



CALL FOR APPLICATIONS

MGH Clinician-Teacher Development Award 2019

**Four Year Award for Junior and Mid-Career Clinicians and Teachers
who are Underrepresented in Academic Medicine**

Deadline: 5:00 pm, Monday, March 25, 2019

DESCRIPTION OF THE AWARD

Applications for grants are invited by the MGH Center for Diversity and Inclusion (CDI) and the Massachusetts General Physicians Organization (MGPO).

The MGH Clinician-Teacher Development Award (CTDA) is designed for MD and/or PhD faculty (including clinical psychologists in their year of training) 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 underrepresented in academic medicine, 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 educational leadership and/or clinical expertise and innovation that meet the criteria for promotions at Harvard Medical School.¹

This award is a key faculty initiative of the CDI. We encourage applicants to engage with the Center and learn more about our programs and other initiatives: www.massgeneral.org/cdi. The CDI will evaluate the need for this Award on a regular basis.

AM I URM (Underrepresented in Medicine)?

For the purposes of the CTDA, MGH follows the definition of underrepresented in medicine and biomedical sciences (URM) of the National Institute of Health (NIH) and the Association of American Medical Colleges (AAMC). URM groups may include Latino/ Hispanic (including Brazilian), African-American/Black, American Indian, Native Hawaiian and Alaskan Natives, among others. Please note that Asians are not considered URM, UNLESS they are underrepresented relative to the population MGH serves, e.g., Cambodian or Laotian.

Sources: AAMC (<https://www.aamc.org/initiatives/urm/>) and National Science Foundation (<http://www.nsf.gov/statistics/showpub.cfm?TopID=2&SubID=27>)

Despite some improvement in the number of URMs entering U.S. medical schools, the number of URM physicians entering training programs in academic medicine has not kept pace with this available pool. This fact is particularly manifested in the low number of URMs occupying academic 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 URM physicians - are often cited. The dearth of URM 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://fa.hms.harvard.edu/FoMhandbook>.

Please see the CDI [website](#) for a list of past PSDA recipients and to learn about their consultation service. This service is designed to help applicants develop a strong application for the Physician Scientist Development Award and the Clinician-Teacher Award. Through this service, you can speak with an award alumna for advice on your application including your research plan, personal statement, and letters.

AWARD EXPENDITURES, START DATE AND REQUIREMENTS

- The Award cycle will commence on July 1, 2019.
- A maximum of \$120,000.00 will be awarded to be spent over a four-year period, with a maximum of \$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) Funds can also be used for 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 CDI and will forfeit any remaining funding or loan forgiveness of the Award.
- If applicable, approved Human or Animal Use protocols must be current prior to award of funds.
- The Awardee will be required to submit a yearly progress report and budget to CDI, which must provide details of how the Award funding is being used. The progress report must include a letter from the Awardee's mentor. A letter from the Chief and/or Center Director is not required.
- 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 CDI's annual Fall Welcoming and Recognition Reception each year, with the exception of the award year. The Awardee must also comply with all CDI requests pertaining to this Award.
- Failure to comply with the above requirements may result in the rescission of this Award.

ELIGIBILITY

- The CDI 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.²
- MD and/or PhD. The only exception to this is that clinical psychologists in their final PhD training year are eligible.
- Must have a primary appointment at the MGH 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 a faculty appointment at HMS & MGH at the commencement of the Award i.e., July 1, 2019.)
- Must have demonstrated superior academic and/or clinical skills and be committed to a career in academic medicine.
- U.S. citizenship or permanent residence.

REVIEW PROCESS

Proposals will be evaluated and ranked for funding priority by an independent review committee of senior clinicians and medical educators, whose recommendations will be submitted to the MGPO Chairman and CDI for final approval. All applicants will be notified of the results by e-mail.

SUBMISSION REQUIREMENTS

The following eleven items must be included:

1. **Title Page: Title of Project, applicant name, email and department.**

² For information on HMS promotions criteria, visit: <http://fa.hms.harvard.edu/FoMhandbook>.

2. Previous CTDA Application(s). Have you previously **applied** for a Clinician Teacher Development Award? If yes, please indicate when and provide the title of each research project.

3. Layman's Description of your work (200 words only)

4. Project Proposal (5-page limit, excluding references), including:

- Specific aims
- Background and significance
- Preliminary data (if any)
- Experimental design and methods
- References

5. Personal Statement (1-page maximum)- in which the candidate states the importance of this Award to furthering his/her career development and advancement in academic medicine.

6. Statement of Contribution to Diversity (1-page maximum) - in which the candidate states his/her potential to contribute to diversity and inclusion within the MGH community through research, teaching and mentorship.

7. CV in Harvard format or NIH Biosketch of the applicant. Please [click here](#) to see an example of an NIH Biosketch.

8. Listing of current and pending other support (NIH format). Please [click here](#) to see a listing of current and pending other support in the NIH format.

9. Grant Proposal budget per year/ for 4 years. (The total budget for grant and debt repayment cannot exceed \$120,000 with a maximum of \$40,000/year. A maximum of \$15,000/ year can be allocated to the loan repayment component of this Award).

10. Debt information for which you are requesting loan repayment. Please provide appropriate documentation from the loan repayment agency.

11. Three or Four Year Project Timeline, ie Gantt chart - List your project timeline and goals for each year during the duration of the project. Click here to see an example of a [Project Timeline](#).

12. Two Letters of support:

- a. Department Chair. This letter must include:
 - Commitment to hire this individual on faculty, if not already an MGH faculty member, within 1 year of Award commencement.
 - 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 \$40,000.00/ year for 3-4 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 3-4-year grant period.

13. Personal Demographics: Please submit a statement identifying your demographic information below:

- Citizenship Status:
 - US Citizenship
 - Permanent Resident

- Gender:
 - Female
 - Male
 - Other _____
 - Prefer not to say
- Race (check all that apply)*:
 - Black/African
 - American Indian/Alaskan Native/Hawaiian Native
 - Asian or Pacific Islander
 - White
 - Other _____
 - Prefer not to say
- Ethnicity**:
 - Hispanic
 - Non-Hispanic
 - Other _____
 - Prefer not to say
- DEFINITIONS:
 - *Race: BLACK (Persons having origins in any of the black racial groups of Africa - not of Hispanic origin.) ASIAN OR PACIFIC ISLANDER (Persons with origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent, or the Pacific Islands.) AMERICAN INDIAN OR ALASKAN NATIVE – (Persons with origins in any of the original peoples of North America and who maintain cultural identification through tribal affiliation or community recognition.)
 - **Ethnicity: HISPANIC (Persons of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish culture or origin, regardless of race.)

FORMAT GUIDELINES

- Use margins of 0.5 inches or greater and 11 pt font size or greater for the Research Plan, NIH Biosketch, Other Support, Debt Information, Personal Statement and Four Year Project Plan
- Upload PDF documents only. Limit characters to A-Z, a-z and 0-9 when naming PDF documents. Do not use periods, commas or dashes in the file name.

HOW TO APPLY

Please submit your application in a pdf file, with your last name included in the file title, to cdi@mgh.harvard.edu.

Deadline: No later than 5 pm, Monday, March 25, 2019. The award winner will be announced by the end of May 2019.

QUESTIONS

For answers to frequently asked questions, please see the [CTDA FAQs](#). All other questions may be addressed to Elena Olson, Executive Director, Center for Diversity and Inclusion, at 617-724-3831 or ebolson@mgh.harvard.edu.