

## Presidential Faculty Diversity Initiative

### Postdoctoral Fellows Program

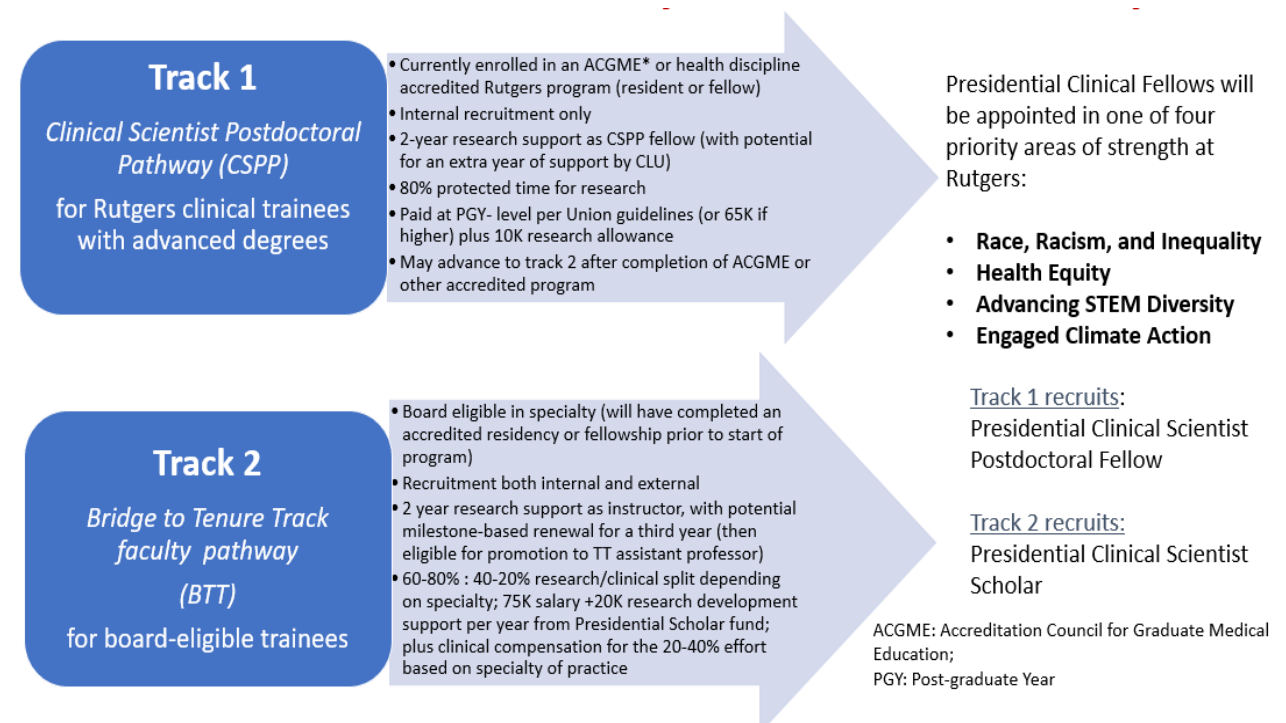
#### Clinical Scientist Pathway to Tenure Track Faculty

##### PROGRAM DETAIL AND APPLICATION INFORMATION

###### Toward Inclusive Excellence

A diverse faculty is a cornerstone of academic excellence. The Clinical Scientist Pathway to Tenure Track Faculty at RBHS provides two parallel tracks within the Rutgers University Presidential Postdoctoral Fellows program. The Clinical Scientist Postdoctoral Pathway (CSPP) track provides at least 80% protected research time regardless of clinical discipline, with the remaining appointment devoted to clinical or other activities. The Bridge to Tenure -Track faculty (BTT) track provides at least 80% protected research time for non-surgical disciplines and at least 60% protected research time for surgical disciplines. These two tracks (Figure 1) are designed to build on the Presidential Faculty Diversity Initiative's (PDI) successes to meet the unique needs and equity gaps for clinical scientists. Mentoring is a key element for both tracks, and sponsoring departments will provide each scholar with a well-defined mentoring committee.

**FIGURE 1: Clinical Scientist Pathway to Tenure Track Faculty**



Clinical scientists have professional degrees (MD, DO, DDS/DMD, DVM/VMD, PharmD, or nurses with doctoral degrees) and advanced training in health care. They may have a solid (e.g., PhD) to limited

research experience. Some clinical scientist graduates develop the passion to pursue a research career but need sufficient research training and protected time in order to prepare and qualify for tenure track faculty positions. With clinical scientists forming a critical part of the biomedical research workforce, diseases have been eliminated, cures discovered, and medical procedures and therapies that save human lives have been developed.

Because of these needs, the CSPP and BTT tracks (Figure 1) extend the postdoctoral arm of the PDI to offer a unique and fully supported progressive pathway to become an independent tenure track, clinical-scientist assistant professor. This pathway has the entry point of CSPP (as a fellow), then moving to BTT (as an instructor) then moving to a tenure track assistant professor position. The entry into this pathway can also take place at the BTT stage. To our knowledge, such a pathway is not available in many other major research-intensive institutions. RBHS and the involved RBHS schools and clinical programs will provide significant salary support to those involved at the BTT stage, ranging between 25-75% of the total salary of the instructor (depending on the clinical specialty). Scholars in track 1 who require an MS degree will be provided by the RBHS Chancellor's Office with 75% of the tuition with the remaining 25% covered by their allocated research development support. If there is a shortfall in tuition, the Chancellor's Office or the degree granting program will cover any deficits. Faculty in track 2 may be eligible for tuition remission based upon the collective negotiations [agreement](#). In addition, ample protected time (Figure 1), coupled with extensive mentoring and career development, will be provided, as described above.

This program will have high appeal to qualified candidates and will better position RBHS to begin addressing equity gaps by providing resources and support to early career clinical scientists. It ensures that we build a diverse faculty with rich scientific training to maximize the opportunity for excellence and outstanding career development.

*References:*

1. Salata RA, Geraci MW, Rockey DC, Blanchard M, Brown NJ, Cardinal LJ, Garcia M, Madaio MP, Marsh JD, Todd RF 3rd. U.S. Physician-Scientist Workforce in the 21st Century: Recommendations to Attract and Sustain the Pipeline. *Acad Med.* 2018 Apr;93(4):565-573.

2. National Institutes for Health Physician Scientist Workforce (PSW) Report 2014: Executive Summary. <http://report.nih.gov/workforce/psw/index.aspx>.

**PRIORITY AREAS of STRENGTH:**

Presidential Fellows will be appointed in one of four broadly defined priority areas of strength at Rutgers:

Presidential Fellows in **Race, Racism, and Inequality** will conduct research into the structural, systemic, institutional, and individual effects of racism and discrimination, both historically and today, in all domains of the humanities, social sciences, and professional schools, including but not limited to area studies, business, criminal justice and the carceral state, families, education, environmental and climate justice, labor, law, media, public policy, urban planning, or other related fields.

Presidential Fellows in **Health Equity** will conduct basic, clinical, translational, community-engaged, and population-based research in the biomedical sciences, social sciences, behavioral, psychological sciences and related fields that addresses health inequalities, including but not limited to research on pathogenesis, chronic disease, mental health, disease prevention and treatment, access to healthcare, and public health.

Presidential Fellows for **Advancing STEM Diversity** will conduct leading work in any area of the physical and biological sciences, earth sciences, computer sciences, engineering, mathematics, or in areas of convergence among multiple fields that define an emergent domain of research (e.g., AI and the data sciences, computational biology, interdisciplinary climate science, etc.).

Presidential Fellows for **Engaged Climate Action** will conduct use-inspired, publicly-engaged and/or community-engaged research in the natural sciences, social sciences, policy, engineering, humanities, or other disciplines that addresses the causes and consequences of climate change, their inequities, and policies, technologies and behaviors to limit those consequences and inequities.

## ELIGIBILITY

Applicants from any clinical health rated discipline are eligible to apply. Applicants must be U.S. citizens or permanent residents.

## REQUIRED APPLICATION MATERIALS

- A **cover letter** describing the applicant's education, research areas, and fields of interest.
- Rutgers University values **contributions to diversity, equity, and inclusion** ([diversity.rutgers.edu](https://diversity.rutgers.edu)). We encourage applicants to make their efforts towards inclusive excellence visible by describing clearly how their research, teaching, and/or service in the past, present, and/or future could contribute to these values. (limited to 750 words or less)
- A **curriculum vitae**, including publications, awards, honors, current and pending funding (if any)
- **Letters of reference**
  - **Track 1: Clinical Scientist Postdoctoral Pathway-** Candidate **Nomination Form** with statements of support from the nominator (e.g., program director/primary mentor) as per **Nomination Form** instructions
  - **Track 2: Bridge to TT Pathway: Internal/External letters of reference** [per RBHS processes for faculty hiring](#)
- **Proposed Research Plan** that describes what the applicant aims to achieve during the term of his /her/ their appointment as a Presidential Fellow. Plans may be no longer than 3 pages, single-spaced, with one-inch margins, in 11 pt. font.

Please note in addition to the mentoring plan/committee and unit commitment, Fellows are required to have quarterly check in meetings with the Director for diverse faculty engagement and advancement.

For any further questions please reach out to [vcdi@rbhs.rutgers.edu](mailto:vcdi@rbhs.rutgers.edu).