



Career Development Program in Medicine: «Filling the Gap», Grant period 2020-2021

Call for proposals 2019

Scope and Structure

Filling the Gap has been designed as a 2-year career development program for (future) physician scientists working at one of the University hospitals as well as the affiliated academic hospitals of the University of Zurich. Clinically active physician scientists employed at the Center for Dental Medicine (ZZM) or another clinic or institute of the University of Zurich may also apply. The program is designated to talented physician scientists and aims to provide them with the opportunity to advance their research activity, which is considered to be an essential part of every physician's or dentist's academic career. The program comprises 3 main pillars:

- **Planning:** Personalized career planning together with the department chair. Well defined career planning and rotations of clinical and research activities for a time period of 24 months, the latter being defined as guaranteed protected research time, will provide the applicant with a reliable schedule. This planning will also facilitate the coordination of the applicant's clinical and academic career with family duties and personal life.
- **Mentoring:** Appointment of a mentor to support and supervise the applicant's career. A mentee/mentor relationship will be established, which will mainly focus on career development. The mentee will be supported and advised with regard to the integration of an academic and clinical career with family duties and personal life in order to specifically promote her/his career.
- **Financial support:** Paid protected research time (20% to 50% per year). Successful applicants will be provided with protected research time, i.e. time only dedicated to research without any clinical duties. This financial support will allow the applicants to advance in their research activities and their academic qualification (e.g., dissertation, habilitation, professorship). Financial support will be granted for 20% to 50% of the salary throughout the duration of the program period.

Filling the Gap simultaneously acknowledges several important aspects of career development. The 3-pillar-model supports the candidates over a prolonged time-span, namely 2 to 3 years. This particular career development program is offered in addition to the already existing programs «Mentoring» (UZH/USZ) and «Protected time» (Forschungskredit, UZH).

Filling the Gap is based on the Gender Equality Action Plan by the University of Zurich¹. A main goal is to increase the number of women professors in the Faculty of Medicine as well as the proportion of women in academic leadership positions. Therefore, the Faculty of Medicine strongly encourages eligible women candidates to apply.

¹ Gender Equality Action Plan UZH: www.gleichstellung.uzh.ch/politik/aktionsplan_en



Call and Grant Period

1. Eligibility criteria

- a. Eligible applicants should **be employed** as clinically active physicians or dentists at
 - i. one of the University's hospitals: University Hospital Zurich, Children's Hospital Zurich, PUK, Psychiatric University Hospital Zurich, Balgrist University Hospital
 - ii. one of the affiliated academic hospitals of the University of Zurich: Kantonsspital Baden, Kantonsspital St. Gallen, Kantonsspital Winterthur
 - iii. the Center of Dental Medicine
 - iv. a clinic or institute with clinical activity at the University of Zurich

Medical/dental students are eligible to apply if they are in their last year of medical school (11th semester) or dental school (9th semester) and if they have already been given a prospective appointment at one of the above mentioned hospitals, institutes or clinics.

- b. At the time of application, eligible applicants are employed as clinicians and should remain clinically active throughout the whole funding period (minimum of 50% of their total workload). Due to that fact an at least **70% clinical activity** of the total workload is mandatory to be able to apply. **Medical/dental students** need a prospective appointment with an at least 70% clinical activity of their total workload to be able to apply.
- c. If applicants at the time of application already have protected research time provided by another program or the host institution, support through *Filling the Gap* will be of additional nature and will not exceed a maximum match of 100% (i.e., 20% existing protected time will be matched with 20% research time provided through *Filling the Gap*). In this case, detailed documentation through applicant and institution is necessary.
- d. Applications will only be considered if written in English.

2. Evaluation criteria

- a. Applicant's qualifications: Education, clinical and scientific competence, research experience, experience with project management.
- b. Quality of the proposed project: Scientific significance and topicality, originality of the research question, suitability of the methodological approach, work schedule and feasibility, consideration of gender aspects/relevance.
- c. Suitability of the applicant for this particular career development program: Promotion of equal opportunities, family aspects, relevance of the program for the applicant's scientific career, applicant's scientific environment and potential.

3. Review process

The application will be reviewed by an external expert as well as by the evaluation committee of *Filling the Gap*. Committee members: www.med.uzh.ch/de/Nachwuchsfoerderung/fillingthegap. On behalf of the Faculty Council the committee then decides which applicants will be granted. The decisions will be published in the beginning of October 2019.



4. Duration of funding

- a. **Start:** January 1st, 2020, latest start date July 1st, 2020. **Duration:** December 31st, 2021 (independent of start date).
- b. Financial support will be granted for 20% to 50% of the applicant's salary for the entire duration of the program, depending on the desired amount of protected research time (amount granted in accordance with current SNSF and UZH rates for doctoral fellows, early or advanced postdocs). Expenses for research material or equipment will not be granted.
- c. During the grant period the applicant will be invited to an interview for evaluation of the applicant's progress. A final report has to be submitted at the end of the program period with a special emphasis on the goals achieved during the grant period. The measures the applicant's department has undertaken to further promote gender equality must be reported as well. Additionally, the faculty of medicine conducts a panel study to evaluate the impact of the funding on the (academic) career of former applicants. Therefore the applicants will be invited to additional surveys after their funding period.
- d. Successful applicants will have the opportunity to extend their program period for another 6 to 12 months by the end of 2019.



Application

1. Documents

1. Completed **application form**, signed by both the applicant and her/his department chair.
2. Excel spreadsheet regarding the **financial budget** of the protected research time.
3. Applicant's current **CV** in English and WITHOUT a photograph: Maximum of 2 pages, start with the most recent position. Please indicate if career is non-linear and provide justification (e.g., long absence due to illness, family commitments etc.).
4. List of **publications**.
If you don't have any publications, please insert a single page with the note "I do not have any publications at this point"
5. Copies of relevant **diplomas** (graduation, dissertation, board certification). For medical students: copy of the 5th year's confirmation («Wahlstudienjahr»).

Please submit the documents in the above listed order as one compiled, single pdf file (maximum size: 10 MB). Otherwise your application will not be considered for evaluation.

2. Deadline and submission

Deadline: **June 2nd 2019, 23:59 Swiss local time.**

Please send your application to: fillingthegap@dekmed.uzh.ch

Contact information

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