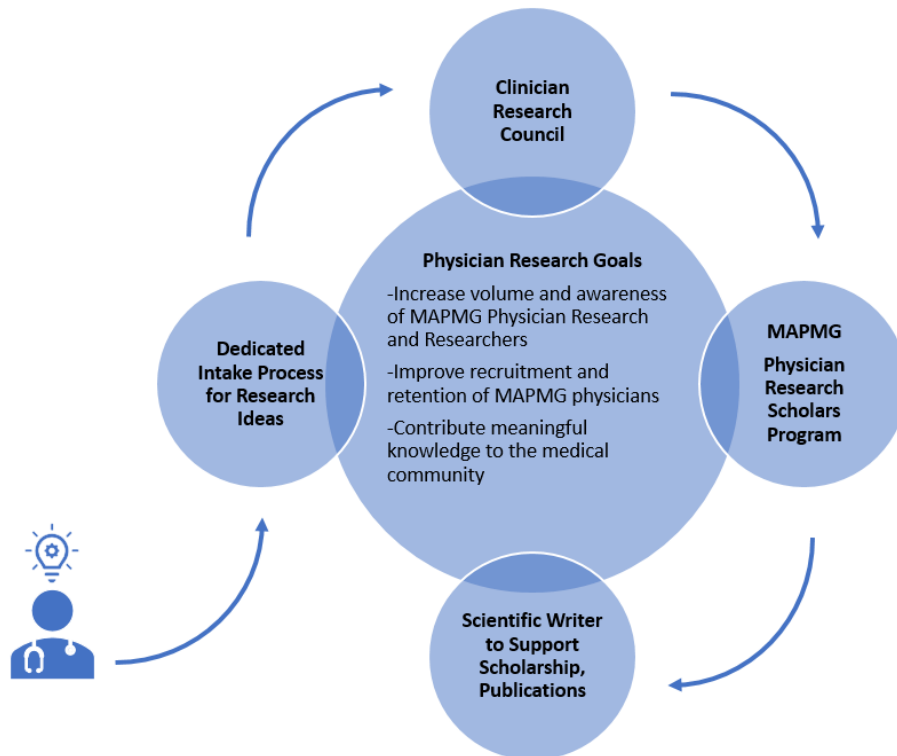


MAPMG PHYSICIAN RESEARCH SCHOLARS A Program to Increase MAPMG Physician Research

V5.13.21

Background: The MAPMG Physician Research Scholars Program is part of a multifaceted approach to increase scholarship and opportunities for research for MAPMG Physicians. Each activity outlined below contributes to the goals of increasing the volume and awareness of MAPMG Physician Research and Researchers, improving physician recruitment and retention, and contributing knowledge to the medical community.

The MAPMG Physician Research Scholars Program provides a select cohort of physician researchers with dedicated research time to advance clinical research projects (with emphasis on health services and operational research; basic science research cannot be supported).



Program Structure and Outcomes:

- Up to 3 MAPMG Physician Research Scholars will be selected for a 2-year term through an application process; during their term, Scholars will be **granted 0.2 FTE** to develop 2 projects respectively with the support of the Mid-Atlantic Permanente Research Institute (MAPRI) staff.
- Scholars will receive scientific mentorship from a MAPRI Researcher.
- Scholars will engage in a curriculum covering research principles and approaches.
- Scholars are expected to have 2 abstracts accepted to peer-reviewed conferences in their areas of study and submit 2 manuscripts for publication in high impact (impact factor >4.0) peer-reviewed journals within 24 months. Scholars will have access to the MAPRI Scientific Writer to support manuscript development and submission.
- Scholars are to attend weekly progress calls, monthly Scholar conference calls, and be assessed for progress in 3-month intervals; Scholars not meeting timelines may be asked to discontinue participation.

Application and Selection Process:

1. Program Announcement

2. Call for Candidates

- The Clinician Research Council and physician leaders will share information about the Scholars program to encourage interest.
- Each major department can solicit interest from physicians and nominate 1-2 physicians to advance to the application phase. **Departments should email nominations to PhysicianResearchScholars@kp.org**
- Applicants can be self-nominated (with departmental approval).
- Candidates should:
 - Have Shareholder or Shareholder Track status
 - Be at or willing to increase to 0.9-1.0 FTE (maintaining a minimal clinical FTE of 0.7-0.8 FTE)
 - Have excellent clinical standing and no employment concerns (ex., retiring in next two years, on a performance improvement plan, low MPS scores)
 - Have an interest in scholarship (for example, attending a medical conference or presenting content at a medical conference (poster or oral))
 - Have research experience (REQUIRED) - For example, research during undergraduate, graduate, medical, residency or fellowship training
 - Have at least two research ideas for inquiry.

3. Nominees Submit an Application

- Full Application available on the following page.

4. Application Review

- The Clinician Research Council will review the blinded applications and select **5-6 Finalists** to advance to the interview. Review criteria outlined on Page 4.

5. Interview

- A small committee will interview the 5-6 Finalists and select **up to 3 MAPMG Physician Research Scholars**.

6. Announcement of MAPMG Physician Research Scholars

- The MAPMG Physician Research Scholars will be announced via email by Dr. Richard McCarthy and the Physician-in-Chiefs.

Additional Details of the Scholars Program and Research Support Available:

- **Mid-Atlantic Permanente Research Institute support provided to Scholars:**
 - Support from MAPRI Scientist to scope project aims, data collection and analysis
 - Data collection support; data analytics and statistical support
 - Project management support, obtaining IRB approval, navigating regulatory processes
 - Weekly reviews of the progress with project team
 - Support from MAPRI Scientific Writer to draft abstracts and manuscript
 - Submission of manuscript to a journal, manuscript revisions, resubmissions
 - Sharing the publication with PR/Media (MAPMG support)
- **Foundation of Research Curriculum (2-3 days, dedicated time from clinic):**
 - MAPMG / MAPRI / KPMAS resources, policies, procedures for conducting research
 - Refresher seminar on research designs (randomized, non-randomized, etc.)
 - Refresher seminar on basic epidemiologic and health services research methods
 - Research proposal basics – organization and composition of an effective proposal
 - IRB and Regulatory processes

Application Components (please prepare in Microsoft Word)

Questions? Contact PhysicianResearchScholars@kp.org

Email Final Application to PhysicianResearchScholars@kp.org

Please include your CV or resume outlining previous research experience

- a. Name:
- b. Service Area:
- c. Department:
- d. In 3-5 sentences, please outline your interest in the MAPMG Research Scholars Program:
- e. Please describe your two research questions using the format below (see Appendix C for example):

For areas in which you are unsure – please use your best judgement and include “unsure/would like input”

- a. **Introduction** (1 paragraph of background; please include 3-5 references)
- b. **What is Known/Gaps in Knowledge** (please include 3-5 references)
- c. **Research Question or Area of Inquiry** (a single sentence, summarizing the primary objective of the project or the question you want to ask)
- d. **What will your project add to the field** (1-2 sentences summarizing how the proposed project adds to known evidence and/or demonstrates value)
- e. **Population** (describe the eligible population included in the research question and the control population)
- f. **Methods and Feasibility:**
 - i. How do you propose answering your research question (retrospective data analysis, prospective study, etc.)?
 - ii. Comparison (description of the traditional care process against which the effectiveness of the intervention is being measured. Include <10 references if needed.)
 - iii. Measurement of Outcome (description of how the outcome will be measured, as compared with traditional care. If unsure, please identify the comparison population and write “unsure of outcome/analysis approach”)
- g. **Limitations** (outline any limitations of your idea or approach)
- h. **Collaborations** (if your research would require the collaboration of peers or other departments, an application may be stronger if preliminary conversations or conversations of support have taken place. If you have spoken with peers or relevant collaborating departments about your idea, please outline those activities.)

Attestation:

- i. Will you commit to participate in the Foundation of Research Curriculum (2-3 days, dedicated time from clinic)? Yes / No
- j. Will you commit to engaging with members of the research department to discuss and outline your research idea? Yes / No
- k. Will you commit to engaging in every weekly progress calls and monthly peer Scholars calls? Yes / No
- l. Will you commit to submitting 2 peer reviewed conference abstracts and 2 peer reviewed publications in 24 months with the support of MAPRI staff? Yes / No
- f. Additional comments or questions:

Application

Application Review Criteria

Application Review by the Clinician Research Council: The Clinician Research Council will review the blinded applications and select **5-6 Finalists** to advance to the Interview Assessment using the review criteria below:

- Adequacy of the application (including sufficient literature review, understanding of the need for the research, any limitations)
- Scientific merit and impact of the proposed research (including significance of the proposed research, adequacy of the research design/methods and adequacy of the proposed analyses)
- Clinical benefit or safety benefit to KPMAS members
- Ability of the investigator(s) to complete the project on time (Scholars to be formally assessed for progress on 6-month intervals; Scholars not meeting timelines may be asked to discontinue participation)
- Ability of the investigators to engage any peers or departments needed to complete the work
- Utilization of Kaiser Permanente's unique strengths which include a large and diverse patient population, existing databases and absence of conflicts of interest; appropriateness of conducting the research within KPMAS

Interview Assessment Criteria: MAPMG Research Scholars will be selected based on the following:

- Enthusiasm, interest, and drive of the applicant
- Applicant has a clear understanding of the Scholars program goals and expectations
- Ability of the proposed research to promote clinical excellence
- Capacity to devote 0.2FTE to the Scholars program
- Ability of the applicant to manage clinical responsibilities and Scholar responsibilities

