

CALL FOR APPLICATIONS

MGH Clinician-Teacher Development Award 2023

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

Deadline: Wednesday, February 7, 2024

DESCRIPTION OF THE AWARD

Applications for the MGH Clinician-Teacher Development Award are invited by the MGH Center for Diversity and Inclusion (CDI).

The MGH Clinician-Teacher Development Award (CTDA) is designed for MD and/or PhD faculty (including clinical psychologists in their final PhD year of training) at MGH who are considered underrepresented in academic medicine (UiM). 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 their 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 Up to two applicants will be selected to receive the Clinician-Teacher Development Award. This award is a key faculty initiative of the CDI. The CDI will evaluate the need for this Award on a regular basis.

We encourage applicants to engage with the Center and learn more about our programs and other initiatives: www.massgeneral.org/cdi.

AM I UiM (Underrepresented in Medicine)?

For the purposes of the CTDA, MGH follows the definition of underrepresented in medicine and biomedical sciences (UiM) of the Association of American Medical Colleges (AAMC). UiM groups may include Latino/ Hispanic (including Brazilian), African-American/Black, American Indian, Native American, Native Hawaiian and Alaskan Natives, among others.

Source: AAMC (<https://www.aamc.org/what-we-do/diversity-inclusion/underrepresented-in-medicine>)

Despite some improvement in the number of UiMs entering U.S. medical and graduate schools, the number of UiM physicians and scientists entering training programs in academic medicine has not kept pace with this available pool. This fact is particularly manifested in the low number of UiMs occupying academic faculty positions in the United States. The reasons for this disparity are multifaceted and complex, but two factors - a lack of effective mentoring, and the large level of indebtedness facing many UiM physicians - are often cited. The dearth of UiM physicians and scientists 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.

CONSULTATION SERVICE

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

¹ For information on HMS promotions criteria, visit: <http://fa.hms.harvard.edu/FoMhandbook>.

are due by Tuesday, December 12, 2023. Please use the following link to request a consultation with a previous CTDA recipient.

Link for consultation service: <https://www.surveymonkey.com/r/2024CFDAConsultation>

AWARD EXPENDITURES, START DATE AND REQUIREMENTS

- Up to two awards will be provided. The Award cycle will commence on July 1, 2024.
- 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 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 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 and accomplishment of goals. The final progress report will include additional components related to how the award has impacted the recipient's professional and research objectives.
- The Awardee must
 - present a talk at least once following the close or during the tenure of their award to the Chester Pierce Research Society, an interdepartmental forum for UiM researchers at MGH
 - submit a yearly abstract of the research the award recipient is being funded
 - submit a poster at the MGH President, MGPO President and Center for Diversity and Inclusion's annual Welcome and Recognition Reception Celebration each year, with the exception of the award year.
- The award recipient will be expected to serve as a resource, advisor and mentor to students and trainees who are part of CDI initiatives. This includes the [Summer Research Trainee Program \(S RTP\)](#) efforts.
- 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 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 faculty appointment at the MGH throughout the full period of the Award. The funds must be relinquished if the awardee is no longer at MGH and does not have a primary appointment at MGH. Must hold a faculty appointment at the level of associate professor, assistant professor, instructor, or clinical fellow* at Harvard Medical School at the time of application. (If Award recipient is a clinical fellow, the person must receive a faculty appointment at HMS & MGH at the commencement of the Award i.e., July 1, 2024.)
- Since this award is intended to retain UiM faculty, the applicant must have an academic appointment at the level of Instructor, Assistant Professor, Associate Professor at Harvard Medical School. If the applicant's academic appointment or promotion is pending, a signed letter from the applicant's Chief must be included with the application. The letter should explain the status of the applicant's academic appointment. The Instructor, Assistant Professor or Associate Professor appointment must be finalized before the CTDA review committee meeting with the exception of graduating clinical fellows who must have an Instructor appointment by July 1st, 2024, which is the start of the award period.
- Must have demonstrated superior academic and/or clinical skills and be committed to a career in academic medicine.
- Applicants and their Supervisors/Mentors must both have full-time primary appointments at MGH during the entire award period.

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

* Clinical Fellows in combined hospital fellowships are eligible if MGH is among the training sites and the mentor holds an MGH appointment

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 MGH Vice President and Chief Diversity and Inclusion Officer for Faculty, Trainees and Medical Students for final approval. All applicants will be notified of the results by e-mail.

SUBMISSION REQUIREMENTS

The following 13 items must be included:

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

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. Four-Year Project Timeline, i.e. 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](#).

6. Grant Proposal budget per year for 4 years. (The total budget for grant and debt repayment cannot exceed \$120,000 with a maximum of \$30,000/year. A maximum of \$15,000 per year can be allocated to the loan repayment component of this Award).

7. Debt information for which you are requesting loan repayment. Please provide appropriate documentation from the loan repayment agency. Documentation should show that the loan repayment amount requested is equal to or less than the balance of the loan.

8. 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.

9.. Statement of Contribution to Diversity (1-page maximum) - in which the candidate states their past and future contributions to diversity and inclusion within and beyond the MGH community through research, teaching and mentorship, including engagement with the CDI.

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

11. 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.

12. Two Letters of support:

- a. Department Chair. This letter must include:
 - If currently a clinical fellow, commitment to hire this individual on faculty at the commencement of this award, i.e., July 1, 2024.
 - Commitment to continue to retain and 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.

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

- Sex/Gender:
Which gender identity best describes you (select one):
 - Man
 - Woman
 - Non-binary or otherwise gender expansive
 - Other _____
 - Prefer not to answer

- Ethnicity**:
Are you Latino/a/x or Hispanic ():
 - Yes, from Latin America
 - Yes, from Spain
 - No
 - Other (please use text box to self-describe)
 - Prefer not to answer

- Race)*:
Which racial category/categories best describe(s) you (select all that apply):
 - Alaska Native
 - Asian
 - If you select Asian, are you Cambodian or Laotian?
 - Yes, Cambodian
 - Yes, Laotian
 - No
 - Prefer not to answer
 - Black or African American
 - Native American/American Indian
 - Native Hawaiian
 - Other Pacific Islander (Chamorro, Fijian, Marshallese, Samoan, Tongan)
 - White
 - Other (Please self-describe) _____
 - Prefer not to answer

- 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: LATINO/A/X (Persons of Brazil, Cuba, Dominican Republic, Mexico, Puerto Rico, Central or South America)

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 via email using the subject line “CTDA 2024” to cdi@mgb.org, and cc kosborne@mgb.org. Attach your application in one pdf file, with your last name included in the name of the pdf. **Deadline: Wednesday, February 7, 2024.** The award recipient(s) will be announced in March 2024.

QUESTIONS

All other questions may be addressed Karen Osborne Greene, Administrative Director for Research, Center for Diversity and Inclusion, at kosborne@mgb.org.