

# Johns Hopkins Hospitalist Scholars Program

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Updated March, 2023

## ***Goal:***

Attract and retain high-quality medical scholars in the Johns Hopkins Division of Hospital Medicine who have strong commitments to academic career development and the scholarly missions of Johns Hopkins.

## ***Program:***

Academic funding tied to projects and endeavors that will promote a specific career development plan.

## ***Applications:***

Can be submitted at any time by qualifying faculty who have funds in their Hospitalist Scholars accounts. Applications should include:

- (a) An explanation of how and when the funds are intended to be used
- (b) A description of how the use of funds will enhance the career development of the faculty member **in the field of hospital medicine and at Hopkins**
- (c) A budget
- (d) For mentored research projects: Documented support from a mentor(s)

Since proposals vary greatly, there is no standard application form. Examples of successful proposals can be provided on the Hospitalist shared drive.

Approval Process: Proposals are submitted to the Hospitalist Division Director and may be discussed/reviewed by other stakeholders or experts as appropriate (eg, Research Director). The timeline for approval varies, but generally takes 1-2 months, and many proposals require revision.

Automatic Approvals for some SGIM and SHM activities: Since participation at the Society of Hospital Medicine (SHM) and Society of General Internal Medicine (SGIM) annual meetings is encouraged, particularly when presenting scholarly work, the following activities are reimbursable through the Hospitalist Scholars Program without a prior written proposal and approval (to include reasonable coach airfare, accommodations, and meeting registration, generally < \$2,500 per meeting):

- a) Serving as Faculty at the annual meeting
- b) Presenting a first-author research poster or oral presentation
- c) Presenting a first-author innovations poster or oral presentation
- d) Directing a workshop

Note: Non-first author presentations, case reports, workshop facilitation (if not workshop director), and special interest group and committee roles are not eligible without a written proposal. In most cases, these activities should be paid for from CME accounts, but high-profile roles may be eligible (eg. Committee chair) with written approval.

Attendance at the **Academic Hospitalist Academy** is a high value activity and does not require pre-approval. Other SHM-sponsored academies/conferences will not receive automatic approval but faculty are encouraged to submit applications.

Expedited applications for society meeting activities (non SHM or SGIM): Use of Hospitalist Scholars funds for serving as faculty for other society meetings, or presenting research at other society meetings requires a written application and approval but are generally approved if:

- (a) the meeting role is well-aligned with the mission of the Hospitalist Program and the development of the faculty member as a Hospitalist at Hopkins, and
- (b) the expense is comparable to SGIM or SHM meeting participation expenses

***Program Features and Rules:***

Eligibility: Salaried faculty members with Scholars accounts are eligible for the program, including part-time salaried faculty. Part-time casual faculty members are not

eligible. Those on clinical pathway models that do not include Scholars Accounts are not eligible.

Amount and source of funds: Funds will accrue at an annual rate of up to \$12,000 for each full-time faculty member. Maintenance of the program is contingent on the financial viability of the Hospitalist Division, the Department of Medicine, and the Hospital.

Disbursement amount depends on the faculty member's commitment to the Hospitalist Program and are prorated according to salary support from the Hospitalist Program

Example 1: A full-time faculty member who has a joint appointment with Geriatrics and receives 50% of salary support from that Division is eligible for half of the benefit.

Example 2: A salaried part-time faculty member with a 45% clinical commitment and no external support is eligible for 45% of the benefit.

Academic focus: The funds must be used solely for academic projects and career development **within the Hospitalist Division at Hopkins**. Faculty members who fail to submit acceptable proposals cannot use the funds for other purposes, such funding financial bonuses, sabbaticals, or buying "protected time".

Criteria for acceptable proposals:

- a) Approval is based upon the likelihood of the funded work leading to promotion and/or external funding **as a Hospitalist at Hopkins:**
  - Faculty who are planning to leave Hopkins (for fellowships or other positions) within 1 year of project completion are not eligible.
  - Prior academic performance of the individual faculty member is considered in determining eligibility for use of funds for a newly proposed project.
- b) The applying hospitalist must demonstrate appropriate clinical and administrative performance (including financial performance and RVU performance as appropriate). Relevant considerations and preconditions include
  - Performance on clinical metrics

- Maintaining up-to-date credentialing, licensure, etc., without administrative warnings
- If appropriate, a performance improvement plan for any clinical metrics that are lagging

Protected time: Hospitalist Scholars Funds cannot be used to pay salary support for any Hospitalist faculty except under the following circumstances:

- Faculty members who have been awarded Hospitalist Innovations Grants are eligible to use their Scholars funds to match the protected time from the Innovation Grant.
  - Example: A Hospitalist obtains an Innovation Grant that provides 5% salary support over the course of 9 months. If that Hospitalist chooses to (and funds are available in the individual's Scholars account), she/he can elect to buy down up to 5% additional salary support during that same time period, or, alternatively, to extend 5% salary support for an additional 9 months in conjunction with that project.
- Hospitalist faculty who receive salary support from other sources/cost centers (eg, BEAD Core) may receive funding *indirectly* via the Hospitalist Scholars Program based on their work in these other areas

Multiple applications: Multiple applications may be submitted and funded provided that the funds are available in the individual faculty member's account.

Portability: Funds are not portable beyond JHU or into other Divisions within JHU; if the funds are not used, they are returned to the Hospitalist Scholars Program and are not disbursed to the individual upon termination of employment at Hopkins.

Transparency: Approval of any Hospitalist Scholars application constitutes consent to share the proposal with other Hopkins Hospitalists who may be interested in seeing examples of successful proposals.

Unused funds for approved projects are available to the individual faculty member for future use. For example, if a faculty member obtains \$20,000 from the program to fund a pilot study and preliminary results after expending \$5,000 suggest that the project is untenable, the remaining \$15,000 would be returned to the individual's Hospitalist Scholars account. Access to these funds requires a subsequent formal proposal.

Cap on fund accumulation: The total dollar amount of any faculty member's Hospitalist Scholars Account may not exceed \$60,000. Funds that do not accrue because this limit is reached are forfeited. Once the fund has been depleted below this level, additional accrual can occur on a monthly basis, but the rate of accrual is not increased to "make up" for missed accrual.

Transient departure from Hopkins: Funds are maintained in an individual faculty member's account for a total of 18 months following transient termination of employment from Hopkins (to allow the faculty member to take a sabbatical from clinical practice for coursework, for example). If the faculty member has not returned to Hopkins *as a Hospitalist* within 18 months, the remaining funds are returned to the Hospitalist Scholars Program. For individuals who seek to use funds to obtain formal training (such as tuition for a full-time advanced degree that precludes continued full-time clinical employment), the funds will be disbursed upon *return* to Hopkins as a reimbursement for the incurred expenses.

Fellowship training: If a Hospitalist leaves the program to pursue advanced training (eg, GIM fellowship) with plans to return to the Division of Hospital Medicine, the faculty member's Scholars account will be kept intact during the training period and will be available to the faculty member upon return to the Division of Hospital Medicine provided that the faculty member returns as a salaried faculty member immediately following fellowship training.

Ineligible expenses: Expenses that are generally to be covered through CME accounts and other discretionary accounts that are NOT generally eligible for Hospitalist Scholars funding include:

- a) Society memberships
- b) Travel expenses related to attending society meetings and minor contributions (eg, presenting case reports, participating in special interest groups, facilitating workshops), in the absence of a major career development opportunity (such as presenting research, leading workshops, or meeting leadership)
- c) Hardware purchases that are intended for general use and would be expected to be purchased independent of the proposed project (such as computers)
- d) Journal subscriptions

***Appendix: Sources of Funding and Estimated Program Budget:***

Since the program is funded through clinical dollars, the Department of Medicine and Division of Hospital Medicine maintain the prerogative to reduce funding of the Hospitalist Scholars Program in keeping with financial pressures and mandates. Should there be insufficient funds available during any given year, the accrual for that year will be reduced proportionately for each Hospitalist.