

Date: April 1, 2025

To: Deans, Chairs, and Yale Faculty

From: Office of Physician Scientist and Scientist Development

Re: Faculty Facing Caregiving Needs

We are writing to announce a request for applications for supplemental research support from early-career physician-scientists and scientists who face significant caregiving demands. The goal of the program is to reduce attrition of early career investigators from the research enterprise. Funding is provided by the Yale School of Medicine. 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 to optimize research activities.

Applicants must have a compelling, time-sensitive need for the funds to regain research momentum because of increased family caregiving responsibilities. Typically, this would be childcare, partner care, and/or eldercare, but applicants may make the case for other reasonable family caregiving responsibilities.

Key Dates

Application due date: May 9, 2025

Earliest anticipated start date: July 1, 2025

Eligibility

- Applicants must have a full-time faculty appointment at the Yale School of Medicine as Assistant Professor or Instructor at the time of the award.
- Faculty at the Yale School of Public Health are not eligible to apply.
- Applicants may not have been a faculty member for more than 8 years by the anticipated start date of July 1, 2025. The 8-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 must demonstrate a compelling need for the supplement that is related to being a caregiver.
- Applicants must have 75% protected time for research in the form of active intra or extramural career development awards, research project grants or start-up funds. Surgeons may be at 50% protected time for research.
- Applicants must show evidence of strong research training and productivity.
- 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, first year application will be prioritized when individuals have an equivalent need.

Budget

- Applicants are eligible to request up to \$30,000 for research support for a one-year period from Faculty Facing Caregiving Needs. Applicants will be required to demonstrate the availability of matching funds to support 50% of the requested amount. Matching funds can come from startup funds, departmental funds, or other unrestricted discretionary funds. The budget should reflect the amount requested from Faculty Facing Caregiving Needs and the departmental match for a total of up to \$45,000.
- The final funding amount will be decided by the review committee based on the statement of need, how support will alleviate, in the short term, the impact of caregiving responsibilities on the research

program, and other available funding available to the applicant (grants and start up funds), time remaining on career award and timeline for promotion

- Funds must be used to further research. Examples include technical support, grant-writing support, or buy out of required clinical time so that more time can be spent on research. The funds may not be used for:
 - Childcare or other caregiving costs directly.
 - Research costs, that would not directly help Program Scholars reclaim their research time.
 - Travel
 - Reducing their effort on a grant

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 this funding mechanism 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 the funding mechanism 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 OPSSD website.
- Applications must be submitted by May 9, 2025, using the online form available on the OPSSD website.

Other Terms and Conditions

- Recipients must provide a proposed start date (no earlier than July 1, 2025)
- All required approvals (IRB, IACUC, etc.) must be obtained by the proposed start date.

Examples of Significant Caregiving Demands

Applicants who do not have an additional caregiving need are encouraged not to apply, for example a family with two working parents and two children who do not have any additional need such as a medical condition, eldercare need or spousal need or unique research situation (conducting research outside of CT, overnights, etc.)

Example 1: An assistant professor in Pediatrics is the PI on a K08 award in which she is assessing the use of school-based clinics to increase immunization rates with the HPV vaccine. She has two young children who attend daycare and another in elementary school. She is reaching a point in her study where she will need to be at school late in the afternoon two days a week and needs to spend more time working on the analysis of the qualitative component of the study. She plans to apply for the Faculty Facing Caregiving

Needs 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 care for his father more closely. 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 Faculty Facing Caregiving Needs award to hire a research assistant to see the patients in follow-up. The extra help will enable him to catch up with recruitment to complete the study on time.

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 Faculty Facing Caregiving Needs funding to hire an analyst to assist her in coding and analyzing qualitative interview transcripts.

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