

2022 Call for Applications

Application Deadline: March 16, 2022 (3 p.m. ET)



Robert Wood Johnson Foundation

Harold Amos Medical Faculty Development Program

BACKGROUND

At the Robert Wood Johnson Foundation (RWJF), we are working alongside others to build a national Culture of Health. Our goal is to help improve the health of everyone in the United States by placing well-being at the center of every aspect of life.

To reach a Culture of Health, we must be honest about the fact that too many people and communities in our nation start behind, and stay behind, because they don't have the same opportunities as others, due to long-entrenched policies, practices, and narratives designed to exclude them. As a society, we need to acknowledge that racism is part of our history. If we don't focus on and tackle structural racism, we simply can't make progress toward health equity in America. We need to own our history, we need to talk about it, and we need to work together to fix it. We need to ask ourselves what our current policies, practices, and narratives are doing to repair the damage. Whom do our policies and our investments benefit the most? And whom do they hurt or exclude? What are we doing to improve the health of everyone? What social conditions continue to perpetuate the pernicious cycle of prejudice, isolation, and oppression? We must both address the socioeconomic factors that affect health and lift the barriers of racism to ensure everyone has the opportunity to be as healthy as possible.

We know that achieving this will take unprecedented collaboration—a movement for better health. At the same time, we also know we are far from alone in our belief that everyone should have the opportunity to lead a healthier life. And by working alongside many others, we can bring about meaningful change, now and for generations to come.

We believe that leadership for health equity is an essential lever for change, especially the complex change needed to dismantle structural racism. Leadership for health equity is the capacity for individuals, organizations, or communities to co-create an emerging future in which everyone has a fair and just opportunity for health and well-being. It requires all of us to work both independently and collectively, with equal attention to system and policy change and internal culture and practice. It takes a commitment to collaboration, respect, and accountability.

That's why RWJF is committed to:

- Centering equity in our leadership strategies;
- Supporting systems leaders to shift the conditions that are holding problems in place; and,
- Strengthening collective leadership approaches.

We believe the key components of supporting leadership for health equity are giving leaders the resources and supports they need to thrive, building connections with others doing this important work, and strengthening the conditions for leadership to emerge. That's why RWJF supports a number of leadership development programs.

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 (CFA)—or go online to our [program finder](#) to discover which leadership development program is right for you.

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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 Medical Genetics. Dr. Amos worked tirelessly to recruit and mentor countless minority and disadvantaged students to careers in academic medicine and science. He was a founding member of the national advisory committee (NAC) of the AMFDP's 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 offers four-year postdoctoral research awards to 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 succeeding classes 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 who is located at an academic center known for the training of junior faculty and who 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;

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- are U.S. citizens or permanent residents¹ at the time of application, or individuals granted Deferred Action for Childhood Arrivals (DACA) status by the U.S. Citizenship and Immigration Services 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 or Trustee of the Robert Wood Johnson Foundation, nor are a descendant of its founder, Robert Wood Johnson.²

Federal, state, tribal, and local government employees who are not considered government officials under Section 4946 of the Internal Revenue Code are eligible to apply.³

Physicians must be Board-eligible to apply for this program. A dental applicant must be a general dentist with a master's degree or a PhD 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).

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

¹ Applicants who are permanent residents and not green card holders should contact the national program office before applying to determine whether they can satisfy the program's eligibility and documentation requirements.

² The Officers are the Chair of the Board of Trustees; President and CEO; Chief of Staff; Executive Vice President; Chief Operating Officer; General Counsel; Secretary; Assistant Secretary; Treasurer; Assistant Treasurer; and Chief Investment Officer of the Foundation.

³ 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."

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- Description of your research experience and interests
 - Summary of career objectives
 - Statement of commitment to the goals of AMFDP
 - Statement describing your background and how it has influenced your work
 - Curricula vitae for yourself and your mentor(s)
 - Mentor's statement(s)
 - Preliminary plan for training with your proposed mentor(s)
- If you haven't already done so, register at [MyRWJF](#).
 - Then go to www.rwjf.org/cfp/mfd22 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 at MyRWJF, familiarize yourself with the online submission requirements, gather all your materials, and complete all sections of the application. You are encouraged to contact the 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 at the time of 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 by using 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 in advance of the deadline so that any unforeseen difficulties, e.g., technical problems, may be addressed well before the deadline.

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.

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

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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. 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, we will select up to 10 finalists whom RWJF will support, as well as others whom our partners will support. Finalists will then submit their detailed research plans and budgets. The NAC will review these submissions and make final recommendations to RWJF, ASH, AHA, and the American Thoracic Society/American Lung Association/American College of Chest Physicians. 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](#).

ASN-AMFDP PARTNERSHIP

A partnership between the American Society of Nephrology (ASN) and AMFDP has been established to increase the number of nephrologists from historically marginalized backgrounds with academic and research appointments. The criteria and process for selecting ASN-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 [ASN 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](#).

AMERICAN THORACIC SOCIETY/AMERICAN LUNG ASSOCIATION/AMERICAN COLLEGE OF CHEST PHYSICIANS-AMFDP PARTNERSHIP

A partnership among the American Thoracic Society, the American Lung Association, the American College of Chest Physicians and AMFDP has been established to increase the number of clinician-researchers focused on pulmonary and critical care medicine from historically marginalized backgrounds with academic and research appointments. The criteria and process for selecting American Thoracic Society/American Lung Association/American College of Chest Physicians-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

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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 above, additional awards are available through partnerships with the American Society of Hematology (ASH), the American Society of Nephrology (ASN), the American Heart Association (AHA), and a consortium of the American Thoracic Society, the American Lung Association, and the American College of Chest Physicians.

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, health insurance, and expenses associated with their research and travel.

KEY DATES AND DEADLINES

- **March 16, 2022 (3 p.m. ET)**
Deadline for receipt of completed online applications.
- **July 13–15, 2022**
Semifinalist applicant interviews with national advisory committee members.
- **August 2022**
Notification of finalist status.
- **June 2023**
Finalists notified 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.

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.

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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. 10th Street, Suite 5100

Indianapolis, IN 46202

Phone: (317) 278-0500

Email: amfdp@indiana.edu

Website: 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. Follow the Foundation on Twitter at www.rwjf.org/twitter or on Facebook at www.rwjf.org/facebook.

Sign up to receive email alerts on upcoming calls for proposals at www.rwjf.org/manage-your-subscriptions.html.

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