Application Deadline: March 15, 2023 (3 p.m. ET)



Health Policy Research Scholarsi

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 wellbeing at the center of every aspect of life.

To attain 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 address both 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 building 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 this vision for leadership—and do you want to take the next step in your leadership journey? We encourage you to explore the Health Policy Research Scholars program, highlighted in this call for applications (CFA).

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ABOUT THE HEALTH POLICY RESEARCH SCHOLARS PROGRAM

Health Policy Research Scholars (HPRS) is a four-year national leadership development program for full-time doctoral students from nonclinical, research-focused disciplines in which policy is a key lever for change (e.g., urban planning; political science; economics; anthropology; education; social work; sociology). HPRS is designed for students who are committed to ensuring their research is aligned with the health needs of communities. The program is focused on doctoral students who want to improve health, well-being, and equity; challenge longstanding, entrenched systems; exhibit new ways of working; collaborate across disciplines and sectors; and bolster their leadership skills. By providing training in health policy, how to think strategically, and how to craft an actionable research question that can inform solutions to advance health equity—as well as mentorship, career and leadership coaching—HPRS will develop a new community of research leaders who will build a Culture of Health in their disciplines and communities.

The Robert Wood Johnson Foundation recognizes that the increasing diversity in the country's population can best be served when research and researchers also reflect that diversity. The world needs diverse perspectives as our nation identifies key health policy questions and evaluates the impact of proposed policy solutions. The disproportionate burden of poor health (and the disproportionate exposure to environmental and socioeconomic conditions that lead to poor health) is borne by individuals and communities marginalized because of their race or ethnicity, socioeconomic status, or other factors. That is why increasing the number of doctoral scholars from historically marginalized backgrounds and populations underrepresented in specific doctoral disciplines is a focus of this program.

HPRS builds on RWJF's vision of leadership, viewing leadership as a dynamic, transformative, relational process of change aimed at repairing damage from historical and structural injustices and oppression. Active, ongoing collaboration facilitates this process that is rooted in shared power to design and implement equitable policies. Power is not relegated to a title, role, or position, but distributed among groups of people while transcending social boundaries. Effective leadership in the field of health policy research requires individual and collaborative tasks spanning both private and public sectors within society, as well as a willingness to challenge pervasive and systemic issues to co-design new solutions. Partnerships are developed and sustained while authentically engaging through both different and shared values. HPRS prepares scholars to lead through their disciplines from a framework of health equity, individually and collaboratively, and in alignment with their unique strengths and values.

The goal of HPRS is to cultivate transformational leaders from diverse backgrounds with doctoral training—representing a wide range of research-focused disciplines—who will inform and influence policy toward a Culture of Health. Specifically, we aim to recruit doctoral students from a variety of fields/disciplines (e.g., urban planning; political science; economics; anthropology; education; engineering; geography; and lab/bench sciences) who are seeking to use policy change to advance population health and health equity. We strongly encourage applications from nonhealth-related disciplines; having scholars from diverse fields is critical to advancing a Culture of Health. Up to 40 scholars will be selected for the 2023 cohort.

Program Goals

After completing the HPRS program, the scholar should:

- Have extensive knowledge of a Culture of Health, health policy, leadership, systems change, and communication.
- Have the capacity to exercise individual and collective leadership.
- Be able to apply research and interdisciplinary collaboration skills to engage multiple sectors (e.g., policy, education, business, communities, institutions, and agencies) to effectively translate research findings that will inform and influence policy to advance a Culture of Health.
- Use strategies to leverage diverse interdisciplinary networks of researchers.
- Establish meaningful and sustained relationships and collaborations with HPRS and other RWJF leadership programs and program participants.

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Contribute to research and a national dialogue on the policy changes necessary for a Culture of Health, including
the dismantling of structural racism.

WHO IS ELIGIBLE FOR THE HEALTH POLICY RESEARCH SCHOLARS PROGRAM?

- Applicants must be starting full-time, second-year doctoral studies in fall 2023 at a degree-granting institution based in the United States or its territories;
- Applicants must have at least three academic years remaining in their doctoral program and not expect to graduate before spring/summer 2026;
- Applicants must be from populations underrepresented in specific doctoral disciplines and/or historically
 marginalized backgrounds. Examples of marginalized backgrounds include, but are not limited to, first-generation
 college graduates; individuals from lower socioeconomic backgrounds; individuals from communities of color;
 and individuals with disabilities. If an applicant is applying because their background is underrepresented in a
 specific discipline, or from a marginalized background not listed above, the applicant must clearly describe how
 they meet the eligibility criteria in the application form;
- Applicants cannot be a recipient of a national fellowship program that prohibits participation in additional programs such as HPRS;
- Applicants must be at least 21 years old as of September 1, 2023;
- Federal, state, tribal, and local government employees are eligible to apply unless they are considered government officials¹ under Section 4946 of the Internal Revenue Code;
- Applicants must be U.S. citizens, permanent residents, or individuals granted Deferred Action for Childhood Arrivals (DACA) Status or Temporary Protected Status (TPS) by the U.S. Citizenship and Immigration Services at the time of application. As federal policy or laws change, we may need to consider adjustments in eligibility and grant terms;
- Applicants cannot be related by blood or marriage to any Officer, Manager, or Trustee of the Robert Wood Johnson Foundation, or be a descendant of its founder, Robert Wood Johnson.²

Is Health Policy Research Scholars the right program for me?

If you're passionate about your leadership journey, and you'd like to be among the scholars chosen from the many applications we receive each year for the Health Policy Research Scholars program, you'll need to:

- Meet the eligibility criteria described above;
- Assemble and submit application materials—according to the guidelines provided in the online application system;
- Commit to attending all scheduled activities, including in-person meetings (when it is safe to do so).

¹ For these purposes, a government official is defined as any person who holds one of the following:

a) An elective public office in the executive or legislative branch of the Government of the United States.

b) An office in the executive or judicial branch of the Government of the United States, appointment to which was made by the President.

c) 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.

d) 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

e) 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."

f) A position as personal or executive assistant or secretary to any of the foregoing or

g) A member of the Internal Revenue Service Oversight Board.

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

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How will we choose the leaders from the applications we receive for the next cohort of Health Policy Research Scholars?

We will consider how you:

- Are committed to conducting research that is aligned with the needs of communities, has health equity at its center, and is actionable;
- Are interested in translating your research into evidence-informed health policy;
- Are interested and willing to use interdisciplinary research approaches;
- Are studying in a field in which policy is a key lever for change—from diverse fields of study outside of health
 (e.g., urban planning; political science; economics; anthropology; education; social work; sociology) to public
 health. While full-time doctoral students from public health are eligible to apply, we will limit the number of public
 health doctoral students selected for the program; and
- Want to use research and leadership skills to become a change agent for more equitable and actionable research that will inform policy change.

As we select the scholars, we will carefully consider the composition of the overall cohort selected in terms of demographics; geographic location; disciplines (i.e., nonhealth to health-related disciplines, where nonhealth disciplines comprise the majority of the cohort); and educational background to ensure that the selected scholars have an opportunity for a rich training experience. We will also consider the number of individuals from one home institution within a selected cohort.

Summary of HPRS Program Activities

HPRS is intended to complement a scholar's doctoral training. Scholars will primarily participate in HPRS through online learning seminars and courses, along with some in-personⁱ experiences; participate in training and workshops; and contribute to publications and research presentations—concurrently with their doctoral program. These activities are designed to support and enrich the doctoral program.

Examples of HPRS activities are outlined below and subject to change:

Term	Health Policy Research Scholars Program Planned Activities
Fall 1	 Onboarding webinars (required for both scholars and mentors) HPRS orientation HPRS Fall Institute (required for scholars, in person, October 5–8, 2023, in Baltimore, MD) Online course: Introduction to public health; health equity; public policy and the policy process; leadership training
Spring 1	 RWJF Annual Leadership Institute (required for scholars, in person, anticipated spring 2024: date and location TBD) Online course: Theories of public policy; how policy impacts health; and an introduction to policy analysis; policy implementation, leadership training
Summer 1	HPRS Summer Institute (required for scholars, in person, June 23–28, 2024, in Baltimore, MD) that includes workshops, skill-building, and interactions with national health policy experts

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Fall 2	Online course: Policy communication, including memo and op-ed writing
Spring 2	RWJF Annual Leadership Institute (required for scholars, in person, anticipated spring 2025: date and location TBD)
	 Online course: Tools for translating research into policy and advocacy, implementation, and dissemination research
Summer 2	HPRS Summer Institute (required for scholars, in person, i one week in July 2025, in Baltimore, MD)
	· Interaction with national policymakers
	Media and communications training
	· Leadership training
Fall 3	Online seminar: Leadership training, communication, and dissemination
Spring 3	RWJF Annual Leadership Institute (required for scholars, in person, anticipated spring 2026: date and location TBD)
	Online seminar: Leadership training, communication, and dissemination
Summer 3	HPRS Summer Institute (required for scholars, in person, one week in July 2026, in Baltimore, MD)
	· Interact with national policymakers
Fall 4	Online seminar: Professional development, contemporary issues in health policy research
	· Optional: Peer-led dissertation writing accountability groups
	Online seminar: Professional development sessions, policy topic discussions
Spring 4	RWJF Annual Leadership Institute (required for scholars, in person, anticipated spring 2027: date and location TBD)
	· Optional: Peer-led dissertation writing accountability groups
	Online seminar: Professional development sessions, policy topic discussion
Summer 4	HPRS Graduation Celebration (summer 2027)
Juninor 4	· Transitioning to HPRS alumni
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HPRS participants will also have an opportunity to apply to participate in writing retreats, which occur both virtually and in person annually, as well as other optional HPRS programming. In addition to in-personⁱ gatherings such as the Annual Leadership Institute, Fall Institute (year 1 only), and weeklong annual summer institutes, participants should anticipate spending approximately five hours per month during the academic year (September–May) on program-related activities. Scholars will also have numerous opportunities to connect with networks of scholars across cohorts, across other RWJF leadership programs, and with experts nationwide.

Home Institution Mentor

At the time of application, applicants must identify a single faculty mentor at their home institution (i.e., the doctoral degree-granting institution). This person would ideally be the applicant's academic advisor; however, this is not required. When the applicant's home institution mentor agrees to provide a reference, they will be asked to confirm serving in this role. The home institution mentor will:

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- Provide a reference in support of the applicant:
- Be a champion for the scholar's participation in the HPRS program;
- Partner with the national program center (NPC) to support the scholar's participation in HPRS so that it elevates their scholarship and doctoral training;
- Provide academic support and career guidance at the scholar's home institution;
- Meet regularly with the scholar about their HPRS experience;
- Participate in a mandatory onboarding webinar and orientation in September/October 2023, and an annual check-in with the HPRS NPC;
- Participate in periodic evaluation activities to inform program content, assess satisfaction and outcomes, and better understand the benefits of the HPRS program;
- · Engage with the HPRS community through optional (e.g., webinars, seminars); and
- Receive a yearly honorarium of \$1,500.

HOW DOES THE APPLICATION AND SELECTION PROCESS WORK?

You will submit one application through the RWJF online application and review system. Here's how:

- If you haven't already done so, first register at MyRWJF;
- · Complete the online application;
- Select a home institution mentor;
- Collect your mentor's curriculum vitae (CV) (an NIH biosketch is also acceptable);
- Prepare your CV (maximum of four pages);
- Identify one person to provide a reference for you. Your home institution mentor must provide the second reference. Share this CFA with both of your references and obtain their email addresses for the online application;
- · Obtain your doctoral transcript;
- Then go to www.rwjf.org/cfp/hprs7 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 your materials, and complete all sections of the application. 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 clicking on the "Contact Us" link found in the
 "Resources" area on the left side of most screens within the online application site. Late applications will not be
 accepted.

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Each application will be reviewed to determine if applicants meet the eligibility requirements to advance in the review process. Multiple independent reviewers will use the application itself, essays, references, transcript, and other submitted materials to evaluate each application.

A group of semifinalists will be selected to participate in web-based interviews that will occur in May 2023. These interviews are intended to help the selection committee to get to know applicants beyond what they shared in their written responses. Finalists for the program will be selected once all interviews are completed and notified in mid-June 2023. Finalists will be required to submit additional documentation, including having their home institution complete a form acknowledging its role. Applications that are incomplete by the deadline will not be reviewed. See "Key Dates and Deadlines" for more details.

We encourage interested applicants to participate in an optional applicant webinar on Thursday, February 2, 2023, at 1–2 p.m. ET. You must register in advance for this meeting. After registering, you will receive a confirmation email containing information about joining the meeting. The webinar will be recorded and made available to those who are not able to participate.

If you have any questions about the application process, please email the HPRS national program center at https://mx.edu. Be sure to include your full name and phone number. We will make every effort to respond to all inquiries within 24 hours (1 business day).

WHAT IS A HOME INSTITUTION?

A home institution is the scholar's degree-granting institution. A home institution must possess the administrative and financial capacity and experience to accept the award and be:

- Based in the United States or its territories;
- Willing to receive the funds from RWJF and not exceed the allowable administrative fees specified by RWJF (see "Award Details"); and
- Able to distribute funds in a manner that is consistent with RWJF policies in a timely manner (described in "How Can You Use Health Policy Research Scholars Grant Funds?").

The home institution will be responsible for signing a letter of agreement with RWJF and submitting brief annual financial reports to the Foundation.

AWARD DETAILS

- · Grant funds from RWJF will include:
- Award Funds: \$30,000 per year for up to four years or until you complete your doctoral program (whichever is sooner).
- Administrative fee: Home institutions may include an administrative fee of \$1,000 per year (\$4,000 in total) to the grant amount to cover the administrative costs of managing the award.
- Payment of grant funds: Grant funds are paid to the home institution, which distributes the funds to the individual scholar.
- Scholars will also be eligible for competitive dissertation grants of up to \$10,000, as well as competitive conference and research dissemination grants, awarded by the national program center at Johns Hopkins Bloomberg School of Public Health. Scholars will have a choice of whether to receive these funds directly or have them provided to their institution (indirect costs are not permitted for dissertation awards).
- Funds received from RWJF or HPRS, whether received through the institution or directly, are considered income for IRS purposes and may be taxable.

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- Travel to all HPRS events will be paid by the national program center, upfront when possible or via reimbursement.
- Scholars will only receive payments if they are in good standing according to their home institution's criteria, maintain full-time student status, have a 3.0 grade point average or above (if the doctoral program uses grade point averages), and have satisfactory participation in home institution-related activities. Scholars must also continue to be in good standing with the program, which includes: 1) participating in all online course sessions and/or make-up assignments; 2) completing all required coursework; 3) completing all evaluations/surveys from the NPC and program evaluators; and 4) attending all in-personⁱ program events, unless the scholar has an excused absence that has been approved by the national program center director. Scholars not in good program or academic standing may, at the discretion of the director and/or the Foundation, be restricted in their ability to participate in events or otherwise access HPRS resources.

If the scholar changes home institutions during the grant period, the grant funding will follow the scholar to the new home institution, provided the scholar continues to meet the eligibility requirements and the new home institution meets the requirements above. In such a case, additional documentation will be required.

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 HEALTH POLICY RESEARCH SCHOLARS GRANT FUNDS?

Participants in HPRS are entitled to receive the full amount of the HPRS award to support their time in the program: \$30,000 per year, per scholar. Grant funding should not replace existing funding, such as teaching assistantships, research assistantships, grants, or other education-related support, such as departmental stipends. Institutions cannot use HPRS funds to pay the scholar as part of an existing funding package. However, we strongly encourage applicants to discuss the impact that receiving this award may have on other assistance with their home institutions prior to submitting an application.

If you are selected for the HPRS program, you will create and propose a budget consistent with these award policies and work with your institution to determine how the grant funds will be set up and disbursed to you to support your successful completion of the program. Scholars may choose to use the award funds to pay for expenses such as: living or child-care expenses; research expenses or statistical software; registration fees for relevant conferences, workshops, or professional associations; conference, professional development, or research related travel; equipment such as laptops, tablets, audio recorders or other devices needed for research or other program requirements; and supplies including books and other education-related materials.

Home institutions may include an administrative fee of \$1,000 per year (\$4,000 in total) in the grant amount to cover the administrative costs of managing the award. The Foundation will not support any other indirect/overhead charges as part of the award budget. No administrative costs or fees may be taken from the scholar funding portion of the award.

RWJF policy does not allow the use of grant funds to support clinical trials of unapproved drugs or devices, to construct or renovate facilities, for lobbying, or for political activities.

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. While there is no expectation for participants to publish findings under this leadership program, should they do so, funds to cover the cost of making the resulting publications open access (typically \$2,000–\$5,000 per manuscript) will be made available to the participants by the national program center, independent of this award. Grantees can also consider self-archiving (depositing a free copy of an electronic document online in order to provide open access to it) in the author's own institutional repository or open archive to fulfill this requirement. Visit SHERPA/RoMEO for more information on self-archiving.

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KEY DATES AND DEADLINES

• February 2, 2023 (1-2 p.m. ET)

Optional applicant webinar. Register here.

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Deadline for receipt of full applications, including references.

May 2023

Semifinalist interviews, via web conference.

Mid-June 2023

Notification of finalists.

July 11, 2023

Deadline for receipt of finalist supplemental applications.

September 1, 2023

Program begins. Award funding initiated for program participants.

September–early October 2023

Required onboarding meetings for scholars and mentors.

October 5–8, 2023

HPRS Fall Institute, Baltimore, MD (in-person attendance required for program participants).

2024 (date TBD by RWJF)

RWJF Annual Leadership Institute, (in-person attendance required), date and location TBD.

• June 23-28, 2024

HPRS Summer Institute, Baltimore, MD (in-person attendance required for program participants).

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 and improvement. An independent research group selected by the national program center and RWJF—with funding from RWJF—is conducting an evaluation of the program. RWJF intends for this project to contribute to national efforts to develop leaders who will build a Culture of Health. Therefore, the program will publicly release results from this evaluation. The evaluation team will study the progress the national

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program center is making in achieving its goals, as well as the impact of components that are unique to the national program center. As a condition of accepting RWJF funds, program participants must participate in the evaluation. Participation in this program includes assisting with necessary data collection to accomplish the evaluation objectives. These data collection efforts may include national program center and participant surveys, data sharing, and other activities.

APPLICANT SURVEY PROCESS

Program applicants may be contacted after the deadline by SSRS, an independent research firm. If you are contacted, you 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

The Health Policy Research Scholars national program center is led by the Johns Hopkins Bloomberg School of Public Health. The national program center leads the program activities and participant experience, as well as providing direction and technical assistance for the application process and for this program.

Health Policy Research Scholars

Johns Hopkins Bloomberg School of Public Health 624 N. Broadway, Room 380 Baltimore, MD 21215

Phone: (410) 502-9188 Email: *hprs@jhu.edu*

Website: https://healthpolicyresearch-scholars.org/

- The responsible staff member at the national program center is:
 - Keshia M. Pollack Porter, PhD, MPH, Bloomberg Centennial Chair, Department of Health Policy and Management, Johns Hopkins Bloomberg School of Public Health, *program director*
- The responsible staff member at the Robert Wood Johnson Foundation is:

Shuma R. Panse, MPH, senior program officer

ABOUT THE ROBERT WOOD JOHNSON FOUNDATION

The Robert Wood Johnson Foundation (RWJF) is committed to improving health and health equity in the United States. In partnership with others, we are working to develop a Culture of Health rooted in equity that provides every individual with a fair and just opportunity to thrive, no matter who they are, where they live, or how much money they have. For more information, visit *rwif.org*.

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

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'Any required in-person meetings are subject to change as a result of the ongoing pandemic. Such changes may include modifying the timing and frequency of the meetings or offering virtual attendance options. We will notify participants as decisions are made.