

## 2021 Call for Applications

Application Deadline: March 17, 2021 (3 p.m. ET)



Robert Wood Johnson Foundation

# Harold Amos Medical Faculty Development Program<sup>i</sup>

## BACKGROUND

The Robert Wood Johnson Foundation (RWJF) is working alongside others to build a national Culture of Health that provides everyone in America a fair and just opportunity for health and well-being. Many obstacles pose challenges to this audacious vision. Life expectancy varies widely based on where people live, learn, work, and play. We spend more for our health care than any other developed nation, yet the quality of our health care and our overall health status don't reflect that investment. Our population is increasingly diverse, yet inequities in health persist.

That's why RWJF supports a number of leadership development programs: We know our nation needs a generation of leaders who recognize that to solve these pressing problems, we must approach them in a new way. Our leadership development programs are built to develop, support, and connect leaders who are:

- **Caring**, recognizing that leadership is relational, and that genuine care for others is at the heart of good leadership.
- **Curious**, with a genuine desire to connect, listen, learn, and grow.
- **Collaborative**, with a deep understanding that the changes we seek cannot be accomplished by any one person, organization, or sector, and that working together with other change makers across boundaries is essential.
- **Committed** to taking risks and acting boldly to move beyond dreams toward real pathways to change—and to achieving greater equity in communities across our country.

Do you share our vision for leadership—and want to take the next step in your leadership journey? We encourage you to explore the [Harold Amos Medical Faculty Development Program](#), highlighted in this call for applications—or go online to our [program finder](#) to discover which leadership development program is right for you.

## ABOUT THE HAROLD AMOS MEDICAL FACULTY DEVELOPMENT PROGRAM

The Harold Amos Medical Faculty Development Program (AMFDP) offers four-year postdoctoral research awards to increase the number of faculty from historically marginalized backgrounds who can achieve senior rank in academic medicine, dentistry, or nursing. The program's name honors Harold Amos, PhD, who was the first African-American person to chair a department at Harvard Medical School—now the Department of Microbiology and Immunobiology. Dr. Amos worked tirelessly to recruit and mentor countless minority and marginalized students to careers in academic medicine and science. He became a founding member of the national advisory committee (NAC) of the AMFDP's

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precursor, the Minority Medical Faculty Development Program, in 1983, and served as its director between 1989 and 1993. Dr. Amos remained actively engaged with the program until his death in 2003.

The Harold Amos Medical Faculty Development Program is for physicians, dentists, and nurses from historically marginalized backgrounds who are committed to:

- developing careers and achieving senior rank in academic medicine, dentistry, or nursing;
- fostering the development of future cohorts of physicians, dentists, and nurses from historically marginalized backgrounds;
- improving the health of underserved populations; and/or
- working toward understanding and eliminating health disparities by achieving senior rank in academic medicine, dentistry, or nursing.

The program defines the term “historically marginalized” to mean the challenges facing individuals because of their race, ethnicity, socioeconomic status, or similar factors (e.g., physical, learning, or other disability; first-generation college graduate). Each scholar will study and conduct research with a senior faculty member. The senior faculty will be located at an academic center known for the training of junior faculty, and is pursuing lines of biomedical, clinical, or health services research of interest to the scholar. Scholars are expected to spend at least 70 percent of their time engaged in research.

This program supports the development of faculty in order to enhance their influence as leaders, researchers, and advisers to support a Culture of Health. The program provides scholars with:

- development of research and academic skills;
- ongoing mentoring by a distinguished national advisory committee (NAC);
- leadership development skills that allow scholars to be more effective leaders and influencers in their careers;
- a foundational grounding in the social determinants of health, health equity, and the elements of a Culture of Health;
- development of communications skills in order to advance the impact of scholars’ research and scholarship in the field.

Although awards are intended to provide four years of support, NAC members will review each scholar’s progress after the first two years to determine if support should continue for the full duration of the award.

## WHO IS ELIGIBLE FOR THE HAROLD AMOS MEDICAL FACULTY DEVELOPMENT PROGRAM?

To be eligible for this award, applicants must be physicians, dentists, or nurses who:

- are from historically marginalized backgrounds;<sup>1</sup>

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<sup>1</sup> The term “historically marginalized” refers to the challenges facing individuals because of their race, ethnicity, socioeconomic status, or similar factors (e.g., physical, learning, or other disability; first generation college graduate).

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- are U.S. citizens, permanent residents at the time of application, or individuals granted Deferred Action for Childhood Arrivals (DACA) status by the U.S. Citizenship and Immigration Services<sup>2</sup> at the time of application (changes in federal policy or law may necessitate that we consider adjustments in eligibility and grant terms);
- are completing or have completed their formal clinical training (we will give preference to those who have recently completed their formal clinical training or—in the case of nurses—their research doctorate);
- are not related by blood or marriage to any Officer<sup>3</sup> or Trustee of the Robert Wood Johnson Foundation, or a descendant of its founder, Robert Wood Johnson.

Federal, state, tribal, and local government employees who are not considered government officials<sup>4</sup> under Section 4946 of the Internal Revenue Code are eligible to apply.

Physicians must be Board-eligible to apply for this program. A dental applicant must be a general dentist with a master's or a doctoral degree or have completed advanced dental education. Nurse applicants must be registered nurses with a research doctorate in nursing or a related discipline completed by the application deadline.

Detailed research plans and budgets for selected finalists must be submitted by the university, school of medicine, dentistry, nursing, or research institution with which the prospective scholar will be affiliated during the term of the fellowship.

The university, school, or research institution must meet the following criteria:

- Be either a public entity or nonprofit organization that is tax-exempt under Section 501(c)(3) of the Internal Revenue Code and is not a private foundation or nonfunctionally integrated Type III supporting organization;
- Be based in the United States or its territories.

## OPEN ACCESS

In order to ensure RWJF-supported research is made accessible to a wide and diverse audience, grantees who publish findings in peer-reviewed publications must do so in open access journals and/or must include funds in their budgets to cover the cost of making the resulting publications open access (typically \$2,000–\$5,000 per manuscript).

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<sup>2</sup> Applicants who are permanent residents and not green card holders should contact the [Harold Amos Medical Faculty Development Program](#) before applying to determine whether they can satisfy the program's eligibility and documentation requirements.

<sup>3</sup> The Officers are the Chair of the Board of Trustees; President and CEO; Executive Vice President; Chief of Staff; General Counsel; Secretary; Assistant Secretary; Treasurer; Assistant Treasurer, and Chief Investment Officer of the Foundation.

<sup>4</sup> For these purposes, a government official is defined as any person who holds one of the following:

1. An elective public office in the executive or legislative branch of the Government of the United States.
2. An office in the executive or judicial branch of the Government of the United States, appointment to which was made by the President.
3. A position in the executive, legislative, or judicial branch of the Government of the United States—(A) which is listed in schedule C of rule VI of the Civil Service Rules; or (B) the compensation for which is equal to or greater than the lowest rate of basic pay for the Senior Executive Service under section 5382 of title 5, United States Code.
4. A position under the House of Representatives or the Senate of the United States held by an individual receiving gross compensation at an annual rate of \$15,000 or more.
5. An elective or appointive public office in the executive, legislative, or judicial branch of the government of a State, tribe, possession of the United States, or political subdivision or other area of any of the foregoing, or of the District of Columbia, held by an individual receiving gross compensation at an annual rate of \$20,000 or more, and a significant part of whose activities include "the independent performance of policymaking functions."
6. A position as personal or executive assistant or secretary to any of the foregoing; or
7. A member of the Internal Revenue Service Oversight Board.

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## HOW DOES THE APPLICATION AND SELECTION PROCESS WORK?

Applicants will submit their applications through the RWJF online application system. Here's how:

- Gather the materials you will need to apply:
  - Academic records (undergraduate, medical/dental/nursing degree, other science-related transcripts)
  - References
  - Description of your research experience and interests
  - Summary of career objectives
  - Statement of commitment to the goals of the Harold Amos Medical Faculty Development program
  - Statement describing your background and how it has influenced your work
  - Curricula vitae for yourself and your mentor
  - Mentor's statement
  - Preliminary plan for training with your proposed mentor
- If you haven't already done so, register at [MyRWJF](#).
- Then go to [www.rwjf.org/cfp/mfd21](http://www.rwjf.org/cfp/mfd21) and click on "Apply Online." From there, you'll be able to follow the instructions and use the templates provided online.
- Be sure to allow yourself plenty of time to register for MyRWJF, familiarize yourself with the online submission requirements, gather all your materials, and complete all sections of the application. You are encouraged to contact AMFDP with questions about your application in the weeks prior to the application deadline. Because we receive so many applications, staff may not be able to assist all applicants in the final 24 hours before the submission deadline.
- *RWJF will accept only those applications that are completed and submitted by the deadline.* Because one of our Guiding Principles is to treat everyone with fairness and respect, RWJF's deadline policy applies to all applicants. If you experience a problem with the online application system that may prevent you from submitting on time, please notify the program administrator immediately. To do so, click on the "Contact Us" link found in the "Resources" area on the left side of most screens within the online application site. We encourage you to submit your application well before the deadline so that any unforeseen difficulties, e.g., technical problems, may be addressed in advance.

Successful scholars must demonstrate that they:

- have excelled in their education;
- are prepared to devote four consecutive years to research;
- are committed to: 1) pursuing academic careers; 2) serving as role models for students and faculty from historically marginalized backgrounds; 3) improving the health status of the underserved; and/or 4) decreasing health disparities.

Applications from basic scientists are welcome.

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To pursue the advanced research training required by this program, applicants must first identify a faculty mentor (or mentors) with whom they would like to work to develop a research plan. The mentor's experience in supervising trainees and the adequacy of the mentor's research environment and support will be a key consideration in the scholars' selection.

In the first stage of the selection process, each candidate will submit a proposal that includes academic records; a personal statement regarding the candidate's commitment to AMFDP's goals; descriptions of research experience and interests; a statement describing the candidate's historically marginalized background and how it has influenced the candidate's work; a summary of career objectives; references; and a preliminary plan for training with the proposed mentor. All mentors must be located in a university, school of medicine, dentistry, nursing, or research institute within the United States.

Based on a review of the submitted materials, the NAC will select semifinalists for interviews.<sup>i</sup> The interview enables the committee to assess candidates more fully. It also allows candidates to define their research interests and describe the resources available in their mentors' laboratories.

Based on these interviews, the national program office and national advisory committee (NAC) will select up to 10 finalists to be supported by RWJF, as well as others to be supported by our partners. Finalists will then submit their detailed research plans and budgets. The NAC will review these submissions and make final recommendations to RWJF, ASH, and AHA. Neither the NAC nor RWJF provides individual critiques of applications submitted.

## ASH-AMFDP PARTNERSHIP

A partnership between the American Society of Hematology (ASH) and AMFDP was established to increase the number of hematologists from historically marginalized backgrounds with academic and research appointments. The criteria and process for selecting ASH-AMFDP scholars are identical to those for the AMFDP, and scholars and their mentors will have the same obligations and benefits. For more information, please visit the American Society of Hematology's [website](#).

## AHA-AMFDP PARTNERSHIP

A partnership between the American Heart Association (AHA) and AMFDP has been established to increase the number of clinician-researchers focused on cardiology or the cerebrovascular system from historically marginalized backgrounds with academic and research appointments. The criteria and process for selecting AHA-AMFDP scholars are identical to those for the AMFDP, and scholars and their mentors will have the same obligations and benefits. For more information, please visit the [AMFDP website](#).

Please direct inquiries to:

Nina Ardery, *deputy director*  
Phone: (317) 278-0500  
Email: [amfdp@indiana.edu](mailto:amfdp@indiana.edu)

## AWARD DETAILS

RWJF will fund up to 10 four-year awards of up to \$420,000 each in this grant cycle. Scholars will receive an annual stipend of up to \$75,000 each, complemented by a \$30,000 annual grant to support research activities. As detailed

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above, additional awards are available through partnerships with the American Society of Hematology (ASH) and the American Heart Association (AHA).

The grant opportunity outlined in this call for applications is contingent upon final funding confirmation from the Robert Wood Johnson Foundation for such grants.

## HOW CAN YOU USE GRANT FUNDS?

Grants made to participating institutions will be in accordance with RWJF's funding guidelines. The grant funds provided to the institutions under the program cover the scholars' annual stipends and health insurance, and expenses associated with their research and travel.

## KEY DATES AND DEADLINES

- **March 17, 2021 (3 p.m. ET)**  
Deadline for receipt of completed online applications.
- **July 14–16, 2021**  
Semifinalist applicant interviews with national advisory committee members in Chicago.<sup>i</sup>
- **December 2021**  
Notification of awards.

## OUR EQUITY, DIVERSITY, AND INCLUSION COMMITMENT

The Robert Wood Johnson Foundation is committed to building a Culture of Health that provides everyone in America a fair and just opportunity for health and well-being. Achieving this goal requires focus on equity, diversity, and inclusion. To that end, we are committed to fostering diverse perspectives. We recognize that individuals' perspectives are shaped by a host of factors, such as their race, ethnicity, gender, physical and mental ability, age, socioeconomic status, gender identity and expression, sexual orientation, familial status, education, religion, legal status, military service, political affiliation, geography, and other personal and professional experiences.

We know that the presence of diverse perspectives alone is not sufficient. Therefore, we also are committed to creating inclusive environments where all individuals are encouraged to share their perspectives and experiences. We believe that only through valuing our differences and similarities, and remaining vigilant in advancing equity, will we be able to maintain an equitable workplace and actively pursue equity in all aspects of our work. We commit to being continuous learners and working alongside others to cultivate equity, diversity, and inclusion.

## EVALUATION

The purpose of evaluation at RWJF is learning rather than accountability. An independent research group selected and funded by RWJF will conduct an evaluation of the program. RWJF intends for this project to contribute to national efforts to promote a Culture of Health. Therefore, the program will publicly release results from this evaluation. As a condition of accepting RWJF funds, scholars must participate in the evaluation, which may include assisting with necessary data collection to accomplish evaluation objectives.

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## MONITORING

RWJF monitors the grantees' efforts and careful stewardship of grant funds to assure accountability. Grantees will be required to submit periodic narrative and financial reports.

## APPLICANT SURVEY PROCESS

For selected programs, the project director (PD) of the application will be contacted after the deadline by SSRS, an independent research firm. The PD will be asked to complete a brief online survey about the application process and applicant characteristics. This voluntary questionnaire will take no more than 15 minutes to complete. Responses provided to SSRS will not impact the funding decision for your application in any way.

SSRS will protect the confidentiality of your responses. RWJF will not receive any data that links your name with your survey responses.

## PROGRAM DIRECTION

Direction and technical assistance for this program are provided by the Indiana University School of Medicine, which serves as the national program office (NPO), located at:

### Harold Amos Medical Faculty Development Program

340 W. 10<sup>th</sup> St, Suite 5100

Indianapolis, IN 46202

Phone: (317) 278-0500

Email: [amfdp@indiana.edu](mailto:amfdp@indiana.edu)

Website: [www.amfdp.org](http://www.amfdp.org)

Responsible staff members at the NPO are:

- David S. Wilkes, MD, *program director*
- Nina Ardery, *deputy director*

Responsible staff members at the Robert Wood Johnson Foundation are:

- Wendy Yallowitz, *senior program officer*
- Susan Halucka, *program financial analyst*

## ABOUT THE ROBERT WOOD JOHNSON FOUNDATION

For more than 45 years, the Robert Wood Johnson Foundation has worked to improve health and health care. We are working alongside others to build a national Culture of Health that provides everyone in America a fair and just opportunity for health and well-being. For more information, visit [rwjf.org](http://rwjf.org). Follow the Foundation on Twitter at [www.rwjf.org/twitter](http://www.rwjf.org/twitter) or on Facebook at [www.rwjf.org/facebook](http://www.rwjf.org/facebook).

Sign up to receive email alerts on upcoming calls for proposals at [www.rwjf.org/manage-your-subscriptions.html](http://www.rwjf.org/manage-your-subscriptions.html).

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Princeton, NJ 08540-6614

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<sup>i</sup> Any required in-person interviews or meetings are pending a safe resolution of the pandemic. Until then, we may modify that requirement to offer virtual meetings. We will notify participants after this determination has been made.