



# JOSIAH MACY JR. FOUNDATION

## FACULTY SCHOLARS PROGRAM 2020

The Macy Faculty Scholars Program is designed to identify and nurture the careers of promising educational innovators in medicine and nursing. The program aims to develop the next generation of national leaders in medical and nursing education. The program will support the Macy Faculty Scholars in leading new educational innovations at their home institutions and will provide opportunities for further career development through national meetings and participation in other Macy activities.

# PROGRAM OVERVIEW

## PROGRAM HIGHLIGHTS INCLUDE:

1. At least 50% protected time to pursue a mentored educational project at the home institution.
2. Participation in the Annual Macy Faculty Scholars Meeting.
3. Mentoring from the National Advisory Committee.
4. Participation in one or more Harvard Macy Institute programs.
5. Access to other Macy grantees and programs.

## ELIGIBILITY CRITERIA

Candidates must:

1. Be a faculty member in a United States accredited nursing school, allopathic medical school, or osteopathic medical school. Candidates should have at least five years of full-time faculty experience at the time of application.
2. Be nominated by the dean of the school. There can be only one nominee per nursing or medical school, and a nursing or medical school with a first-year Macy Faculty Scholar is precluded from nominating a candidate during this year.
3. Have a faculty mentor who will advise the candidate on the candidate's educational innovation project and career development.
4. Be a citizen or permanent resident of the United States or its territories.

## TOTAL AWARDS

Five awards of up to \$100,000 (plus fringe) per year for two years. In addition, Scholars will receive funding to participate in the Harvard Macy Institute programs, for travel to the Annual Macy Faculty Scholars Meeting, and for other program-related travel.

## KEY DATES

DECEMBER 11, 2019  
Informational webinar

FEBRUARY 5, 2020  
Application deadline

APRIL 8, 2020  
Notification of application status; finalists identified

JUNE 8–9, 2020  
Finalist interviews in New York City

JUNE 12, 2020  
Notification of Scholars and sponsoring schools

SEPTEMBER 1, 2020  
Appointment begins

## BACKGROUND

In 2010, the Josiah Macy Jr. Foundation launched the Macy Faculty Scholars Program to develop and nurture the careers of innovators and future leaders in medical and nursing education.

The dramatic changes in the content of medical practice, the health care delivery system, and the demographics of the patient population call for equally dramatic changes in the educational system that prepares health professionals for practice and leadership. If changes do not occur in health professional education in response to these challenges, schools and programs will be less likely to meet the needs of the public and less likely to prepare their graduates for success in the health care world they are entering.

Pressures on medical school and nursing school faculty to carry out clinical and research responsibilities have made it difficult to develop the careers of educators who want to become leaders in educational reform. In order to foster thoughtful, robust educational innovation, we must nurture creative faculty members devoted to educational reform and provide their ideas with incubators for development.

The Foundation created the Macy Faculty Scholars Program to recognize and develop the careers of these educational innovators and future leaders. By selecting mid-career faculty who have shown great promise and providing them with protected time, mentoring, and a national network, the program seeks to accelerate the Scholars' careers. The program will support educational change in each Scholar's institution and create a national cohort of educational innovators and leaders. Over the next decade, we envision that the Macy Faculty Scholars will become the drivers for change in health professional education, toward the goal of creating an educational system that better meets the health needs of the public.

The Macy Faculty Scholars might explore many areas of possible innovations in health professions education. The Foundation has particular interest in innovations that take place in learning environments where clinical care is delivered. Within these clinical learning environments, the Foundation is interested in projects which:

1. Advance equity, diversity, and belonging.
2. Enhance collaboration among health professionals, educators, and learners.
3. Successfully navigate and address ethical dilemmas that arise when the principles of the health professions are in conflict with barriers imposed by the health delivery system.

This is an illustrative, but not exhaustive, list of innovations that might be the work of the Scholars. The program seeks to attract and nurture faculty who are committed to careers in health professional education, are innovators, and have shown promise as future leaders.

This is a career development award. We are interested in candidates for whom the program will have the maximum impact at this point in their career and who also have the greatest possibility for future impact in their careers. Macy Faculty Scholars will participate in the Annual Macy Faculty Scholars Meeting and will be part of the family of Macy Faculty Scholars for the remainder of their careers.

Application must be completed online at [macyfoundation.org/macy-scholars/apply](https://macyfoundation.org/macy-scholars/apply) no later than February 5, 2020, at 3:00 pm ET.

## THE PROGRAM

In order to develop the careers of educational innovators who are future leaders, the Macy Faculty Scholars Program will provide salary support for each Scholar up to \$100,000 (plus fringe) per year, which will protect at least 50% of the Scholar's time over two years. The Scholar will devote this time to a mentored educational innovation project and other appropriate career development activities. We will select up to five Scholars each year. Scholars must be on the faculty of a school of nursing or a school of medicine, and they must be nominated by the dean of the medical or nursing school. Each nursing or medical school can nominate only one candidate, and a nursing or medical school with a first-year Macy Faculty Scholar is precluded from nominating a candidate during this year. The school must commit to protecting at least 50% of the Scholar's time to pursue their work as a Scholar. A senior faculty member committed to advising the Scholar on their project and career development must be identified to serve as the Scholar's mentor. We expect that the portion of the Scholar's time that is not devoted to work as a Scholar will be consistent with their career pathway to optimize career growth and institutional impact. We expect that the Scholar will present the educational project at national meetings and that the project will produce peer-reviewed publications.

In addition to the educational project, the Scholar will participate in a national educational network. Each Scholar will have the benefit of the National Advisory Committee for career advice and will participate in the Annual Macy Faculty Scholars Meeting. We require Scholars in their first year to enroll in the Harvard Macy Institute's Program for Educators in Health Professions (unless they have already taken the course). During the Scholar's second year, we encourage them to enroll in one of the four additional courses currently offered by the Harvard Macy Institute. (To see a list and schedule of the currently offered courses, visit [harvardmacy.org](http://harvardmacy.org).) In addition, each Scholar will have access to other Macy-funded activities and grantees as is appropriate.

## ELIGIBILITY CRITERIA & APPLICATION PROCESS

### The eligible candidate must:

1. Be a doctorally-prepared faculty member in good standing at the sponsoring school.
2. Have served for five or more years as a full-time faculty member, ideally at the sponsoring school.
3. Have an identified senior faculty member who will provide advice on the candidate's project and career development.
4. Have an educational innovation project with the appropriate institutional support.
5. Have an institutional commitment for the protection of at least 50% of the candidate's time.
6. Be a citizen or permanent resident of the United States or its territories.

### The application must include the following:

1. Statement by the candidate of career objectives and personal goals for this program (maximum 7,600 characters).
2. Description by the candidate of the educational innovation project to be undertaken (maximum 10,000 characters).
3. Nominating letter from the dean of the school of nursing or medicine.
4. Letter of support from the candidate's mentor describing the characteristics that would make the candidate a future leader and indicating a commitment to advise the candidate on project work and career development.
5. Letter from the candidate's department chair indicating the chair's commitment to protecting the time of the candidate and describing the role of the candidate in the department.
6. Letter from one or two other senior faculty members who are familiar with the work of the candidate. If the candidate's project involves faculty or students from another health profession, one of these letters should be from a faculty member from the corresponding school. The faculty letters should address the personal characteristics of the candidate as a future leader and innovator.
7. Current curriculum vitae of the candidate and mentor.

## SELECTION CRITERIA

The following factors will be considered in the selection process:

1. Evidence of a strong commitment to a career as an educator in the health professions.
2. Early promise as an educator and institutional leader.
3. Evidence of innovation and creativity in career to date.
4. Merit of the educational innovation proposed and the likelihood that it will influence national trends in health professions education.
5. Evidence of strong institutional support.
6. Likelihood that the candidate will become a national leader in health professions education.
7. Evidence that the candidate's institution supports the careers of educators and is a fertile environment for educational innovation.

## SELECTION PROCESS

1. Senior staff at the Josiah Macy Jr. Foundation will review all complete applications, and semifinalists will be selected.
2. The National Advisory Committee will review applications of semifinalists, and finalists will be selected.
3. The National Advisory Committee and senior Josiah Macy Jr. Foundation staff will interview all finalists.
4. Scholars will be notified by June 12, 2020, and appointments will begin September 1, 2020.

## OBLIGATIONS OF SCHOLARS

1. Dedicate at least 50% of time to Scholar activity (exact percentage of commitment will be determined based on percentage of salary supported by the Scholar stipend).
2. Attend Annual Macy Faculty Scholars Meeting and take part in other activities recommended by Scholar's mentor or

the Macy Faculty Scholars Program for the Scholar's career development.

3. Participate in at least one Harvard Macy Institute program during the two years spent as a Scholar.
4. Submit a one-year report of activities prior to reappointment for the second year.
5. Submit a report of activities (including publications) at the end of the second year.
6. Participate in the Macy Faculty Scholars alumni network after completion of the award period and attend the Annual Macy Faculty Scholars Meeting and other Macy activities.

## RESPONSIBLE STAFF AT THE JOSIAH MACY JR. FOUNDATION

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