

2024 Call for Applications

Application Deadline: March 19, 2024 (3 p.m. ET)



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 a society that not only places wellbeing at the center of every aspect of life, but one that is rooted in health equity—providing every person with a fair and just opportunity to thrive, no matter who they are, where they live, or how much money they have.

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. RWJF's work to address such inequalities has made clear—and the COVID-19 pandemic and racial reckoning of 2020 have further amplified—the root cause of many health disparities that exist today: structural racism.

Building upon our Culture of Health vision through a long-term focus on dismantling structural racism, RWJF believes we can remove one of the biggest barriers to health equity in America by working toward three long-term goals:

- Equitable and accountable public health and healthcare systems;
- Healthy and equitable conditions in the communities we live in; and
- Economic inclusion for family wellbeing.

Achieving such ambitious goals will require strategic approaches that can be used across the many systems we seek to change. RWJF has identified leadership as a core strategic approach and a critical accelerant of change. And while we have been investing in leaders to create change since our inception in 1972, the sheer scale and complexity of the systems change needed to dismantle structural racism will require RWJF to take bold, creative steps to support leaders—positional or otherwise—who are committed to addressing structural racism.

RWJF has long recognized the importance of diversity in the health professions. Since 1983, we have invested in leadership programs aimed at advancing diversity in medicine, dentistry, and nursing, particularly in positions of power. With our new focus on addressing structural racism, our diversity efforts will include growing a critical mass of leaders with marginalized identities who understand structural racism, as well as ways to disrupt it. Our leadership programs will equip those leaders with the skills and/or support needed to lead in transformative and equitable ways.

Do you share RWJF's vision for a Culture of Health rooted in health equity? Do you believe that courageous leadership can dismantle structural racism and other causes of health inequity? Are you ready to work toward this vision as the next step in your leadership journey? If so, we encourage you to explore the [Harold Amos Medical Faculty Development Program](#) highlighted in this call for applications (CFA).

2024 Call for Applications

Application Deadline: March 19, 2024 (3 p.m. ET)

ABOUT THE HAROLD AMOS MEDICAL FACULTY DEVELOPMENT PROGRAM

The Harold Amos Medical Faculty Development Program (AMFDP) offers four-year postdoctoral research awards to faculty from historically marginalized backgrounds who can achieve senior rank in academic medicine, dentistry, or nursing and whose background, identity, or lived experiences have positioned them to contribute to the goals of the program (described below). The name of this program honors Harold Amos,

PhD, who was the first African American person to chair a department at Harvard Medical School—now the Department of Microbiology. Dr. Amos worked tirelessly to recruit and mentor countless historically marginalized 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 goal of the Harold Amos Medical Faculty Development Program is to increase the number of physicians, dentists, and nurses from historically marginalized backgrounds who are positioned and 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; and
- improving the health of underserved populations; or working toward understanding and eliminating health disparities by achieving senior rank in academic medicine, dentistry, or nursing.

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 advisors 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; and
- 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 and recommend whether support should continue for the full duration of the award.

2024 Call for Applications

Application Deadline: March 19, 2024 (3 p.m. ET)

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 and are able to describe how their background, identity, or lived experiences have positioned them to contribute to the goals of the program. 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 they have a marginalized background not listed above, the applicant must clearly describe how they meet the eligibility criteria in the application form;
- are U.S. citizens or 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 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 able to spend at least 70 percent of their time engaged in research; and
- are not related by blood or marriage to any Officer or Trustee of the Robert Wood Johnson Foundation, nor a descendant of its founder, Robert Wood Johnson.¹

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.²

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 fellowship term.

¹ 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.

² 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.

2024 Call for Applications

Application Deadline: March 19, 2024 (3 p.m. ET)

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; and
- be based in the United States or its territories.

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 experience addressing issues facing historically marginalized people in the academic health professions
 - 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/mfd24 and use the "Apply Online" link. 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.

Successful scholars must demonstrate that they:

- meet all of the eligibility requirements described above;
- have excelled in their education;
- are prepared to devote four consecutive years to research; and
- 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.

2024 Call for Applications

Application Deadline: March 19, 2024 (3 p.m. ET)

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 the 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 future plans; 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. 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 NAC will select up to 10 finalists whom RWJF will support, as well as others whom the named 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 and partners (see ASH and AHA below). 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 other 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 other 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

FUNDING DETAILS

- **Type and Total of Awards:** Awards funded under this opportunity will be structured as grants.
- **Number of Awards:** There will be up to 10 awards in this grant cycle.
- **Amount of Award:** Each award will be up to a maximum of \$420,000. Scholars will receive annual salary support of up to \$75,000, complemented by \$30,000 to support research activities. As detailed above, additional awards are available this cycle through partnerships with ASH and AHA.
- **Award Duration:** Awards will be four years in duration.

2024 Call for Applications

Application Deadline: March 19, 2024 (3 p.m. ET)

- **Use of 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 salary support and expenses associated with their research and travel.

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

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. Please contact the national program office for more information on open access reimbursements.

KEY DATES AND DEADLINES

- **March 19, 2024 (3 p.m. ET)**
Deadline for receipt of completed online applications.
- **July 10–12, 2024**
Semifinalist applicant interviews with national advisory committee members in Chicago.
- **August 2024**
Notification of finalist status.
- **October 2024**
Finalists notified of awards.
- **November 2024**
Grants start.

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 wellbeing. 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.

2024 Call for Applications

Application Deadline: March 19, 2024 (3 p.m. ET)

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.

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:

- Ayoola Carleton, program officer
- Christine Lee, program financial analyst

Applicant Deadline Policy

All proposals for this solicitation must be submitted via the RWJF online system. Visit www.rwjf.org/cfp/mfd24 and use the "Apply Online" link. If you have not already done so, you will be required to register at MyRWJF.org before you begin the proposal process.

All applicants should log in to the system and familiarize themselves with online proposal requirements well before the final submission deadline. Please note that, in the 24-hour period leading up to the proposal deadline, staff may not be able to assist all applicants with any system-related issues. Therefore, we encourage you to submit your proposal well before the deadline so that any unforeseen difficulties or technical problems may be addressed in advance.

Late submissions will not be accepted for any reason. While late submissions will not be accepted, RWJF may choose, at its sole discretion, to extend the proposal deadline for all applicants. Such extensions generally will be granted only in the event of (1) a verified issue with the RWJF proposal system that prevented completion and submission of proposals; or (2) a disaster, emergency, or significant internet outage that affects one or more regions. For purposes of this policy, a region is generally considered to be one or more states. RWJF strives to give all applicants any support needed to successfully submit their proposal prior to the deadline. Submission is defined as all sections completed, marked finished, the proposal "submit" button used, and the proposal status shows "Submitted." If the deadline is extended for any reason, the

2024 Call for Applications

Application Deadline: March 19, 2024 (3 p.m. ET)

extension will be posted on the funding opportunity page at [rwjf.org](https://www.rwjf.org). In addition, an email will be sent to all individuals that have started a proposal in the RWJF online system.

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 [rwjf.org](https://www.rwjf.org).

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

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