Date: February 1, 2021
To: Deans, Chairs and Yale Faculty
From: Marcella Nuñez-Smith, Co-Director, Fund to Retain Clinical Scientists
Manisha Juthani-Mehta, Co-Director, Fund to Retain Clinical Scientists
Re: Fund to Retain Clinical Scientists who have caregiving needs

We are writing to announce a request for applications for support from the Fund to Retain Clinical Scientists at the Yale School of Medicine (FRCS), made possible by a grant from the Doris Duke Charitable Foundation and funding from the Yale School of Medicine. The FRCS program provides supplemental research support to early-career physician-scientists and scientists who face significant caregiving demands. The goal of the program is to retain such scientists in the research enterprise. Yale is one of only 10 institutions in the country selected for this timely and important award. We encourage junior investigators, who are experiencing significant caregiving burden, to apply. Our process will consider the degree of demonstrated caregiving burden and prioritize applicants with limited access to other resources such as institutional support packages. Funds can be used to “buy out” clinical obligations or to hire additional research staff in order to optimize research activities.

Key Dates
Application due date: Friday February 25, 2021
Earliest anticipated start date: April 1, 2021

Eligibility
• Applicants must have a full-time Yale faculty appointment at the level of Assistant Professor or Instructor at the time of the award.
• Applicants may not have been a faculty member for more than 10 years by the anticipated start date of April 1, 2021. The 10-year period is cumulative and includes all appointments as assistant professor, associate research scientist, lecturer, or instructor at any institution (any part time appointments and leaves of absence should be described and will be considered in calculating the total time at a faculty rank).
• Applicants with a MD, DO or PhD degree are eligible to apply. Applicants with a MD or DO must also have a current medical license.
• Applicants must demonstrate a compelling need for the supplement that is related to being a caregiver.
• Applicants must have existing research support such as a career development award, research project grant or serve as a PI on a supplement. Internal start-up funds do not satisfy this requirement.
• Applicants must show evidence of strong research training and productivity.
• Applicants must be conducting a clinical research project that has the potential to impact human health. Clinical Research is defined as the scientific investigation of the etiology, prevention, diagnosis, or treatment of human disease using human subjects, human
populations, or materials of human origin. Included in the definition are studies that utilize only tissues or pathogens if they can be linked to a patient.

- Previous awardees may request a second year of support in select circumstances if well-justified and if previously awarded funds have been expended by the anticipated start date.

**Budget**

- Applicants may request $30,000 to $50,000 for research support for a one-year period.
- Applicants or their departments must provide matching funds for 25% of the requested amount, these funds can come from start up funds, departmental funds, or other unrestricted discretionary funds.
- Funds must be used to further the applicant’s research and may not be used directly for childcare or other caregiving costs. For example, funds may be used to support additional research team members such as a data analyst, a study coordinator or a laboratory technician, or to enable the applicant to reduce clinical effort and gain protected time for research.
- Funds may not be used to support experiments that utilize animals or primary tissues derived from animals.

**Evaluation Criteria**

- Need for additional support is the critical driver. We evaluate need for additional support as a function of what additional support is needed and what is already provided by the institution or other research grants. For example, candidates who have a high level of need but have access to other resources that could be used to achieve the same purposes as the FRCS award will not be considered as highly as candidates who lack existing support. Candidates who demonstrate a high level of caregiving burden will be ranked higher than individuals who demonstrate low levels of caregiving burden.
- Salience of Support. How likely is it that funds provided by FRCS will allow the candidate to achieve their research goals? Will the award substantially increase the likelihood that the candidate will continue as an academic researcher?
- Academic achievements to date. Does the candidate have rigorous training in clinical research? Is the candidate’s academic, clinical and research record of high quality?
- Academic potential. What is the likelihood that the Career Development and Mentoring Plan will contribute positively to the scientific development of the applicant? Do letters of support indicate confidence in the applicant’s career potential? What is the likelihood that the applicant will achieve scientific independence?

**Application Process**

- The application package with detailed instructions is available for download on the YCCI website.
- Applications must be submitted by February 25, 2021, using the online form available on the YCCI Website.
Other Terms and Conditions

- Recipients must provide a proposed start date (no earlier than April 1, 2021). All required approvals (IRB, IACUC, etc.) must be obtained by the proposed start date.
- The Doris Duke Charitable Foundation will evaluate the impact of this new funding program as part of an IRB-approved research study conducted by principal investigator Reshma Jagsi, MD, DPhil, at the University of Michigan Health System (UM). Applicants will be asked to complete a survey conducted by UM. Application data will be provided to Dr. Jagsi. Data submitted for this evaluation project will be de-identified. UM researchers will also collect longitudinal data on promotion and retention rates and may invite all applicants – regardless of whether they were selected for funding – to participate in follow-up surveys and interviews. The Doris Duke Charitable Foundation and the University of Michigan will not have input into which applications are chosen for funding.

Examples of Significant Caregiving Demands

Example 1: An assistant professor in Pediatrics is PI on an R21 award in which she is assessing use of school-based clinics to increase rates of immunization with HPV vaccine. She has two young children in day care and another in elementary school. She is reaching a point in her study in which she will need to be at the school through late in the afternoon 2 days a week and needs to spend more time working on the analysis of the qualitative component of the study. She is planning to apply for the Doris Duke award and will use the funds to buy out the two afternoons of clinical time. This will allow her to spend the time needed to conduct her study and still be able to pick up her children some afternoons.

Example 2: An assistant professor in Neurology has been traveling frequently to support his father who was recently diagnosed with chronic obstructive pulmonary disease. His mother passed away several years ago, and he is in the process of moving his father to Connecticut to enable him to more closely care for his father. This situation forced him to take time away from his research study in which he sees patients in follow-up and recruits new patients. He is applying for the Doris Duke award so that he can hire a research assistant to see the patients in follow-up. The extra help will enable him to catch up with recruitment so that he can complete the study on timeline.

Example 3: An assistant professor in Psychiatry recently initiated her K23 award. Her research project involves formative research to lay the groundwork for an intervention to prevent opioid addiction in young adults. Her husband has been diagnosed with Hodgkin Lymphoma. The prognosis is good, but she needs to attend to increased childcare duties while her husband is in treatment. She plans to use Doris Duke funding to hire an analyst to assist her in coding and analyzing qualitative interview transcripts.

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