

**Call for Applications for the 2007
MGH Clinician-Teacher Development Award
Deadline: 4 p.m., February 15, 2007**

The Massachusetts General Hospital Multicultural Affairs Office ("MAO"), the Office of the President, the Massachusetts General Physicians Organization, and the Harvard Medical School Center of Excellence for Minority Health and Health Disparities ("COE")¹ are pleased to announce the 2007 MGH Clinician-Teacher Development Award (the "Award") designed for junior faculty pursuing the clinician-teacher track at MGH. MAO's mission, in part, is to promote the careers of outstanding underrepresented minority² clinician-teachers at MGH, and build a more diverse workforce. Despite some improvement in the number of underrepresented minorities entering U.S. medical schools, the number of physicians-of-color entering training programs in academic medicine has not kept pace with this available pool. This fact is particularly manifest in the number of underrepresented minority physicians occupying academic faculty positions in this country. 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.

This Award is intended to provide funding for the development of underrepresented minority junior faculty as clinicians and educators. The funding shall be used as a grant to support the awardee in her/his pursuit of a project in teaching, and/or clinical service and/or academic community service as defined by the Harvard Medical School criteria for promotion of Clinician Teachers³. It is the hope that this transitional funding will increase opportunities for underrepresented minority clinician-teachers to advance to senior leadership positions in academic medicine at MGH. The MAO will evaluate the need for this Award on a regular basis.

Eligibility

- M.D. and/or Ph.D., within 5 years of completion of fellowship training.
- Must have a primary appointment at the Massachusetts General Hospital at the time of the Award and throughout the full period of the Award.
- Must hold an appointment at the level of assistant professor, instructor, fellow or senior resident at Harvard Medical School. (If Award recipient is a fellow or senior resident, he/she must receive a faculty appointment at MHS & MGH at the beginning of the award cycle (ie, July 1, 2007).
- Candidates must have demonstrated superior academic, clinical, and community and/or mentorship skills and be committed to a career in academic medicine as a clinician-teacher.
- U.S. citizenship or permanent residence.

Award

- The duration of the Award is four (4) years, and the Award cycle will commence on July 1, 2007. 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.
- This Award has two components: (1) grant consisting of a minimum of \$15,000 per year, which may be used as salary support in advancement of an educational and/or clinical service and/or academic community

¹ The COE at Harvard Medical School, is designed, in part, to promote and support the careers of exceptional underrepresented minority junior faculty affiliated with HMS. For more information about the COE, visit their website at: http://www.mfdp.med.harvard.edu/coe/about_us/

² Underrepresented minorities in academic medicine as currently defined by the COE, the American Association of Medical Colleges and the National Institutes of Health, and as may be modified from time to time by these institutions, include Hispanics, African Americans, Alaskan Natives, and American Indians, among other underrepresented racial/ethnic groups in medicine.

³ For criteria of Clinician-Teacher track, see Harvard Medical School Purple Book web link: <http://www.hms.harvard.edu/fa/handbook/purplebook/iv1assistprofchart.html>

service project; and (2) loan repayment funds of 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 is taxable income.

- The Award is non-transferable. If the awardee leaves MGH during the duration period of the Award, they 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.

Application Format

Each application must include:

1. Title Page: candidate's name, MGH unit number, Service/Department/Unit, MGH and HMS professional appointments, office address, telephone and fax numbers, e-mail address.
2. Current biosketch and bibliography in Harvard Medical School format (if available).
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, including objectives, background, and any preliminary data (less than 2 pages).
4. Grant Proposal budget per year/ for 4 years. (The total budget for grant and debt repayment cannot exceed \$30,000/year for 4 years).
5. Debt information for which you are requesting loan repayment. (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).
6. Personal Statement (less than 2 pages)-- in which the candidate must state the importance of this award to furthering his/her career development and advancement as a clinician-teacher.
7. Project plan (one page) – 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.
8. Letters of support from:
 - a) Department Chair. This letter must include:
 - Chair's support and approval of the candidate's application.
 - Commitment to hire this individual on faculty, if not already an MGH faculty member, by the time the 2007 award cycle begins (ie, July 1, 2007).
 - 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.

Proposal Submission and Review

One application, with original signatures and 5 copies of your Application, following the Application Format, should be submitted to the Multicultural Affairs Office, Massachusetts General Hospital, Bul 123, MA 02114, ATTN: Elena Olson, by 4 pm, Thursday, February 15, 2007.

Proposals will be evaluated and ranked for funding priority by a special review group to be convened by the MGH President's Office, whose recommendations will be submitted to MAO for final approval. All applicants will be notified of the results of the review process by mail following approval by MAO. The awardee will be announced in late March 2007.

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