the program at the University of Chicago has repeatedly failed in finding additional funding to have me train there, I have taken it upon myself to look for private/public funding. I do believe that the program is well-intentioned and has an honest interest in my becoming a pediatrician. The program director has agreed to pay for part of the expenses I would need to get trained such as my medical and professional insurance. I now need to find funding to pay for my salary for a 3-year residency. I am currently receiving about \$32,000 a year.

I have contacted the Vocational Rehabilitation Office of Rhode Island to see if my pediatric residency training could be funded through a similar source as Dr. Andrew Segal. The latest I have heard was that I did not qualify for assistance because at the end of this year of internship at Memorial Hospital I would be eligible for licensure and therefore I would be able to obtain a job. I tried to defend my position and explain how one can no longer practice good medicine without a full residency training and a Board certification. I doubt any success of funding through this agency.

One of the reasons for my determination in becoming a pediatrician is that I know I have a very positive effect on the patients I treat and on their families. I would regard my abandoning the ability to practice pediatric medicine as a waste of my inquisitive mind and my unique experience as a person living with a disability. I have chosen not to continue my current residency in Internal Medicine because I feel that I do not have as much to offer to an adult population as I have to a pediatric population.

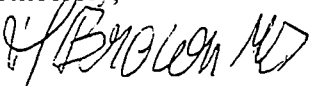
My request to you is to strongly consider financing part, if not all of my Pediatric residency training at University of Chicago. I do believe that my disability from cerebral palsy had a major negative impact on the selection process of each program's residents. I do agree that the stamina required from a Pediatric resident and the technical procedures that a Pediatric resident is usually required to perform in the hospital setting are far beyond my abilities. I am certain though, that if I am given the chance to train in the field of my choice, I will become an excellent Pediatrician who is able to care well for her patients within the scope of my abilities.

Enclosed is a copy of the application package I sent to residency training program. I have asked the Pediatric program director at the University of Chicago to send me a letter delineating his interest in me and need for funding. Please feel free to contact Dr. Robert Crausman at Memorial Hospital, Dr. Patrick Horn at the University of Chicago or myself. Please note that the

academic year for residency training ends and begins at the end of June.

Thank you for your time and consideration,

Sincerely,

A handwritten signature in black ink, appearing to read "Mehri Brown MD". The signature is written in a cursive, somewhat stylized font.

Mehri Brown, M.D.

MEHRI BROWN, M.D.

72 Summit Street
Pawtucket, RI 02860
401-725-5538

OBJECTIVES

- Obtain an internship position in a superior pediatric residency training program.
- Use my unique strengths and experiences as a differently abled physician to have a positive impact of the bio-psychosocial lives of my patients and their families.

POSTGRADUATE TRAINING

Internship in Internal Medicine/Primary Care, 1996-1997.
Memorial Hospital of Rhode Island, Pawtucket, RI
Brown University Affiliation.

EDUCATION

- Brown University Program in Liberal Medical Education, Providence, RI.
M.D. May 1996.
B.A. Biology May 1992.
- Lawrence Academy, Groton, MA, 1986-1987.
- Lycee Chateaubriand, Rome, Italy, 1975-1986.

LANGUAGES AND CULTURAL DIVERSITY

- Fluent in Italian and French.
- Conversational Spanish.

AWARDS AND HONORS

- Easter Seals Society 1995 Grand EDI Award for Media.
Contributed to prize winning feature article in THE NEW PHYSICIAN magazine with essay "I Am Not Disabled."
- Brown University School of Medicine.
Academic Honors in: Medical Interviewing, Human Histology, Nutrition section in Pathophysiology, Independent Project on Adolescents with Disabilities.

LEADERSHIP WITHIN ORGANIZATIONS

- Assistive Technology Access Partnership (ATAP).
Medical liaison to Rhode Island chapter, 1996-
 - Actively contribute to state-run projects dedicated to increase awareness of Rhode Island primary care physicians about availability of assistive technologies for patients with disabilities.
- American Medical Student Association (AMSA).
Co-coordinator of new Task Force on Disabilities, 1994-1996.
 - Provided direct support to other medical and pre-medical students with varying disabilities through phone conversations and referrals.
 - Educated medical students about issues of disabilities through published essays and small-group discussions.

COUNSELING EXPERIENCE

- Camp Thorpe, Goshen, VT.
General Counselor, Summer 1991.
 - Responsible for well-being, safety and enjoyment of small group of children and adolescents with mental and/or physical disabilities.
- Affinity group at Brown University School of Medicine.
Fellow to small group of underclassmen, 1995-1996.
 - Provided information about issues of disabilities.
 - Shared experiences on being a medical student.

FIRST-HAND EXPERIENCE WITH DISABILITY

- Born with Cerebral Palsy.
Quality of fine motor movements and speech affected.
- Trained with Doman-Delacato program.
Achieved much improvement through intense work-outs.

PERSONAL ACTIVITIES

Hiking, traveling, reading, writing, watching television, playing with cat.

Mehri Brown, M.D.
72 Summit St., #3
Pawtucket, RI 02860
401-725-5538
Mehri_Brown@Brown.edu

October 5, 1996

Patrick T. Horn, M.D., Ph.D.
Director, Residency Training Program
Wyer Children's Hospital
5841 S. Maryland Ave, MC 1051
Chicago, IL 60637

Dear Dr. Horn,

Since I already applied to your program once before, I will try not to repeat myself. I am indeed reapplying to your pediatric training program as a first-year resident, though a PGY-2 in 1997.

As you probably recall, I did not match in any pediatric or combined peds-rehab program last year. I was fortunate though to be offered a PGY-1 position in internal medicine/primary care at one of the Brown University affiliated hospitals, where I had spent time as a student one year prior. Although I had previously decided against internal medicine as a career choice, I regarded the position as an excellent opportunity to strengthen my foundation in internal medicine, improve my effectiveness as a resident physician and become eligible for medical licensure. I remain determined on practicing clinical medicine in general because of the thought process that it requires and the doctor-patient relationship that it involves.

Within the first two weeks on the wards, I realized, as I had anticipated, that internal medicine was not giving me the intellectual and emotional satisfaction I was looking for. Pediatrics remains the specialty that I am most interested in, even though it may often be more physically demanding and procedure-oriented than internal medicine. Since I will need to dedicate a great amount of effort in either specialty, I intend to pursue that in which I will have the greater satisfaction and make the greater contribution. Because of my current training in internal medicine, I am applying to a few combined Med-Peds programs, including the one at your institution.

Internal medicine has become in large part geared to an aging population. My contribution to the care of children and their families is to me relatively more significant than that to the elderly. The care that I am able to provide extends beyond my clinical knowledge. My joyful spirit and determination enhance overall patient care, and my somewhat impaired speech actually leads to improved communication and understanding within the doctor-patient relationship. The feelings, hopes and expectations of a family greatly impact on the care of a sick child, or on the independence level that a child with special needs will eventually achieve, or want to achieve.

My personal experiences with cerebral palsy and my coping mechanisms often raise the hopes of families with healthy or sick children, and therefore add to my clinical judgement in impacting on the overall well-being of my patients.

It is unfortunately too early in the academic year to positively state that I will be ready for the strenuous demands of a complete pediatric residency program one year from now. When I was on the wards in July, I was able to admit only up to four patients on anyone day, while my fellow interns admitted up to seven each. I am currently working on getting some assistive technology to speed my work up and I will be able to tell you more on my successes in the coming months.

The one thing that I did learn from my first month on the wards is that my past test scores do not reflect my knowledge of medicine, nor are they able to describe my judicious thought process when assessing patients. I recall that one concern that several programs had about me last year was indeed my grades and USMLE scores. I have to admit that during my medical school years I often placed my social life ahead of my studies. After growing up socially isolated, I finally had the opportunity to enjoy a more normal social life with peers who were comfortable around me. I was able to finally lead a more balanced life.

No one will ever say that I am not stubborn and hardworking. I am determined to make a difference in the lives of my patients, whether it is simply with a prescription for a medication or treatment that I believe will be useful, a referral to someone I trust when my abilities are limited, an appreciation for whom they are and for what they have accomplished, or a phone call advocating for their rights' as human beings.

I hope you will want to reconsider my application.

Sincerely,



BROWN UNIVERSITY Providence, Rhode Island 02912

Division of Biology and Medicine

November 1, 1995

Dear Program Director:

It is a pleasure and an honor to write this letter in support of a truly remarkable young woman, Ms. Mehri Brown. Ms. Brown will complete her medical degree at Brown University School of Medicine in May 1996. She is interested in pursuing a career in pediatrics and pediatric physical medicine.

Mehri was born to American parents in Italy. She spent her childhood years in Rome, Italy attending grades 1-11 in a French-speaking school and her final year of high school in Massachusetts. Mehri is a very unique student who has impressed and inspired those who have worked with her. Mehri has cerebral palsy. She has a maturity and wit which allows her to put parents, patients, and colleagues at ease with her disabilities. Her determination is awe-inspiring.

Following graduation from high school, Mehri spent one year in an intensive physical therapy program. She enrolled in Brown University's eight-year Program in Liberal Medical Education, and in 1992, earned an undergraduate degree in biology. She successfully completed her preclinical years at Brown University School of Medicine, receiving honor grades in histology and social and behavioral sciences.

Her clinical core clerkship in ob/gyn was completed at Women & Infants Hospital. She received a grade of satisfactory. She received accolades from attendings and midwives with whom she worked. Some of their comments included, "highly motivated and enthusiastic ... an exceptional student with exceptional qualities.... She far surpassed other students in her group interns of her interest, her motivation to work and to learn." She successfully demonstrated performance of breast exam, bimanual exam, and a speculum exam.

Her clinical core clerkship in psychiatry was completed at the Veterans Administration Medical Center in Providence. Her attendings wrote, "Overall, Ms. Brown did well in her psychiatry clerkship and demonstrated a keen intellect with creative insights on the subject matter." Her supervisors described her as "excellent in her fund of knowledge and grasp of concepts." She received a grade of satisfactory.

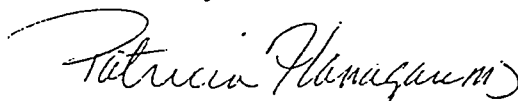
Mehri's pediatric clerkship was equally divided between one of the inpatient services at Hasbro Children's Hospital and a selection of outpatient settings. Evaluations of her inpatient service performance noted her to be highly effective and competent. "I was particularly impressed by her ability to synthesize and summarize clinical material, her maturity of clinical judgement, and her initiative in seeking out additional written materials.... She showed herself to be an astute observer of psychosocial interactions and the psychological ramifications of illness." She was also described as "very sharp and motivated. Although at times she is somewhat difficult to understand, and the physical exam can be difficult for her to perform, she makes an extra effort to ensure that she is performing adequately. She deserves a great deal of credit for what she has accomplished." In the outpatient setting, she did an "excellent job, was pleasant to work with, we were pleased with how she put patients at ease regarding her disabilities." Her score of 600 on the shelf exam placed her in the 90th percentile of the criterion group. She received a grade of satisfactory in this rotation.

Although she has not yet completed her entire surgical clerkship, she has completed the trauma and surgical ICU portion of it. Her evaluation from surgical ICU rates her above average to outstanding in all categories. Technical skills were not assessed. Comments included, "extremely good work ethic, asked direct and pointed questions regarding trauma and ICU care, extremely empathetic with patients."

She also performed admirably on the surgical trauma services, again, scoring above average to outstanding in all evaluation categories. Technical skills/OR skills were not evaluated. Her evaluator commented, "excellent job, without regard to her limitations."

Overall, Mehri has taught us all by her example. Her cerebral palsy presents her with challenges and difficulties, but not necessarily disabilities. She is a bright, determined young woman. She will need certain adjustments in scheduling and responsibilities during her residency due to her cerebral palsy. She will be able to contribute enormously to fellow residents, parents, and families. I am pleased to recommend Mehri as an excellent candidate for your postgraduate training program.

Sincerely,



Patricia J. Flanagan, M.D.
for the Postgraduate Referral Committee

PJF/

Postgraduate Referral Committee

Joel Adelson, MD, Professor of Pediatrics and Physiology
Anthony Caldamone, MD, Professor of Surgery
J. Donald Easton, MD, Professor of Clinical Neurosciences
Charles Eaton, MD, Assistant Professor of Family Medicine
Patricia Flanagan, MD, Assistant Professor of Pediatrics
Samuel Greenblatt, MD, Associate Professor of Clinical Neurosciences
Neil Jackson, MD, Clinical Associate Professor of Obstetrics and Gynecology
Charles Kuhn, MD, Professor of Pathology
Philip Maddock, MD, Clinical Associate Professor of Radiation Medicine
Charles Mc Donald, MD, Professor of Medicine
Robert McRae, MD, Clinical Assistant Professor of Surgery
Alicia Monroe, MD, Assistant Professor of Family Medicine
Alexandra Morang, Director of Medical Student Affairs
Christopher Morin, MD, Clinical Assistant Professor of Surgery
Anne Moulton, MD, Associate Professor of Medicine
Timothy Mueller, MD, Assistant Professor of Psychiatry
Alfred Parisi, MD, Professor of Medicine
Thomas Parrino, MD, Professor of Medicine
Robert Schwartz, MD, Professor of Pediatrics, Emeritus
Stephen R. Smith, MD, Associate Dean for Medical Education
Patricia Solga, MD, Assistant Professor of Orthopedics
Patrick Sweeney, MD, Professor of Obstetrics and Gynecology
King To, MD, Clinical Assistant Professor of Surgery (Ophthalmology)
David Williams, MD, Professor of Medicine
Robert Woolard, MD, Assistant Professor of Medicine



MEMORIAL HOSPITAL
of Rhode Island
DEPARTMENT OF MEDICINE



BROWN UNIVERSITY
School of Medicine

October 22, 1996

RE: Mehri Brown, M.D.

To Whom it May Concern:

Dr. Mehri Brown has asked that I write her a letter of recommendation and I am happy to do so. I have known Dr. Brown since she was a fourth year medical student at the Brown University School of Medicine and am currently her residency program director at the Primary Care Internal Medicine Residency Program at Memorial Hospital of Rhode Island. As such, I have had the opportunity to observe and to work with Mehri in a wide variety of clinical settings and, thus, feel well able to comment upon her strengths, abilities and limitations as a physician.

Mehri is a delightful, young physician who has aggressively pursued her dream of becoming a practicing doctor for the better part of her lifetime. She was born with cerebral palsy and has consequently faced many obstacles along the way. Her motor skills are somewhat impaired and normal functioning requires a considerable effort on her part. However, she has never failed to supply that effort and is now succeeding as a PGY-1 resident in our training program with only modest modifications to our standard curricula. Mehri's long-term goals have always been to pursue a residency training program in pediatrics and to ultimately practice primary care pediatric medicine. Although ours is an internal medicine and not a pediatrics training program, Mehri's participation in our internship has provided her the opportunity to develop some facility and experience in the practice of medicine at the post-graduate level. It has also afforded an opportunity to determine how her unique strengths and weaknesses play out in both the inpatient and outpatient settings.

Mehri's background and impressive educational achievements have been well summarized in her medical school dean's letter and I shall not reiterate them here. Rather, I will take this opportunity to review her performance as a medical intern which is likely indicative of what her performance in a Pediatrics program would be. From the start, Mehri's cognitive skills have been at or above the level that we expect of our residents at her level of training. She received an excellent education at Brown University's School of Medicine and has a firm grasp of basic pathophysiology, medical decision making and medical therapeutics. Furthermore, on a case-by-case basis, her care of patients is indistinguishable from that provided by any of our medical interns. She takes effective histories, she performs complete physical examinations and her documentation skills are excellent. Further, her cerebral palsy does not appear to have posed any insurmountable impediments to her care of individual patients.

Mehri's relationships with her peers is exemplary. She has provided an excellent role model for our medical students and is an inspiration to her fellow residents

and supervisors. She has been very open about her disability and has done much to educate our staff. Mehri's ability to form rapport with her patients has been satisfactory.

Mehri's gross motor skills are normal. She is able to walk without assistance, climb stairs readily, drive an automobile and operate most mechanical equipment. In contrast, her fine motor skills are somewhat impaired and do require an extra effort on her part. Still, she is able to write legibly (far more legibly than some of her peers!), use a manual typewriter or computer keyboard and perform some basic medical procedures. For example, although she has not developed an expertise, she has successfully performed lumbar spinal puncture and phlebotomy during her internship.

The second area which her cerebral palsy has effected is articulation. Although her language skills are excellent, her speech does have the typical drawl of someone with cerebral palsy. When she is well rested, her speech is generally clear and she is able to carry on fluid conversation. However, when she is tired, it is often difficult for those not accustomed to working with her to understand what she is saying. She is, however, very open to repeating herself when asked to. Further, those who have worked with her seem to have readily developed easy rapport and communication.

When Mehri entered our internship, we met and she pointed out that fatigue would likely be her major impediment to success as a resident. Early in her internship (July), this was clearly true. Her stamina was not that of our other interns and, after a long night on call or a difficult rotation, she was clearly not her usual self. However, as the year has progressed, her stamina has slowly improved. She is currently one of 3 interns rotating on one of our medical ward teams. She takes in-house call every 4th night and admits patients every other day. She will generally admit between 2 and 4 patients on an in-house call day and has been carrying between 5 and 8 patients on her intern's service. In so doing, she has interacted with a wide variety of faculty physicians and other professional staff. She has interacted in the same fashion as any of our interns and has provided the same high level of care that we demand of all our trainees.

In the Emergency Room and ambulatory care settings, Mehri's performance has been entirely satisfactory. As she has done in the inpatient settings, she has been able to take effective histories and perform appropriate physical examinations. Her diagnostic skills are at the level of an intern and she has shown the ability to learn from experience, from her patients and from her teachers. Further, she is able to take criticism regarding her performance as a medical intern (i.e. she is not overly sensitive about the fact that she has cerebral palsy and is able to hear and respond to specific criticism concerning her performance as a physician.)

Dr. Mehri Brown does, in fact, have cerebral palsy. This has posed a serious impediment to her desire to become a practicing pediatrician. She has, however, extracted an excellence from herself in many areas and has, in many ways, overcome this disability. Clearly, her fine motor skills, her articulation and her stamina are not normal. However, her motor skills are certainly adequate to the task of performing most procedures and activities that most practicing physicians perform. Also, her ability to articulate is acceptable and, with familiarity, more than satisfactory. Her limited stamina is a serious issue, but over the course of our internship, her stamina has markedly improved and will likely continue to do so.

Unfortunately, the reality is that due to her cerebral palsy, she will likely be unable to satisfy some requirements of a pediatric residency. For example, I do not expect she will ever develop the fine motor skill to comfortably intubate an infant. I do not think, however, that this should bar her from consideration from a pediatrics residency program. In terms of the skills and aptitudes required by a practicing outpatient pediatrician, I expect that they are all masterable by one as intellectually gifted and as motivated as Dr. Mehri Brown. Further, her presence in our program has done much to increase resident, staff-

physician and hospital-staff awareness and understanding of those with disabilities. It has been a wonderful added benefit of having her in our program. I expect she will do the same for which ever program that is willing to take a chance on her. I, therefore, recommend her for serious consideration as a pediatric resident.

Please call or write if I can be of any further assistance, as I would be happy to discuss specific questions regarding Mehri's performance in our program.

Sincerely,



Robert S. Crausman, M.D., M.M.S.
Director, Internal Medicine
Residency Program

Assistant Professor
Brown University
School of Medicine

cc: William Oh, M.D.

LOR/Brown

Rhode Island Hospital
A Lifespan Partner



BROWN UNIVERSITY
SCHOOL OF MEDICINE

Department of Pediatrics

593 Eddy Street
Providence, RI 02903
Tel 401 444-5648
Fax 401 444-6378

November 13, 1995

Donald J. Marsh, M.D.
Dean of Medicine and Biological Sciences
Brown University School of Medicine
Providence, Rhode Island 02912

William Oh, MD
Pediatrician-in-Chief
Rhode Island Hospital
Medical Director
Hasbro Children's Hospital
Sylvia Kay Hassenfeld
Professor of Pediatrics
and Chairman
Department of Pediatrics
Brown University
School of Medicine

Dear Don:

I am writing on behalf of Mehri Brown, Brown University School of Medicine Class of 1996, who is applying for a Pediatric Residency position.

Mehri is an unusual applicant for a number of reasons. She was born in Italy with some unknown perinatal complications which led to the development of cerebral palsy. The condition has resulted in some impairment of her gross and fine motor skills. These impairments, in turn, result in some difficulties in her gait and verbal communication skills. However, her written communication skill is excellent. In fact, I have personally seen one of her history and physical examination documents which confirms my impression in this respect. Her intelligence is superior and her commitment to become a pediatrician and become involved in Pediatric Rehabilitation Medicine is extremely strong.

Mehri will require assistance in order to complete many of the patient care procedures pediatric residents are called upon to perform. With such assistance, and because of Mehri's superior intelligence and incredible determination, I am confident she can successfully complete the Pediatric Residency Program.

Sincerely yours,

William Oh, M.D.
Sylvia Kay Hassenfeld Professor and Chairman
Department of Pediatrics
Brown University School of Medicine
Pediatrician-in-Chief
Rhode Island Hospital
Medical Director
Hasbro Children's Hospital

WO:jb

SEP 04 1996

Rhode Island Hospital
A Lifespan Partner

593 Eddy Street
Providence, RI 02903
Tel 401 444-4000

August 27, 1996

Donald J. Marsh, MD
Dean of Medical and Biological Sciences
Brown University School of Medicine
Providence, RI

RE: Mehri Brown, MD

Dear Dr. Marsh:

It is a great pleasure to write a letter of recommendation for Mehri Brown. I have known Mehri since the Fall of 1992 at which time we were both members of an intermedical school collaborative project, the purpose of which was to develop a program to enhance medical students' skills in the area of developmental disabilities. Mehri was able to contribute her personal experience with physicians to this workshop in a mature and professional manner. During the course of the workshop, Mehri expressed an interest in doing an elective at the Child Development Center (CDC) where I am an attending physician and at the beginning of Mehri's third year of medical school, she took a combined clinical and research elective with me. Mehri participated in all clinical activities including new patient developmental and neurological assessments, multidisciplinary conferences, and specialty clinics such as the Myelodysplasia Clinic, the Neuromuscular Disorders Clinic, the Muscular Dystrophy Clinic, and the Inborn Errors of Metabolism Clinic. Mehri began taking histories and completing physical examinations in a well organized and confident manner, all prior to taking her third year clerkships.

Mehri also designed a research project on Independence and Self-Esteem in Adolescents with Physical Disabilities. She carried out an extensive review of the literature, formulated a hypothesis, and completed the research protocol.

Mehri gave an excellent conference on a very controversial area in pediatrics and did so in a mature and moving manner. Mehri is outgoing and friendly and got along well with both the multidisciplinary staff at the Child Development Center as well as the patients and their parents.

Dr. Marsh
page two

Mehri is presently participating in an internal medical internship. I am quite certain that this year will add a great deal of depth to her clinical skills and increase her valuableness as a pediatric resident.

I feel that Mehri will ultimately be an excellent pediatrician. She is a determined woman with a depth of personal experience that will be an asset to her as a physician. Her own physical challenges have provided her with a background that gives her an advantage in understanding children with various diagnoses and problems and their relationships with their parents and health care workers.

Sincerely,

A handwritten signature in cursive script, reading "Jo-Ann Bier MD". The signature is written in dark ink and is positioned above the typed name.

Jo-Ann Blaymore Bier, MD
Assistant Professor of Pediatrics
Brown University School of Medicine

/lc

The Offices of
MARTA COL, M.D.
BROWN UNIVERSITY SCHOOL OF MEDICINE
Hasbro Children's Hospital
Department of Pediatrics
Providence, RI 02911

October 17, 1996

BROWN UNIVERSITY SCHOOL OF MEDICINE

Dean Donald Marsh
c/o Ms. Alenxandra Morang
Box G
Brown University
Providence, RI 02912

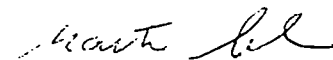
Re: Mehri Brown, M.D.

Dear Dean Marsh;

I have learned more from Mehri's efforts and achievements than from any other student under this program. She has consistently shown me the ability to understand the physiological ramifications of illness, interaction with patients, faculty and staff needed to become a Pediatric Clinician.

Inasmuch as Merhi has certain physical limitations, they in no way reflect on her knowledge of medicine, clinical skills and the ability to synthesize clinical information. Furthermore, I believe that her physical limitations are overcome by her knowledge, observations and clinical acumen in the field of pediatric medicine. She has displayed her ability to conduct examinations and presentations of patients in a concise and effective manner. Also, Mehri is someone to look up to, not only by colleagues who have worked with her but, by very young patients. She will be an inspiration to those children who find themselves, early on in life, requiring that very extra effort necessary to deal with the otherwise common tasks of everyday life.

Sincerely,



Marta Col, M.D.



Children's Memorial Hospital
Division of Pediatric Neurology
2300 Children's Plaza, No. 5
Chicago, Illinois 60614
312.880.4352 Fax: 312-880-3374

Charles N. Swisher, M.D., Acting Division Head
Michael S. Hammer, M.D.
Marianne Larsen, M.D.
Wes McRae, M.D., Neuromuscular Specialist
J. Gordon Millichap, M.D.
Cynthia Stack, M.D., Director Neurophysiology
David A. Stumpf, M.D., Ph.D.
Robin Celano, N.D., R.N., C.P.N.P.
Karen Gard, R.N., B.S.N.
Gail Saliba, R.N., B.S.N.
Margaret Urizar, R.N., B.S.
Argero Lagon, Coordinator

September 12, 1996

Donald J. Marsh, M.D., Dean
Brown University
c/o Alexandra Morang
Box G
Providence, RI 02912

RE: Dr. Mehri Brown

Dear Dr. Marsh:

I am writing this letter in support of Dr. Mehri Brown who is applying for a pediatric residency position beginning July, 1997. She has completed an elective in pediatric neurology on our service and thus I have had an opportunity to review her letters of recommendation from Brown University and observe her in a variety of clinical and education settings.

Dr. Brown is a well-organized, highly motivated, and very focussed individual who has set her sights on a combined pediatrics/pediatric rehabilitation residency program.

She has a lifelong motor problem which has elements of dystonia and athetosis and which does not impair her cognitive and most of her "motor" clinical performance. Her handwriting is considerably better than my own. Starting IV's, drawing blood and performing LP's or intubations is a problem for her but hopefully some quid pro quo program could be arranged where she would share workload with other residents. I believe that her overall contribution to pediatrics and an ultimate interest in pediatric rehabilitation would considerably outweigh her difficulties with some fine motor tasks. She has considerable motivation and a very thoughtful, mature approach to medical issues and physician-patient relationships. She has counselled some families that she has seen with me in the neurology clinics and has great empathy based on her personal experiences as well as her medical training.

A Member of the
Northwestern HealthCare
Network

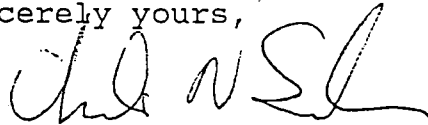
A Member of the
McGaw Medical Center of
Northwestern University

Page Two
RE: Mehri Brown

Making a selection of a candidate with special gifts and special challenges is never an easy task for an admissions committee but I am sure none of your selections are "easy." Speaking for my knowledge of Dr. Brown's academic and personal strengths, I would be happy to serve in an advisory capacity regarding her overall residency duties if needed.

If you have any questions on this recommendation, please let me know.

Sincerely yours,

A handwritten signature in cursive script, appearing to read 'Charles N. Swisher'.

Charles N. Swisher, M.D.
Acting Neurology Division Head
Associate Professor of Pediatrics and Neurology

CNS:al



VETERANS ADMINISTRATION MEDICAL CENTER
DAVIS PARK, PROVIDENCE, RHODE ISLAND 02908

10/20/95

Donald J. Marsh, M.D.
Dean of Medicine and Biological Sciences
Box G-A1
97 Waterman Street
Brown University
Providence, Rhode Island 02912

Dear Dr. Marsh:

I am writing this letter in support of Mehri Brown's application to various training programs in Pediatrics. Mehri was a third year clerk in Medicine at our Institution and my first paragraph is the verbatim evaluation of her performance here during that clerkship.

Because of her physical disability, Mehri is a unique student. Her performance level depends on her general energy state and feeling of well being to a much larger extent than most students. Additionally, there are some physical tasks and skills that Mehri will realistically never perform with competence. These limitations notwithstanding, Mehri's performance at the VA was quite credible. Her basic information gathering clinical skills were good and constantly improving. Her observed H&P by her first quarter preceptor was described as "...complete and well done. Very professional." The typewritten H&P which she gave me as an example of her best work was very good - complete and nicely organized. Her very experienced preceptor wrote, "Mehri did an excellent job in a first clinical rotation. Her written and oral presentations very quickly became organized and clear. Her fund of knowledge was good and she was tremendously interested in learning - and she was able to assimilate new material without difficulty. She was beginning to develop her skills in generating a complete Ddx and therapy plan by the end of the 6 weeks and ... her HPIs improved as well.... Overall, for a first clinical rotation in Medicine, she did truly a superb job." Her oral presentation to the Chief of Medicine was quite good - she chose carefully what to say, was nicely organized, and she fielded questions nicely. When she didn't know something, she simply said that. Her interactions with her patients were extraordinary. I frankly didn't quite know what to expect when Mehri began on the wards, charged with taking care of a bunch of feisty old Veterans, but I was rapidly impressed with Mehri's ability to establish rapport with the great majority of her patients. They clearly liked and respected her and were delighted to have Mehri as part of the team. She similarly interacted very well with colleagues and staff at all levels and I thought colleagues generally were more than willing to help Mehri out if presented with a task she could not physically perform. As the object of Mehri's first successful venisection, I can attest that there will always be certain skills that Mehri cannot perform competently on a routine basis. She simply needs to chose her career path carefully with realistic consideration to her disability and also to her substantial and sometimes unique abilities. Also, during the reminder of her education and training, she will benefit by extra equipment, e.g. a small computer to help with written notes. Because of the effect of

fatigue and medication on her performance, it may be that she will continue to require individual scheduling of activities.

I would like to expand on my comment, "substantial and sometimes unique abilities." I have never known another physician or medical student with Mehri's disability; however, I observed her carefully during her 3 months with us. I think that Mehri brings to Pediatrics an extraordinary and very useful perspective. I anticipate that she will go on after General Pediatrics to obtain specialty training in Pediatric Rehab. Can you imagine the profound effect that she will have on her future patients? Not only will she bring to them the sound, professional, training of a Pediatrician and Rehab specialist but she will understand many of her patients in ways that others simply cannot comprehend. One obviously doesn't have to experience a disease before being able to treat a patient with that problem; Mehri's perspective, in my mind, really goes beyond that generality. Mehri is a bright, up-beat, well informed woman with very good basic clinical skills who is bringing to Medicine a truly unique perspective. I honestly anticipate that Mehri will make major contributions in the course of her professional career, and I enthusiastically support her application to the training programs of her choice.

Sincerely,



Allan D. Erickson, M.D.
Associate Professor of Medicine
Chair, Medicine Clerkship Committee
Brown University School of Medicine

Wayne Clairborne MD
400 Bald Hill Rd
Warwick, RI 02886
401 732-0300

Dean Marsh
Brown University School of Medicine
Prospect St.
Providence RI 02912

RE: Mehri Brown

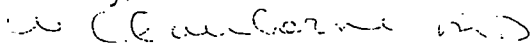
Dear Dean Marsh,

I was requested by Mehri Brown to write a letter of recommendation and it is without reservation that I do so. I had the opportunity to work with Mehri as her preceptor while she was doing an OB/GYN rotation as a third year medical student last academic year. Mehri is one of the most outstanding students that I have had the opportunity to precept over the past several years. She is a delightful and intense woman with a very diverse background. She is broadly knowledgeable in all areas of medicine and it was clear when I precepted her that she was academically sound. She is sensitive and caring toward patients and I found that patients were comfortable being open with discussion of their problems. Mehri has well rounded diagnostic skills and applies her knowledge of the basic sciences and clinical medicine to draw accurate conclusions related to patient care. She is well respected by her peers and is a resource for them when questions arise as to specific health related issues where she has expertise. In addition to all of these attributes, Mehri is also multilingual speaking fluent French and Italian and having a strong grasp of conversational Spanish.

Mehri has Cerebral Palsy and although there is some quality of movement and speech affected, Mehri has met the challenge and has overcome many obstacles to the surprise of many. She has dedicated herself to teaching and counseling students and providing them with information regarding issues related to disabilities. She has also worked directly with children and adolescents with both physical and mental disabilities.

Mehri is one of the few students that I have had contact with who was able to reverse the roles and become a teacher to the one that was teaching. I have gained much from Mehri's strength and perseverance and her relentless drive to improve. I highly recommend Mehri Brown for the advancement she aspires and I know, without a doubt, that she will be an asset where ever she may go

Sincerely,


Wayne Clairborne MD