



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: Tuesday, February 28, 2023

DESCRIPTION OF THE AWARD

Applications for the MGH Clinician-Teacher Development Award 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 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 Three applicants will be selected to receive the Clinician-Teacher Development Award - two funded by the MGPO and one funded by the Center for Diversity and Inclusion (CDI).

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 UIM (Underrepresented in Medicine)?

For the purposes of the CTDA, MGH follows the definition of underrepresented in medicine and biomedical sciences (UiM) of the National Institute of Health (NIH) and the Association of American Medical Colleges (AAMC). UiM 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 UIM, UNLESS they are underrepresented relative to the population MGH serves, e.g., Cambodian or Laotian.

Sources: AAMC (<https://www.aamc.org/what-we-do/diversity-inclusion/underrepresented-in-medicine>) and National Science Foundation (<http://www.nsf.gov/statistics/showpub.cfm?TopID=2&SubID=27>)

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 carefully structured, 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

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

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 are due by Friday, January 20, 2023. Please use the following link to request a consultation with a previous CTDA recipient.

Link for consultation service: <https://www.surveymonkey.com/r/2023CFDAConsultation>

AWARD EXPENDITURES, START DATE AND REQUIREMENTS

- Three awards will be provided – two funded by the MGPO and one funded by the Center for Diversity and Inclusion (CDI).
- The Award cycle will commence on July 1, 2023.
- 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, 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 Awardee must present
 - a talk at least once during the tenure of their award to the Chester Pierce Research Society, an interdepartmental forum for UiM researchers at MGH
 - a yearly abstract of the research the award recipient is being funded for and
 - a poster at the MGH President, MGPO President and Center for Diversity and Inclusion's annual Welcome and Recognition Reception 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 \(SRTP\)](#) 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.

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

- Must have a primary faculty appointment at the MGH at the time of the application* and 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, 2023.)
- 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.

* 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 MGPO Chairman and CDI 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 his/her potential to contribute to diversity and inclusion within the MGH community through research, teaching and mentorship.

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, 2023.
 - 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.

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 / Gender nonconforming
- Transgender Man
- Transgender Woman
- Other _____
- Prefer not to answer

• **Ethnicity**:**

Are you of Latino/a/x ethnicity (i.e., from Brazil, Cuba, Dominican Republic, Mexico, Puerto Rico, Central or South America):

- Yes
- No
- If yes, please specify ethnicity
- Prefer not to answer

• **Race)*:**

Which racial category/categories best describe(s) you (select all that apply):

- Alaska Native
- Native American/American Indian
- Native Hawaiian
- Other Pacific Islander (Chamorro, Fijian, Marshallese, Samoan, Tongan)
- Asian

Which Asian ethnicity best describes you (select all that apply):

- Asian Indian
- Cambodian

- Chinese
- Filipino
- Japanese
- Korean
- Laotian
- Vietnamese
- Other (with a comment box to self-describe)
- Prefer not to answer

- Black/African American
- Middle Eastern or North African
- White
- Other _____
- 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 2023” to cdi@mgh.harvard.edu, and cc kosborne@mgh.harvard.edu. Attach your application in one pdf file, with your last name included in the name of the pdf. **Deadline: Tuesday, February 28, 2023.** The award recipient(s) will be announced in March 2023.

QUESTIONS

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