
PROGRAM PURPOSE

The [MAPMG Physician Research Scholars Program](#) is part of a multifaceted approach to increase scholarship and research opportunities for MAPMG physicians. Goals of the program include:

- To increase volume and awareness of Physician Research and Researchers
- To improve physician recruitment and retention
- To contribute knowledge to the medical community as part of a Learning Health System



PROGRAM DESCRIPTION

The Physician Research Scholars Program provides a select cohort of physicians with dedicated research time to advance clinical research projects. Ideal research projects focus on health services, operational, and retrospective research. Prospective and clinical trial research are not encouraged as viable projects and basic science research cannot be supported.

The Physician Research Scholars Program is a 2-year, internally funded research opportunity. Up to three physicians will be selected to participate in this highly competitive program. Selected physicians will be granted 0.2 Full Time Equivalent (FTE), one day per week, to develop a substantive but resource appropriate research project and carry it out with the support of Mid-Atlantic Permanente Research Institute (MAPRI) staff within the designated 2-year period. MAPRI staff forming the research team include:

- Scientific Investigator Mentor
- Program Manager
- Data Analyst
- Biostatistician (if required)
- Scientific Writer

Selected physicians will begin their Program Period of Support with a short curriculum of seminars covering research principles and approaches designed to refresh research methods knowledge and introduce them to MAPRI resources.

PROGRAM PERIOD OF SUPPORT

The Physician Research Scholars Program runs for 2-years, beginning January 1, 2025, through December 31, 2026. Program leadership will coordinate dedicated research time with Scholars' departments and Physicians in Chief (PIC) before the Program Period of Support begins.

There will be no extensions granted to dedicated research time, including abstract and manuscript development and submission. Scholars will be responsible for completing program requirements on their own time if not completed during the 2-year period. Failure to complete the program requirements can adversely affect the Scholar's future participation in research activities.

PROGRAM ELIGIBILITY

Eligibility requirements to participate in the Physician Research Scholars Program include:

- Must receive permission from their PIC to participate in the program.
- Must have Shareholder or Shareholder Track status.

- Must be willing to increase to 0.9-1.0 FTE if not currently and maintain a minimal clinical FTE of 0.7-0.8 FTE.
 - Must have excellent clinical standing and no employment concerns (for example, retirement in the next two years, on a performance improvement plan, low MPS scores).
 - Must demonstrate and provide evidence of an interest in scholarship (for example, attending a medical conference or presenting content at a medical conference either poster or oral format).
 - Must have prior research experience (for example, undergraduate, graduate, medical, residency, or fellowship training).
 - Must have a viable research idea for inquiry at time of application.
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PROGRAM TERMS OF PARTICIPATION

Selected Scholars Terms of Participation in the Physician Research Scholars Program include:

- Development and refinement of a viable research proposal that best makes use of MAPMG and MAPRI resources.
- Attendance at all weekly research team meetings via Teams and monthly All-Scholars conference calls.
- Completion of all Institutional Review Board (IRB) training requirements.
- Submission of Quarterly Progress Reports to program leadership.
- Two abstracts submitted to scientific conferences for presentation either as a poster or platform.
- Two manuscripts submitted to peer-reviewed journals within the 2-year period.
- Participation in CME upon program completion to communicate research findings to peers.
- Participation in ad hoc meetings and events as required.

Scholars failing to meet Program Terms of Participation and project timelines may be asked to discontinue participation.

APPLICATION PROCESS

The Physician Research Scholars Program has three steps in the application process:

1. Notification of intent to apply
2. Program Application completion and submission
3. Selected Applicants interviews

1. Notification of Intent to Apply: Physicians interested in applying to the Physician Research Scholars Program must notify the program staff of their intent to apply and be pre-screened for eligibility requirements in order to receive permission to complete a Program Application.

Physicians should first discuss their interest in the program with their Service Chief to ensure there are no potential conflicts. Upon clearance from their Service Chief, those wishing to apply should forward their CV via email to: physicianresearchscholars@kp.org. Service Chiefs should be cc'd on the email – program staff will confirm with any Service Chief not cc'd. All potential Applicants must meet the Program Eligibility requirements and agree to adhere to the Program Terms of Participation. PICs will receive notification as to potential Applicants from their service areas. Potential Applicants meeting the Program Eligibility requirements will be invited via email to complete a full Program Application.

2. Program Application Completion and Submission: Only approved physicians may complete and submit a Program Application for consideration. The Physician Research Scholars Program Application can be found on the Program website: [MAPMG Physician Research Scholars Program – Mid-Atlantic Permanente Research Institute \(kaiserpermanente.org\)](https://www.kaiserpermanente.org). Detailed instructions to complete the Program Application are found within the Program Application template. All Applicants must meet the Program Eligibility requirements and agree to adhere to the Program Terms of Participation. All Program Applications must be approved by the Applicant's Service Chief. The

Program Application contains specific details as to including this approval with the Application. PICs will be notified of all Program Applications from their service areas.

3. Selected Applicant Interviews: Selected Applicants receiving high scores after the written review phase will be asked to interview with the program leadership. Five to six Applicants will participate in 30-minute virtual interviews to discuss their research project and expand on information within their Program Application.

PROGRAM APPLICATION REVIEW CRITERIA

Applicants and Program Applications will be assessed on the following criteria:

- Adequacy of the Program Application, including sufficiency of literature review, understanding of the need for the research, and/or any limitations to the research project.
- Scientific merit and potential 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 Kaiser Permanente Mid-Atlantic States (KPMAS) members.
- Ability of the Applicant and research team to complete the proposed research project on time.
- Ability of the Applicant to engage any peers or departments needed to complete the work, if necessary.
- Utilization of Kaiser Permanente's unique strengths which include a large and diverse patient population, existing databases, absence of conflicts of interest, and appropriateness of conducting the research within KPMAS.

INTERVIEW ASSESSMENT CRITERIA

Selected Applicants asked to interview with program leadership will be assessed on the following criteria:

- Enthusiasm, interest, and drive of the Applicant.
- Applicant demonstration of clear understanding of the Physician Research Scholars Program goals and expectations.
- Ability of the Applicant to convey feasibility of research project completion in 2-years and to promote clinical excellence.
- Ability of Applicant to serve as Principal Investigator and lead research team.
- Applicant capacity to devote 0.2 FTE to the Physician Research Scholars Program for its entirety.
- Applicant ability to manage clinical responsibilities and Physician Research Scholars Program responsibilities.

NOTIFICATION OF INTENT TO APPLY, APPLICATION, INTERVIEW, AND SELECTION TIMELINE

A detailed timeline of the 2024 Notification of Intent to Apply, Application, Interview, and Selection Timeline can be found on the Physician Research Scholars Program website: [MAPMG Physician Research Scholars Program – Mid-Atlantic Permanente Research Institute \(kaiserpermanente.org\)](https://www.kaiserpermanente.org/physician-research-scholars-program) . Potential Applicants and Applicants should make note of the milestones below:

- March 5, 2024: Program Overview Webinar
- March 1, 2024: Notification of Intent to Apply Begins
- March 26, 2024: Notification of Intent to Apply Deadline
- April 1, 2024: Approved Applicants Notification
- April 1, 2024 – May 24, 2024: Program Application Submission Period
- May 24, 2024: Program Application Submission Deadline
- May 27, 2024 – August 9, 2024: Program Application Review
- August 12 – 16, 2024: Applicants Selected for Interviews Notification
- August 19, 2024 – September 13, 2024: Selected Applicants Interviews
- September 16 – 20, 2024: Selected Scholars Notification
- October 2024: Selected Scholars Announcement

Please note that dates could be subject to change.

PROGRAM TIME COMMITMENT

Selected Scholars will have 0.2 FTE, 1-day per week, of dedicated research time outside clinical responsibilities as part of the Physician Research Scholars Program. Selected Scholars are expected to devote that full day to develop and execute their research projects and then communicate their findings via scientific conferences and manuscripts. Selected Scholars will be expected to meet weekly with their research team virtually on their dedicated research day as well. Selected Scholars will be expected to maintain In-Basket responsibilities but should not devote this dedicated time to activities other than their Physician Research Scholars Program project. There will be no extension to the dedicated research time at the end of the Program Period of Support, regardless of the research project's completion status. Scholars unable to complete research projects, including submission of abstracts and manuscripts, within the Program Period of Support are still required to finish the program requirements on their own time. Failure to complete the program requirements can adversely affect the Scholar's future participation in research activities.

FREQUENTLY ASKED QUESTIONS

How often is the Physician Research Scholars Program open to applications?

The Physician Research Scholars Program is open to applications every 2-years. Cycles will be available in 2024, 2026, 2028, etc.

Is research support available?

Yes! Selected Physician Research Scholars will have access to data analysts, biostatisticians, scientific writing, and project management support during their scholar timeframe.

Will basic science research be supported?

No. The Physician Research Scholars Program is unable to support basic science research.

Will clinical trial research be supported?

Clinical trial research cannot be supported through the Physician Research Scholars Program except under the rarest of circumstances. Applicants are strongly encouraged to discuss research project ideas with the program team before submission to determine project feasibility.

Will prospective and/or survey research be supported?

Under the rarest of circumstances will prospective and/or survey research be supported. Typically, the 2-year timeframe will not facilitate the complexities of this type of research. Remember – all research must be completed within the 2-year program timeframe – extensions will not be supported!

Will both adult and pediatric projects be considered?

Absolutely!

Can I start my Scholars Program Period of Support at a different time other than January 1st?

No – all Scholars must begin their Program Period of Support on January 1st of the cohort time period.

What happens if I don't complete my research projects by the end of the Program Period of Support?

Scholars are required to complete all requirements of the Physician Research Scholars Program, including abstract and manuscript submission. If the Program Period of Support expires before completion, Scholars are still required to complete the requirements. The program team will work with the Scholar to develop a completion plan and timeline that will ultimately require the Scholar's own time. Failure to complete the program requirements can adversely affect the Scholar's future participation in research activities.

Who is responsible for the approval of all research projects?

Dr. Michael Horberg (Associate Medical Director of Research and Executive Director of MAPRI) and your PIC must approve all research projects.

Does my research project need IRB approval?

Yes! All research projects will need to submit a research protocol to the MAPMG IRB for approval. Further, all Scholars are required to complete any and all IRB trainings prior to the start of their research projects.

MORE INFORMATION AND POINT OF CONTACT

Interested physicians are encouraged to review the program website for all things related to the Physician Research Scholars Program, including the Program Application, at [MAPMG Physician Research Scholars Program – Mid-Atlantic Permanente Research Institute \(kaiserpermanente.org\)](#).

Contact PhysicianResearchScholars@kp.org for questions about the Physician Research Scholars Program.