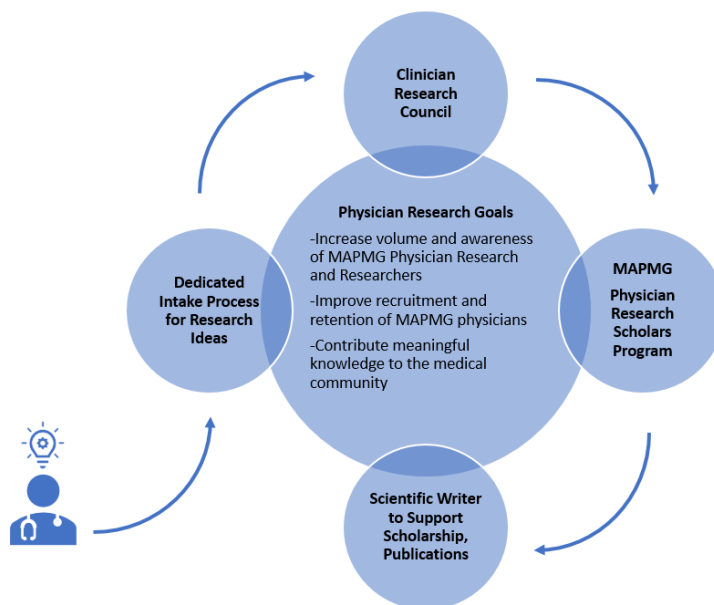


MAPMG Physician Research Scholars A Program to Increase MAPMG Physician Research Program Information

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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 to attend weekly progress calls, monthly Scholars conference call, and be assessed for progress on 3-month intervals; Scholars not meeting timelines may be asked to discontinue participation.

Program Application and Review Timeline:

- Program Announcement, May 2022

- Call for Nominations, May 2 – June 10, 2022

- The Clinician Research Council and physician leaders will share information about the Scholars program to encourage interest.
- Each department can solicit interest from physicians and nominate 1-2 physicians to advance to the application phase. **Department Chiefs should email nominations and corresponding CVs to PhysicianResearchScholars@kp.org by June 10, 2022.** Physicians in Chief will receive notification as to nominees from their service areas.
- The Physician Research Scholars Program Team will [host a webinar on May 31 from 12:00pm – 1:00pm](#) to explain more about the program, nomination process, and timelines.
- Candidates can self-nominate by emailing their CV: PhysicianResearchScholars@kp.org
- 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 (for example, retiring in next two years, on a performance improvement plan, low MPS scores)
 - Evidence of an interest in scholarship (for example, attending a medical conference or presenting content at a medical conference (poster or oral))
 - Prior research experience is required (for example, research during undergraduate, graduate, medical, residency or fellowship training)
 - Have at least two research ideas for inquiry

- Nominees Submit Application, due July 22, 2022

- Full Application available on the Physician Research Scholars Program website.
- The Physician Research Scholars Program Team will host [Office Hours on June 14 from 12:00pm – 1:00pm](#) to answer questions and assist in completing the application. Additional Office Hours may be added as needed on July 8 and July 13.

- Application Review, August 1 – September 3, 2022

- Reviewers will select 5-6 Finalists to advance to the interview. Review criteria outlined below.
- Applicants not selected for interviews will be notified by September 3, 2022.

- Finalists Interview, September 6 – 30, 2022

- A small committee composed of **Dr. Michael Horberg** - Associate Medical Director Research, **Dr. Nancy Weinfield** – Lead Research Scientist, **Dr. Cabell Jonas** - Operations Research Associate Investigator and the **MAPMG Physician Scholars Program Team** will interview the 5-6 Finalists.
- **Up to 3 MAPMG Physician Research Scholars will be selected for the program.**

- MAPMG Physician Research Scholars Announced, October 2022

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

- Program Start January 1, 2023 – End December 31, 2024

Application Review Criteria:

Reviewers will 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)
 - Applicants may be asked to meet with the Scholars administrative team to discuss any questions that may arise while the application is being reviewed.
- 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:

A small committee composed of **Dr. Michael Horberg** - Associate Medical Director Research, **Dr. Nancy Weinfield** – Lead Research Scientist, **Dr. Cabell Jonas** - Operations Research Associate Investigator and the **MAPMG Physician Scholars Program Team** will interview the 5-6 Finalists and select **up to 3 MAPMG Physician Research Scholars** 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 be completed in two years and promote clinical excellence
- Capacity to devote 0.2FTE to the Scholars program
- Ability of the applicant to manage clinical responsibilities and Scholar responsibilities

Program Estimated Time Commitments:

Start-Up Meetings

Month 1:

- **Intake Meeting (1 hour)**
Scholars Program Overview and Expectations
Attendees: Scholar, Michael Horberg, Cabell Jonas
- **Research Scoping Meeting (2 hours)**

Discuss, scope, and refine two research ideas.
Attendees: Scholar, Research Scientist, Project Manager

- **Introduction to the IRB (1 hour)**
Accessing Relevant Training
Attendees: Scholar, LaTrina Neal
- **Introduction to the Project Manager (30 minutes)**
Discuss roles, responsibilities, budgeting/charging for Scholar, Project Manager, and Analyst work.
Attendees: Scholar, Project Manager, Senior Lead
- **Foundation of Research Curriculum (2-3 days in year 1)**
Overview of MAPMG/MAPRI/KPMAS resources, policies, and procedures for conducting research. Refresher seminar on basic epidemiologic and health services research methods. Research proposal basics – organization and composition of an effective proposal. IRB and Regulatory processes.
Attendees: Scholars, guest speakers as needed

Month 2:

- **Data Collection and Analysis Discussion (2 hours)**
Discuss analytics plan; prepare/submit RAPTOR.
Attendees: Scholar, Research Scientist, Analyst, MGOS or KPHC support (as needed)
- **Timeline and Project Plan (1 hour)**
Develop and finalize project timeline and plan based on scoped research plan.
Attendees: Scholar, Project Manager
- **Weekly project scoping calls to begin (30 minutes)**
Weekly project scoping calls will be used to check project progress, troubleshoot issues, review data, prepare abstracts/manuscripts, etc., and will continue throughout duration of program. When manuscript is being actively prepared, Scientific Writer will be included in meetings.
Attendees: Scholar, Project Manager, Analyst, Research Scientist (as needed).

Month 12:

- **1-year Check-in (1 hour)**
Project update, program feedback
Attendees: Scholar, Michael Horberg, Project Manager, Scientific Writer

Recurrent Meetings

Monthly:

- **Scholarly Peer Meeting (1 hour)**
- Networking and idea sharing between scholars.
Attendees: Scholar, Michael Horberg, guest speakers as needed

Months 3, 6, 9, and 12:

- **Senior Team Update Meeting (30 minutes)**
Provide project updates and program feedback to senior team members.
Attendees: Scholar, Michael Horberg, Project Manager, Senior Lead

Manuscript Support Meetings

- **Abstract/Manuscript Scoping Meeting (1 hour)**
Discuss results ready to submit. Follow-up meetings to be determined.
Attendees: Scholar, Michael Horberg, Project Manager, Scientific Writer

Additional Details of the Scholars Program and Research Support Available:

- **Mid-Atlantic Permanente Research Institute support provided to Scholars:**
 - Support from a 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
 - Support from MAPRI Scientific Writer to draft of the abstracts and manuscript
 - Sharing the publication with PR/Media (MAPMG support)
- **Foundation of Research Curriculum:**
 - 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

Questions?

Contact: PhysicianResearchScholars@kp.org

Email Final Application to: PhysicianResearchScholars@kp.org by **Friday July 22, 2022**