



# JOSIAH MACY JR. FOUNDATION



## FACULTY SCHOLARS PROGRAM 2023

The Macy Faculty Scholars Program, now in its second decade, aims to identify and nurture promising early career educators in medicine and nursing. The Program will help develop the next generation of national leaders in medical and nursing education by identifying outstanding educators, physicians, nurses, and role models—individuals who represent the breadth of diversity seen in learners,

patient populations, and health care settings around the country. By providing the Scholars with resources—especially protected time, mentorship, and a professional network of colleagues—the Program aims to accelerate Scholars' careers, to turn their teaching practice into scholarship, and to help them become impactful leaders locally, nationally, and beyond.

# PROGRAM OVERVIEW

## PROGRAM HIGHLIGHTS INCLUDE:

1. Salary support for 50% protected time to pursue a mentored educational project at the home institution, capped at \$100,000 per year.
2. Mentoring from the National Advisory Committee and program alums.
3. Participation in the Macy Faculty Scholars Annual Meeting.
4. Participation in a Harvard Macy Institute course.
5. Access to other Macy grantees and programs.

## ELIGIBILITY CRITERIA INCLUDE:

Candidates must:

1. Be a faculty member in a United States accredited nursing school, allopathic medical school, or osteopathic medical school. Candidates should have approximately three to eight years of full-time faculty experience at the time of application.
2. Be nominated by the dean of the nursing or medical school. There can be only one nominee per nursing or medical school.
3. Have a faculty mentor who will advise the candidate on the candidate's educational project and career development.
4. Be a citizen or permanent resident of the United States or its territories.

## TOTAL AWARDS

Five awards comprising up to \$100,000 salary support per year for two years, with an additional \$25,000 per year for project support and professional development activities. In addition, Scholars will receive funding to participate in a Harvard Macy Institute course, for travel to the Macy Faculty Scholars Annual Meeting, and for other program-related travel.

## KEY DATES

APRIL 1, 2022

Application portal opens

JUNE 1, 2022

Informational webinar

AUGUST 1, 2022

Application deadline

JANUARY 3, 2023

Notification of application status; finalists identified

FEBRUARY 21–22, 2023

Finalist interviews

FEBRUARY 23, 2023

Notification to Scholars and sponsoring schools

JULY 1, 2023

Appointment begins



"Being a Macy Faculty Scholar has stretched me in ways that I never imagined."

The numerous opportunities I received to disseminate my research and influence how schools create inclusive learning environments and graduate a more racially diverse nursing workforce have been surreal. As a Scholar, I collaborated with national organizations and co-created educational policies that shape the future of nursing education in ways that align with the goals of health equity. As a Scholar, I was positioned to graduate future health professionals who could elevate the health of our nation.

The Josiah Macy Jr. Foundation takes educators living the change needed in the health professions and invests resources that scale their efforts to transform health professions education."

### **KENYA BEARD**

EdD, AGACNP-BC, CNE,  
ANEF, FAAN  
Associate Provost  
Chamberlain University



“The medical education expertise among both the National Advisory Committee and the Scholars is incredible, but more impressive is everyone’s generosity. The Macy Faculty Scholars Program has enriched my career and helped me as I secured NIH funding for patient-outcomes-oriented research using medical education as my intervention. I am immensely appreciative of this transformative opportunity and am thrilled whenever I can pay it forward to incoming Scholars.”

**CRISTINA M. GONZALEZ**  
MD, MEd  
*Professor of Medicine*  
Albert Einstein  
College of Medicine

## BACKGROUND

In 2010, the Josiah Macy Jr. Foundation launched the Macy Faculty Scholars Program to develop and nurture the careers of future leaders in medical and nursing education. While the first decade of the Program saw the selection of many mid-career Scholars, the Foundation is now shifting its focus to more junior faculty who have shown great promise as educators, clinicians, and role models and who are committed to careers in health professions education. The Program aims to provide Scholars with protected time, mentoring, curricular activities, and a national network of colleagues with the goal of accelerating the Scholars’ careers. With an emphasis on mentorship and cultivating a professional network, the Program will provide a national cohort of educational mentors, fellow scholars, and leaders to further enhance each new Scholar’s experience and development. We envision that the Macy Faculty Scholars will become the drivers for change in health professions education, toward the goal of creating an educational system that better meets the health and public health needs of the diverse individuals and communities served throughout the country.

In their proposed educational project, the Macy Faculty Scholars might explore many possible innovations in health professions education. The Foundation has particular interest in innovative projects that involve the learning environments where clinical care is delivered. Within these clinical learning environments, the Foundation is interested in projects that:

- Advance equity, diversity, and belonging.
- Enhance collaboration among health professionals, educators, and learners.
- Prepare future health professionals to 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.

It is required that projects address one or more of the Foundation’s above priority areas.

**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 at their home institutions and beyond. Macy Faculty Scholars will participate in the Macy Faculty Scholars Annual Meeting and will be part of the family of Macy Faculty Scholars for the remainder of their careers.

## THE PROGRAM

In order to develop the careers of educators who are future leaders, the Macy Faculty Scholars Program will provide salary support for each Scholar up to \$100,000 per year, which will protect 50% of the Scholar’s time over two years. The Scholar will devote this time to a mentored educational scholarly 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. The school must commit to protecting 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 network of mentors and peers. Each Scholar will have the benefit of the National Advisory Committee and program alumni for career advice and guidance in turning teaching practice into scholarship and will participate in the Macy Faculty Scholars Annual 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). We encourage Scholars to enroll in additional professional development courses and activities to deepen their knowledge and further enhance their own professional networks. In addition, each Scholar will have access to other Macy-funded activities and grantees as is appropriate.

## ELIGIBILITY CRITERIA

The eligible candidate must:

1. Be a doctorally prepared faculty member in good standing at the sponsoring school.
2. Have served for approximately three to eight 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 scholarship project with the appropriate institutional support.
5. Have an institutional commitment for the protection of 50% of the candidate's time.
6. Be a citizen or permanent resident of the United States or its territories.

## APPLICATION PROCESS

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 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(s) 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. Evidence of scholarship in education, particularly peer-reviewed publications.
5. Merit of the proposed project and the likelihood that it will influence national trends in health professions education and—ultimately—improve the health of the public.
6. Evidence of strong institutional support.
7. Shows potential to become a national leader in health professions education.

## 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. Applicants will receive an update notifying them of their application status by January 3, 2023.
3. The National Advisory Committee and senior Josiah Macy Jr. Foundation staff will interview all finalists by videoconference.
4. Scholars will be notified by February 23, 2023, and appointments will begin July 1, 2023.



"One of the great joys of being a Macy Faculty Scholar has been the opportunity to cultivate a network of outstanding, highly accomplished, and incredibly supportive mentors. During my time as a Macy Scholar, I began collaborating with medical education luminaries, peers from among the Macy Scholars, and new local colleagues to further my work on health equity education in the health professions. These relationships will continue to bear fruit throughout the rest of my career."

**RICHARD E. GREENE**  
MD, MHPE, FACP

*Associate Professor*  
NYU Grossman School of  
Medicine

*Medical Director*  
Pride Health Center at  
NYC Health +  
Hospitals/Bellevue

*Associate Program Director*  
Primary Care  
Residency Program

*Director,*  
*Health Equity Education*  
Office of Diversity Affairs,  
NYU Grossman School  
of Medicine



“The Macy Faculty Scholars Program has been transformational for my life and career. From the funded project that gave me the opportunity to immerse myself and get my hands dirty in developing and testing an interprofessional curriculum on mobile and connected health to the intellectual stimulation and interaction with mentors and peers in the Macy family and the expanded Harvard Macy family, I felt empowered to lead, to mentor, to innovate, to think big, to be bold, and to be the change agent in health care and education.”

**JING WANG**

PhD, MPH, MSN, RN, FAAN  
Dean and Professor  
Florida State University  
College of Nursing

**OBLIGATIONS OF SCHOLARS**

1. Dedicate 50% of time to Scholar activity.
2. Attend Macy Faculty Scholars Annual 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.



**JOSIAH MACY JR. FOUNDATION**

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**Caroline Pounds, MA**  
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**NATIONAL ADVISORY COMMITTEE FOR MACY FACULTY SCHOLARS PROGRAM**

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Professor of Learning Health Sciences  
Director of the Master of Health Professions Education Program  
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Executive Deputy Dean  
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**Kelley M. Skeff, MD, PhD**

George DeForest Barnett  
Professor of Medicine  
Stanford University School of Medicine

For program information including FAQs and to complete your application, please visit [macyfoundation.org/macy-scholars/apply](https://macyfoundation.org/macy-scholars/apply). Applications will be accepted beginning April 1, 2022 and must be submitted no later than August 1, 2022 by 3:00 pm ET.