

PROGRAM PURPOSE

The [MAPMG Physician Research Scholars Program](#) is part of a multifaced approach to increase scholarship and research opportunities for Mid-Atlantic Permanente Medical Group (MAPMG) physicians. Goals of the program include:

- To increase awareness of physician research and volume of physician 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 conduct appropriately scoped research projects. Ideal research projects focus on health services, operational, and retrospective research. Prospective research and clinical trials are not encouraged due to program timeframe and resources, and basic science research cannot be supported.

The 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 (1) 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 a PhD level scientific investigator mentor; program manager; data analyst; biostatistician (if required); scientific writer.

Selected Scholars will begin the program with short 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 two (2) years, beginning January 1, 2027, through December 31, 2028. Program leadership will coordinate dedicated research time with Scholars' departments and Physicians in Chief (PIC) before the program period of support begins. All Scholars are expected to start in January of 2027.

No extensions will be granted to the program period of performance, regardless of a project's completion status. Additional dedicated research time will not be given to complete abstract and manuscript requirements outside of the program period of support. Scholars will still be responsible for completing program requirements if not completed during the period of support. Failure to complete the program requirements can adversely affect the Scholar's future participation in research activities.

PROGRAM TIME COMMITMENT

- Scholars will have 0.2 FTE, one (1) day per week, of dedicated research time outside of clinical responsibilities as part of the program. Scholars are expected to devote that full day to research project activities.
- Scholars will be expected to meet weekly with their research team virtually on their dedicated research day.
- Scholars will be expected to maintain In-Basket responsibilities but should not devote this dedicated time to activities other than their research project.

PROGRAM ELIGIBILITY

Applicants must:

- Provide attestation to program eligibility, requirements, and guidelines.
- Provide Service Chief attestation to participation permission, eligibility, requirements, and guidelines.
- Receive approval from their PIC to participate in the program.
- Have Shareholder or Shareholder Track status.

- Be willing to increase to 0.9-1.0 FTE (4.5-5 days per week) if not currently and maintain a minimal clinical FTE of 0.7-0.8 FTE (3.5-4 days per week).
- Have excellent clinical standing and no employment concerns (for example, retirement in the next two years, on a performance improvement plan, low MPS scores).
- Demonstrate and provide evidence of an interest in scholarship (for example, attending medical conferences or presenting content at medical conferences - either poster or oral format).
- Have prior research experience (for example, undergraduate, graduate, medical, residency, or fellowship training) and be documented on an up-to-date CV. CV should highlight prior publications, research experiences, and/or specific research training/education.
- Have a viable research idea for inquiry at time of application.

PROGRAM TERMS OF PARTICIPATION

Scholars must:

- Develop and execute a viable research project that best makes use of organization resources.
- Attend all weekly virtual research team meetings and monthly All-Scholars meetings.
- Complete and maintain all Institutional Review Board (IRB) training requirements.
- Submit Quarterly Progress Reports to program leadership.
- Deliver up to two abstracts submitted to scientific conferences within the 2-year period.
- Deliver up to two manuscripts submitted to peer-reviewed journals within the 2-year period.
- Participate in any MAPMG webinars to communicate research findings to peers.
- Participate in ad hoc meetings and events as required.
- Scholars failing to meet program terms of participation and project timelines may be asked to discontinue.

APPLICATION AND SELECTION PROCESS

The Physician Research Scholars Program has three steps in the application and selection process.

Step 1. Notice of Intent to Apply

Physicians interested in applying to the program must notify the program staff of their intent to apply via email.

Applicant Action Required:

- Discuss interest in program with Service Chief to ensure no potential conflicts and receive their approval.
- Complete [Physician Attestation Form](#).
- Request Service Chief to complete [Service Chief Attestation Form](#).
- Send notice to apply, both Attestation Forms, and most recent/updated CV, demonstrating research experience/ background, to physicianresearchscholars@kp.org. CV should highlight prior publications, research experiences, and/or specific research training/education. Cc Service Chief with this email.
- **DUE DATE: Friday, February 27, 2026**

Program staff will confirm submission with any Service Chief not cc'd. PICs will receive and approve/not approve all potential applicants from their service areas after the Notice of Intent to Apply deadline. Potential applicants will be evaluated for eligibility requirements, attestations, and PIC approval (see [REVIEW CRITERIA](#)).

Step 2. Program Application Completion and Submission

Physicians meeting the Notice of Intent to Apply review criteria will be eligible to submit the program application.

Applicant Action Required:

- Complete program application, outlining and providing as much detail as possible about the research project.
- Return program application to physicianresearchscholars@kp.org. Cc Service Chief with this email.
- **DUE DATE: Friday, May 8, 2026**

Program staff will confirm with any Service Chief not cc'd. PICs will be notified of all submitted program applications from their service areas. See [REVIEW CRITERIA](#) for evaluation points.

Step 3. Selected Applicant Interviews

Selected applicants receiving high scores from review will be asked to interview with program leadership in August 2026. Five to six applicants will participate in 30-minute virtual interviews to discuss their research project.

REVIEW CRITERIA

Notice of Intent to Apply Review Criteria:

- Demonstration to meet program eligibility and agreement to adhere to program terms of participation.
- Demonstration of sufficient research background/experience in applicant CV. CV should highlight prior publications, research experiences, and/or specific research training/education.
- Applicant and Service Chief attestation provided.
- PIC approval of applicant intent to apply. PICs will be notified of all potential applicants from their service areas. PICs have the authority to remove an applicant from further consideration at any point.
- **Failure to demonstrate eligibility requirements such as, but not limited to, FTE status, shareholder/shareholder track status, research experience and/or provide attestations may be reason(s) to discontinue application.**

Applicant and Program Application Review Criteria:

- Research experience/background of the applicant.
- 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 (project scope).
- Ability of the applicant to engage any peers or departments needed to complete the work, if necessary.
- Utilization of KP'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:

- Enthusiasm, interest, and drive of the applicant.
- Research experience/background of the applicant.
- Applicant demonstration of clear understanding of program goals and expectations.
- Ability of applicant to convey feasibility of project completion in two (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 (one day per week) to the program for its entirety.
- Applicant ability to manage clinical responsibilities and program responsibilities.

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

- February 2, 2026: Notice of Intent to Apply Opens
- **February 27, 2026: Notice of Intent to Apply Deadline**
- March 02 - 06, 2026: Approved Applicants Notification and Application Distribution
- March 02 – May 08, 2026: Program Application Submission Period
- **May 08, 2026: Program Application Submission Deadline**
- August 03 - 07, 2026: Applicants Selected for Interviews Notification
- August 10 – September 11, 2026: Selected Applicants Interviews
- September 14 – 18, 2026: Selected Scholars Notification
- October 2026: Selected Scholars Announcement

MORE INFORMATION AND POINT OF CONTACT

Interested physicians are encouraged to review the program website at [MAPMG Physician Research Scholars Program](#). Contact PhysicianResearchScholars@kp.org with questions.