Call for Applications

2012 Clinician-Teacher Development Award
Four Year Awards for Junior and Mid-Career Clinicians and Teachers Underrepresented in Academic Medicine

Deadline: 4 pm, March 15, 2012

Applications for grants are invited by the MGH Multicultural Affairs Office (MAO), the President's Office and the Massachusetts General Physicians Organization. The four-year award is for $30,000 per year, plus 15% for indirect costs. The $30,000 award has two components: a minimum of $15,000 may be used for salary and non-capital equipment and a maximum of $15,000 to repay qualified educational loans.

The MGH Clinician-Teacher Development Award is designed for faculty at MGH who are considered underrepresented in academic medicine (URM). This Award is intended to provide transitional funding for support in the development of academic clinicians, teachers and leaders who are URM, and thereby increase opportunities to advance to senior positions in academic medicine at MGH. The funding shall be used as a grant to support the awardee in her/his pursuit of a project focused in the areas of excellence for teaching and educational leadership and/or clinical expertise and innovations that meet the criteria for promotions at Harvard Medical School. The Multicultural Affairs Office will evaluate the need for this Award on a regular basis.

URMs in academic medicine include Hispanics, African Americans, Alaskan Natives and American Indians, among other underrepresented racial/ethnic groups in medicine. The MGH Multicultural Affairs Office’s mission is, in part, to promote the careers of outstanding clinicians and educators who are underrepresented in academic medicine at MGH, and to build a more diverse workforce.

Despite some improvement in the number of URMs entering U.S. medical schools, the number of physicians underrepresented in medicine entering training programs in academic medicine has not kept pace with this available pool. This fact is particularly manifested in the number of URMs occupying academic and leadership faculty positions in the United States. The reasons for this disparity are multifaceted and complex, but two factors -- a lack of carefully structured, effective mentoring, and the large level of indebtedness facing many physicians of color -- are often cited. The dearth of minority physicians in academic hospital programs creates a critical void: It dilutes the effort to break new ground in basic and clinical investigation of disease and is an impediment to the delivery of innovative, culturally competent care to our patients.

1 For information on HMS promotions criteria, visit: http://facultypromotions.hms.harvard.edu
2 As currently defined by the HMS Center of Excellence in Minority Health and Health Disparities (COE), The American Association of Medical Colleges and the National Institute of Health; this definition may be modified from time to time by these institutions.

The Application deadline is 4 pm, March 15, 2012. Applications must be e-mailed to mao@partners.org in a pdf file format. For further information regarding the application process, please e-mail Elena Olson, Executive Director, Multicultural Affairs Office, at ebolson@partners.org.

Application Guidelines

- The MAO Clinician-Teacher Development Award provides funding for clinicians, teachers and physician leaders who are considered to be underrepresented in medicine.
- Faculty and physicians pursuing an academic career as clinicians, teachers, community and/or administrative leaders are encouraged to apply.
- Proposals will be evaluated and ranked for funding priority by an independent review committee of senior clinicians and teachers, whose recommendations will be submitted to the MGH President, MGPO Chairman and MAO for final approval. All applicants will be notified of the results by e-mail.

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Eligibility

- M.D. and/or Ph.D.
- Must have a primary appointment at the Massachusetts General Hospital at the time of the application and throughout the full period of the Award.
- Must hold an appointment at the level of associate professor, assistant professor, instructor, or fellow at Harvard Medical School. (If Award recipient is a fellow, the person must receive an appointment of instructor or above at HMS and MGH at the commencement of the Award, July 1, 2012.)
- Must have demonstrated superior academic and/or clinical skills and be committed to a career in academic medicine.
- U.S. citizenship or permanent residence.

Award Details, Expenditures and Start Date

- The duration of the Award is four years, and the Award cycle will commence on July 1, 2012. A maximum of $120,000.00 will be awarded over a four-year period, with up to $30,000.00 per year of funding as detailed below:
  1. Grant funds between $15,000 and $30,000 per year, which may be used as salary support in advancement of an educational, clinical innovation and/or academic community service project.
  2. Loan repayment up to a maximum of $15,000 per year. Loan repayment funds must be used to repay qualified educational loans, and must be based on documented need. Any funds awarded to repay outstanding loans will be paid as a cash bonus to the Awardee and are taxable.
- The Award is non-transferable. If the Awardee leaves MGH during the duration period of the Award, the Awardee must notify MAO and will forfeit any remaining funding or loan forgiveness of the Award.
- The Awardee will be required to submit a yearly progress report and budget to MAO, which must provide details of how the Award funding is being used.
- If applicable, approved Human or Animal Use protocols must be current prior to award of funds.
- The Awardee must present a talk at least once during the tenure of their award to the Chester Pierce Research Society, an interdepartmental forum for URM researchers at MGH; and a poster at MAO’s annual Fall Welcoming and Recognition Reception each year, with the exception of the award year.

Applications must include the following information:

1. Completed Standard MGH Research Proposal Coversheet with signatures. The form is available at the following address: http://phsresearchintranet.partners.org/PHS_ResearchMgmt/RM_Forms.asp Click on Coversheet for Partners Research Management (Word). Insert the following information on the coversheet:
   - Department Contact Name (Grant and/or Business Manager)
   - Funding Sponsor Name: MGH Clinician-Teacher Development Award
   - Agency/Sponsor Type: Grant
   - Agreement Type: Grant
   - Effective dates of approved Human or Animal use protocol, if applicable

2. Title page, including:
   - Title of project
   - Applicant's Name, MGH Unit Number, Service or Department and Unit, MGH and HMS professional appointments, Office or laboratory address, telephone and fax numbers, and e-mail address

3. Project Proposal Summary: Description of the project in medical education and/or clinical service and/or academic community service for which the candidate is requesting funding (5-page limit, excluding references), including:
   - Specific aims
• Background and significance
• Preliminary data
• Experimental design and methods
• References
• Copies of approved Human or Animal use protocols, if applicable

4. Biosketch or CV of the applicant (biosketch in NIH format preferred)

5. Listing of current and pending other support

6. Grant Proposal budget per year/ for 4 years. (The total budget for grant and debt repayment cannot exceed $30,000/year for 4 years. A minimum of $15,000/year should be allocated to the grant component of this Award.)

7. Debt information for which you are requesting loan repayment. Please provide appropriate documentation from the loan repayment agency. (The total combined budget for grant and debt repayment cannot exceed $30,000/year for 4 years. A maximum of $15,000/year may be allocated to the Loan Repayment component of this Award).

8. Personal Statement (2 pages maximum) -- in which the candidate states the importance of this Award to furthering his/her career development and advancement in academic medicine.

9. Project plan – 4 years in duration-- completion of which substantially benefits from the support derived from this award. The plan should be structured around education and/or clinical service and/or community service.

10. Letters of support from:
   a) Department Chair. This letter must include:
      • Commitment to hire this individual on staff, if not already an MGH faculty member, and recommend their appointment for Instructor at HMS by the time the 2012 award cycle begins (ie, July 1, 2012).
      • Commitment to continue to support this individual in their career development over time.
      • Potential role this individual will play in the department/division over time.
      • Statement explaining how the funds supplied by this Award (up to $30,000.00/year for 4 years) will alter the Awardee’s activities and relate to his/her career goals.
      • Agreement to meet with this individual bi-annually for career planning meetings.
   b) Mentor. This letter must include:
      • Description of the mentor’s role in the project.
      • Commitment from mentor to support the Awardee for a minimum of the 4-year grant period.

Submission
• Please submit your application in a pdf file, with your last name included in the file title, to the mao@partners.org mailbox.
• Deadline: No later than 4 pm, March 15, 2012.
• Award winner will be announced by the end of May 2012.

For further information, please contact Elena Olson, Executive Director, at 4-3831 or ebolson@partners.org.

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