

Department of Medicine Career Investment Award Program

Goals: a) To ensure that clinician scientists have at least 75% protected time to enable them to effectively accomplish their research aims. b) To improve the career development grant (e.g. K) to independent grant (e.g. R) conversion rate in the Department of Medicine (DOM). c) To retain more clinician scientists in research.

Program: Cover the gap between the faculty member's direct support in the career development grant and 75% of her/his salary. Funds divided equally between departmental and section resources.

Eligibility:

- A faculty member with primary appointment in the Department of Medicine
- Recipient of multi-year career development grant from NIH or professional society (K equivalent) with more than 12 months left to the end of the award cycle
- Individuals who have received start-up funds or other departmental salary support (e.g., Evans Junior Faculty Merit Award) may apply, however priority is given to those who have not received such funds. Individuals who have received other sources of DOM funding are eligible when their funding packages run out. The DOM oversight committee acknowledges that not all start up packages and support mechanisms are created equal; willingness to fund applicants will take into account the generosity of other support mechanisms. Individual assessments will be determined by the committee.

Requirements:

Section commitment

- To be eligible, sections must limit faculty member's clinical effort to a maximum of 25% time.
- Sections agree to meet 50% of the monetary gap between 75% of a faculty member's salary and the amount of salary support on the career development grant.

Career development grant recipient commitments

- Awardees will acknowledge the receipt of a *Boston University School of Medicine Department of Medicine Career Investment Award* on their CV, presentations, abstracts, and manuscripts.
- Applicants must have a specific formal mentoring plan involving a committee of ≥ 2 mentors. The mentoring plan with the primary mentor must be granular and robust: e.g. the plan must specify regular meetings, career advising, plans for achieving independent funding, etc. The awardee must meet with other mentors for strategic career advice and complementary research mentoring.
- Awardees are strongly encouraged to participate in the CTSI PRIME program during the first two years of their grant. <https://www.bu.edu/ctsi/training-education/prime-program/>
- Awardees are encouraged to apply for external small mechanism grants (e.g. professional society, foundation, NIH R03 or R21) during years 2-3 to a) garner resources for preliminary data essential for a competitive R01/independent grant; b) to establish a track record of successfully competing for external funding.
- Awardees are encouraged to utilize the following resources and career development opportunities:
 - The Early Career Faculty Development Program. <http://www.bumc.bu.edu/fpf/professional-development/early-career/>
 - Faculty Development and Diversity Grants. <http://www.bumc.bu.edu/facdev-medicine/grants/>
 - BUSM / DOM research cores: <http://www.bumc.bu.edu/busm/research/cores/>
 - CTSI Biostatistics, Epidemiology & Research Design services: <https://www.bu.edu/ctsi/support-for-research/study-design/>
 - CTSI Pilot grants: <http://www.bu.edu/ctsi/updates/news/bumc-ctsi-pilot-funding-awards/>
 - CTSI support for researchers: <https://www.bu.edu/ctsi/support-for-research/>
- Awardees are strongly encouraged to submit specific aims for grant funding to the DOM First Step to Peer-Reviewed Funding program <http://www.bumc.bu.edu/medicine/research-in-the-department/grant-opportunities/peer-reviewed-funding/>

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- Awardees must submit a copy of NIH (or professional society) annual progress reports to the DOM oversight committee. If not already included, the report must articulate achievements made over the prior year and establish milestones for the coming year.

Awardees will continue to receive departmental salary supplementation as long as they follow the guidelines outlined below.

Mentor commitment

- Both faculty receiving support and their mentors agree to sign a memorandum of understanding indicating their intention to meet regular milestones. They will reaffirm their commitment each year.

Oversight committee commitments

- Exceptions may be granted by the oversight committee, which will review on a case by case basis and take into account extenuating factors like illness, familial responsibilities, major research setbacks (e.g. mentor leaving institution), etc.

Guidelines:

Annual

- It is recommended that awardees will try to publish a minimum of one paper a year, including 3 first author papers over 3-5 years if they are bench or translational scientists. For clinical and population scientists, the expectations for first author papers are higher.
 - Establish a timeline for submitting an R01 grant.
- In year 2 of the grant, awardees will
 - Have a plan to submit at least one first author publication in the next year
 - Begin to collect preliminary data for an R01.
 - Establish a timeline of the multiple papers to write from their K data
 - Consider applying for a BU pilot grant
- In year 3 of the grant, awardees will
 - Publish at least one first author publication
 - Present research at ≥ 1 professional conference
 - Apply for pilot funding, R03, or R21 to generate pilot data for R01 submission
- Grantees will submit an R01 no later than the beginning of the last year of their career development award and preferably during the second to last year of their career K grant.
- **If the guidelines listed here are not met during years 1-3 of the K award the DOM Career Investment Award may be withheld in years 4 and 5.**

Ongoing

- Awardees will meet a minimum of monthly with their primary mentor and will meet 2-4 times per year with their other mentors.

Oversight:

- A committee comprised of the DOM Vice-Chairs of Research and Faculty Development and Diversity, and senior representatives from the BU Clinical and Translational Science Institute, or their designees, will confirm that applicants for salary support have met the initial requirements.
- The oversight committee will review annual reports of grantees for conformity with benchmarks and adequate progress.
- The committee will conduct annual evaluations of the salary support program to measure return on investment.