



# UMass Chan Early Independence Fellows Program

**Executive Council Presentation** November 21<sup>st</sup> 2024

# UMass Chan Early Independence Fellows Program

## **Goals:**

to recruit exceptionally talented junior scientists with the potential to become independent investigators and provide career development, mentoring, and financial support to foster scientific excellence and leadership.

## **Fellows will join one of two tracks:**

**Chan Fellows track:** The Chan Fellows track will support two fellows who will develop an independent research program that broadly aligns with any area of excellence at UMass Chan. Fellows will be affiliated with UMass Chan academic departments and centers that align with their proposed research directions.

**RTI Maraganore Fellows track:** The Maraganore Fellows track will support one fellow who will develop an independent research program in the areas of RNA biology or RNA therapeutics. Fellow will be affiliated with the RNA Therapeutics Institute (RTI).

# Fellowship Leaders

## Chan Early Independence Fellows Track Co-chairs



Brian Lewis,  
Ph.D.



Kate Fitzgerald,  
Ph.D.

## Maraganore Early Independence Track Chair



Phil Zamore,  
Ph.D.



# Chan/Maraganore Early Independence Fellows Program



**Eligibility:** Candidates with a PhD, MD or MD/PhD (within 24 months post completion of their terminal degree) from a wide variety of backgrounds, including, but not restricted to, individuals from groups underrepresented in the biomedical research workforce  
*MD-only applicants are eligible only for the Chan Early Independence Fellows Track.*



**Academic appointment:** Appointment as Assistant Professor (non-tenure track).

**Mentorship:** Team of mentors comprised of established research faculty and participation in iCAP Program

# Resources and Support

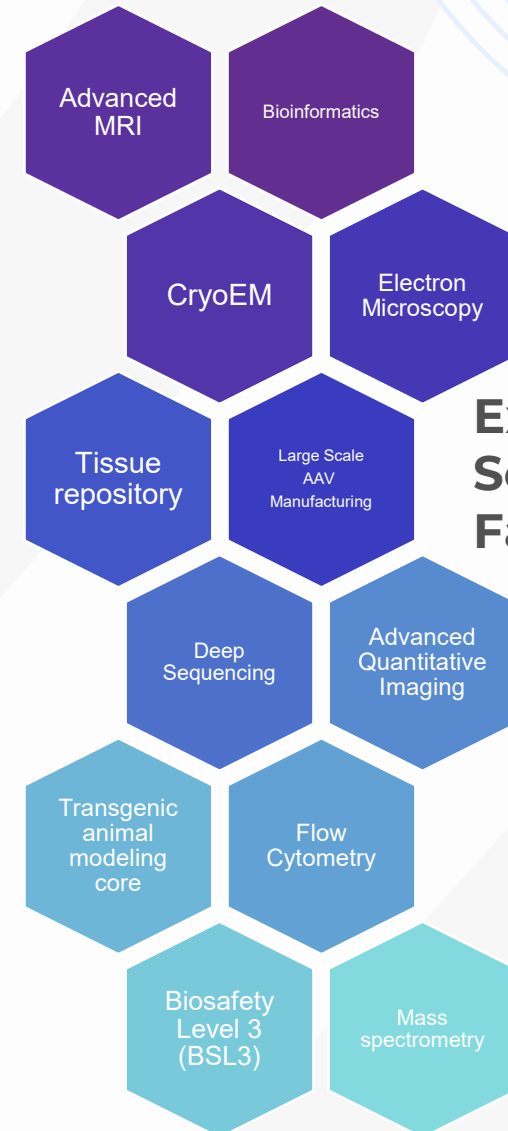


**Support:** \$440,000 annually (includes salary, research support (personnel, equipment, supplies), and travel.

An additional childcare supplement (up to \$10,000) to fellows with dependent children.

## DEI-focused Affinity Groups

- AALANA
- Disabilities Group
- LGBTQA
- Professional Women's Group
- The Veterans Group



## Examples of Some Core Facilities

# Investigator Career Advancement Program (iCAP)

## iCAP Mission

To ensure **retention** and **success** of new tenure-track faculty, *particularly those underrepresented in medicine*, by providing career development support and facilitating relationships within the UMass Chan community.

**We're extending the same support to the UMass Chan Early Independence Fellows.**

### iCAP Cohort Participants

2021-2022	2022-2023	2023-2024	2024-2025
11	14	7	9

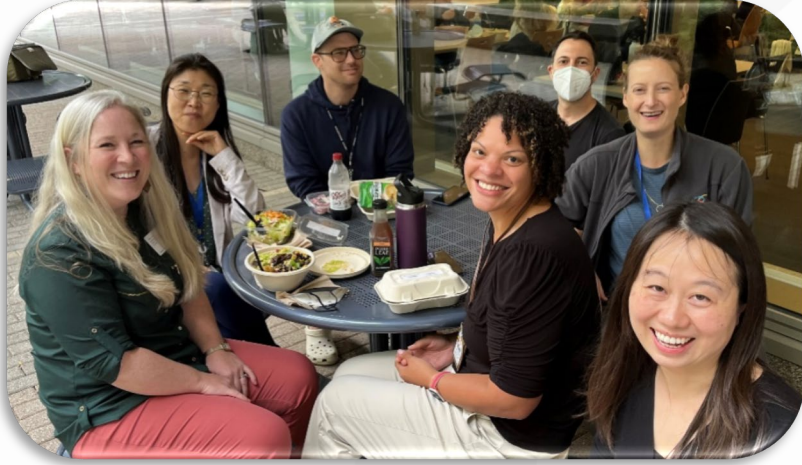


## Program Highlights

- **Robust mentoring networks** (senior, peer, and near-peer)
  - Cohort-based peer mentoring model
  - Individualized mentorship networks with support for identifying and filling mentorship gaps
- **Tailored faculty development curriculum**
  - ~15, 2-hour faculty development sessions designed to save you time
  - Topics include recruitment and hiring, managing a research group, addressing conflict, obtaining funding, navigating collaboration, and more
  - Each session centers diversity, equity, and inclusion
- **Individualized science communication support**
  - Dedicated Senior Scientific Writer (Justine Pinsky, Ph.D.)
  - Individualized writing coaching and editing
  - Projects include grants, manuscripts, websites, and more
- **Community-building activities**
  - To support integration, belonging, and research collaborati



# Community Building



- Clockwise from Top Left:
1. Cohort lunch
  2. Hiking during writing retreat
  3. Faculty panel discussion during a cohort session
  4. Research symposium
  5. Small group discussions during a cohort session

# Application Process/Deadlines

**Application and evaluation process:** Application deadline December 1<sup>st</sup>, 2024.

Applications submitted through *AcademicJobsOnline.org*

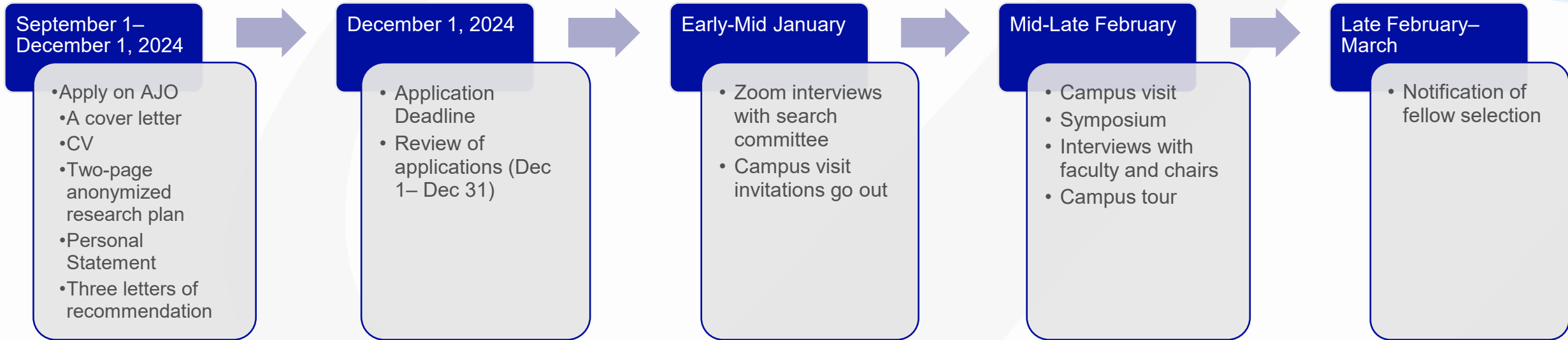
Required application materials include:

- A two-page *anonymized research statement* that summarizes prior research and describes the proposed research program.
- A one-page statement describing how the applicant's lived experiences have informed their values, priorities, and career goals.
- A current CV including peer-reviewed publications.
- Three letters of recommendation

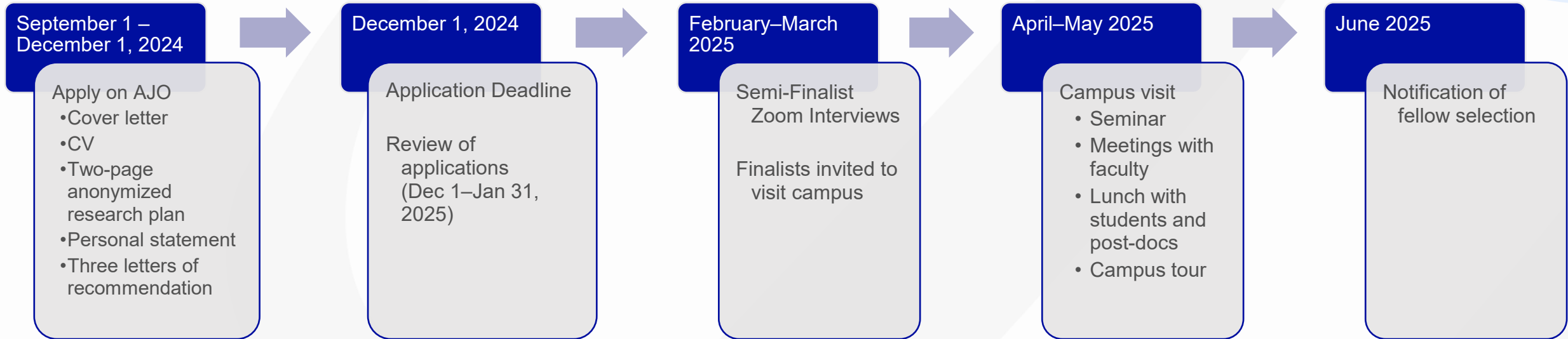


# Chan Fellows

## Application Process and Timeline



# Maraganore Fellows Application Process and Timeline



# Chan Early Independence Fellows Program – Administrative Teams

## Administrative Team for Chan



Milagros Rosal  
VPHE OHE



Natasja  
Hirabayashi  
Program Manager,  
OHE



Loretta Opoku  
Program  
Coordinator,  
OHE

## Administrative Team for Maraganore



Angela Messmer-  
Blust, Ph.D.



Phil Zamore, Ph.D.



# Chan Early Independence Fellows Program – Search Committee



Brian Lewis, Ph.D.



Kate Fitzgerald, Ph.D.



Roger Davis, Ph.D.,  
FRS



Javier Irazoqui,  
Ph.D.



Mary Munson,  
Ph.D.



Danny Winder,  
Ph.D.



Job Dekker, Ph.D.

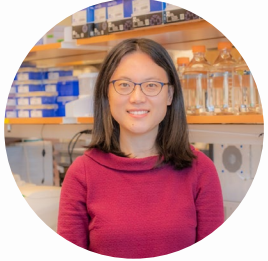


Beth McCormick, Ph.D.



Zhiping Weng, Ph.D.

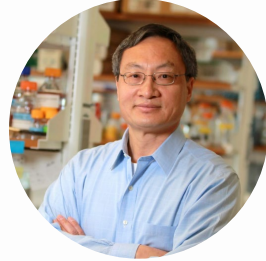
# RTI Maraganore Track Search Committee



Wenwen  
Fang, Ph.D.



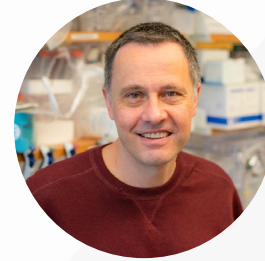
Anastasia  
Khvorova, Ph.D.



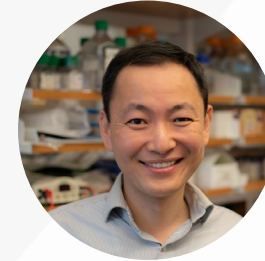
Fen-Biao  
Gao, Ph.D.



Andrei  
Korostelev, Ph.D.



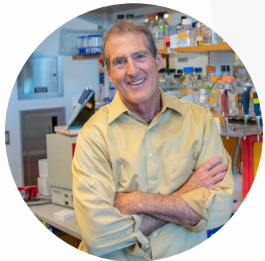
Nikolaus  
Grigorieff, Ph.D.



Li Li, Ph.D.



David  
Grunwald, Ph.D.



Craig  
Mello, Ph.D.



Angela Messmer-  
Blust, Ph.D.



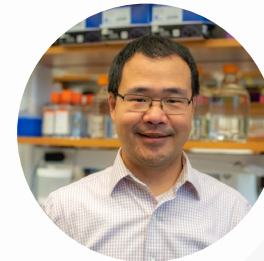
Athma  
Pai, Ph.D.



Erik  
Sontheimer, Ph.D.



Jon Watts, Ph.D.



Wen Xue, Ph.D.

# Early Independence Fellows Programs across the US

**Arc Institute Science Fellows**

**Bowes Research Fellows**, UC Berkeley (ended)

**Schmidt Fellows**, Harvard/MIT

**ELISIR - EPFL**, Lausanne Switzerland

**Harvard Distinguished Fellows**

**Lewis Sigler Fellows**, Princeton

**Miller Research Fellows**, UC Berkeley (Salary \$85k; \$10k research funds)

**Northeastern University** (Salary \$60k; \$5k for conference travel)

**OSU TT Fellows to Faculty**

**Princeton Fellows Program**

**Ragon Institute Early Independence Fellows Program**

**Rockefeller University Independent Fellows**

**Stanford Science Fellows**

**Propel Fellows Program**

**Whitehead Fellows**, Whitehead Institute for Biomedical Research, MIT (\$91K salary + benefit, with up to 5K relocation support, 300K/year + 'equipment fund' 200K as a start up)

**WUSTL** (Salary \$80k; \$50k research funds)

**YSM Science Fellows, Yale** (Salary \$90k; \$10k research funds)



# Questions?