



Diversity and Inclusion in Plastic Surgery: Recruitment and Retention Grant

Application Guidelines and Eligibility

Submission Deadline: Friday, December 1, 2023

Grant Description: The Plastic Surgery Foundation (PSF) recognizes the importance of fostering a culture of diversity and inclusivity in the field of plastic surgery. Currently, healthcare disparities persist in the United States and within the field of plastic surgery. It has been well documented that patients are more likely to seek care from providers with cultural backgrounds (e.g., racial/ethnic, etc.) more similar to their own, when these providers are available. For this reason, and because providers from racial/ethnic minority groups who are underrepresented in medicine and plastic surgery often provide care to patients with similar backgrounds; an increase in diversity in medicine and plastic surgery will lead to increased access to care and enhanced cultural competence for patients, particularly in communities that have been historically underserved due to racism, stigma, and other cultural and socioeconomic factors. It is also imperative that we encourage an environment of inclusion within our plastic surgery workforce, which incorporates diversity in our leadership, to bring forth a variety of perspectives; and opportunities for these leaders to contribute ideas and to serve as role models and mentors to encourage other students currently underrepresented in the specialty, to choose plastic surgery as a profession. The goal of this pilot grant is to fund research projects that will lead to the identification and creation of prospective tools, resources, approaches, and/or strategies for improving Diversity and Inclusion in Plastic Surgery, and these tools should be widely adoptable throughout the specialty. Projects that are retrospective or historical in nature are less likely to be competitive.

Additional areas of interest would include but are not limited to:

- The quantification, improvement, and/or fostering of diversity within the field of plastic surgery as it pertains to residency-applying medical students, current plastic surgery residents, and/or graduate plastic surgeons.
- The establishment and continued support of diversity within plastic surgery leadership.
- The development of programs which promote safe and open communication between local, regional, and national plastic surgery societies on the topic of diversity and inclusion.

Award Amount: Up to \$10,000

Project Duration: Up to 12 months

Earliest Start Date: July 1, 2024

Award Announcements: June 2024

Eligibility Requirements:

Applicants must...

- be a MPH, MD, DO, or PhD
- hold a full-time clinical or research position in a U.S. or Canadian Institution where the research will be conducted.
- be an Active, Candidate, International, or Associate member of ASPS or have Active or Candidate member of ASPS as your sponsor on your application.
 - o This is a requirement if you are currently in your training
 - o for multiple PIs, a sponsor is required for only the applying PI
 - o ASPS Associate Members may apply with identified ASPS Sponsor

Evaluation Criteria: The PSF is dedicated to fostering the growth of research in Plastic Surgery. In order to ensure The PSF is successful in building a diverse, committed, inclusive, and self-sustaining plastic surgery research community, applications may also be evaluated on whether the PI is currently funded by The PSF, the PI has an open no cost extension by The PSF, or whether there are multiple grant submissions from the same lab at the same institution

Preparing to Apply

Online Application: All Applications must be submitted online through proposalCENTRAL. (proposalcentral.altum.com)

Deadline: Grants must be submitted in proposalCENTRAL by **11:59 P.M. (EASTERN)** on or before **December 1, 2023**. **NO late submissions will be accepted.** Corrections of oversights/errors discovered after the deadline will not be allowed.

Multiple Submissions: Applicants may submit more than one grant application ONLY if they are scientifically different, but only one research project may be funded.

Grant Writing Module: All applicants who have not been previously funded by The PSF must complete The PSF's Grant Writing Module. You can find the grant writing module on ASPS Ed Net at the following link:

<https://ednet.plasticsurgery.org/diweb/catalog/item?id=6158910>

Applicants who have not previously logged in to plasticsurgery.org or ednet.plasticsurgery.org should click the '[Create New Account](#)' link at the login screen to create a Medical Professionals account in order to gain access to the Grant Writing Module.



Sign in with your ASPS EdNet or PlasticSurgery.org login to continue.

ASPS EdNet account - PlasticSurgery.org account

Username
Enter username

Password [Forgot Password](#)
Enter password

Remember my username on this device

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[Contact Us](#)

Create a new PlasticSurgery.org account.

ASPS Members and Staff of Members

You already have an account. For questions, please contact us.

Contact Us

memserv@plasticsurgery.org

US: (800) 766-4955

Outside US: (847) 228-9900, ext. 471

Hours: 8:30AM - 5:00PM CST



Choose your account type

Plastic Surgery Connect
For consumers, potential patients, and those interested in plastic surgery.

Medical Professionals
For surgeons, candidates, nurses, office staff and other professionals.

Application Templates Check List with Page Limits

Templates: Bio-sketch, Other Support, Resources and Grant Writing Module Certificate templates are provided on the Research Plan & Other Attachments section in proposalCENTRAL.

Formatting Requirements:

- The minimum acceptable font size is 11 (Arial or Helvetica; no condensed fonts).
- The maximum number of lines per inch is 6; DO NOT PACK LINES BY SETTING LINE SPACING AT “EXACTLY”.
- Use at least one-half inch margins (top, bottom, left and right) for all pages, including continuation pages.

Information Entered Directly into proposalCENTRAL.

- | | | |
|--------------------------|----------------------|--|
| <input type="checkbox"/> | Project Summary | (2,500 characters max, including spaces) |
| <input type="checkbox"/> | Impact Statement | (800 characters max, including spaces) |
| <input type="checkbox"/> | Biography | (1,500 characters max, including spaces) |
| <input type="checkbox"/> | Budget | |
| <input type="checkbox"/> | Budget Justification | |

Templates to Download- Page Limits will be Strictly Enforced

- | | |
|--------------------------|----------------------------------|
| <input type="checkbox"/> | Other Support |
| <input type="checkbox"/> | Resources |
| <input type="checkbox"/> | Biosketch |
| <input type="checkbox"/> | Grant Writing Module Certificate |

Documents to Upload- Page Limits will be Strictly Enforced

- | | | |
|--------------------------|------------------------------------|---|
| <input type="checkbox"/> | Signed Face Page | |
| <input type="checkbox"/> | Cover Letter for Resubmissions* | |
| <input type="checkbox"/> | Biographical Sketch _____ | 5 PAGES each |
| <input type="checkbox"/> | Other Support | |
| <input type="checkbox"/> | Resources | |
| <input type="checkbox"/> | Research Plan: | (Please upload each section separately) |
| <input type="checkbox"/> | Specific Aims _____ | 1 PAGE |
| <input type="checkbox"/> | Research Strategy _____ | 6 PAGES |
| <input type="checkbox"/> | Human Subjects _____ | 1 PAGE |
| <input type="checkbox"/> | Literature Cited _____ | NO LIMIT |
| <input type="checkbox"/> | Leadership Plan _____ | 1/2 PAGE |
| <input type="checkbox"/> | Consortium/Contracts* | |
| <input type="checkbox"/> | IRB /IACUC Approval Documentation* | (Required within 90 days of award notification) |
| <input type="checkbox"/> | Sponsor Letter* | |
| <input type="checkbox"/> | Letters of Support* | |
| <input type="checkbox"/> | Grant Writing Module* | |
| <input type="checkbox"/> | Appendix* _____ | NO LIMIT |
- (Upload any/all images as “Appendix” items)

* Submit if applicable – all other documentation is required

Key Personnel

Documentation is required from the following personnel.

Personnel	Role Description	Biosketch	Other Support	Letters of Support	Sponsor Letter
PI (Applicant)	Applies for and writes the grant. Oversees and directs the research.	✓	✓		
Multiple-PI "Co-PI"	Shares equal responsibility with PI. Does not need to be from the same institution as the PI.	✓	✓	✓	
Co-Investigator	Highly involved in the scientific development or execution of the project. Contributes measurable effort. Does not need to be from the same institution as the PI.	✓	✓	✓	
Collaborator	Moderately involved in the scientific development or execution of the project. Contributes measurable effort. Typically, from the same institution as the PI.	✓		✓	
Sponsor	Required for non-ASPS applicants and those in training. Can also serve another role on the grant but is not required to.	✓	*	*	✓
Other	Research Fellows, Research Assistants, Technicians, Paid Consultants, etc.	*	*	*	

**Not required unless also serving in another role, example: Co-Investigator or Collaborator, then follow those guidelines.*

Application Deliverables

Enter the following information directly into your application in proposalCENTRAL.

Project Summary: This is the summary description of your research project. In language suitable for the public, please describe the project's broad, long-term objectives and its specific aims. Describe concisely the study design and methods, as well as the rationale, and techniques to be used to achieve the aims. Provide a description of how the project works towards the promotion of diversity and inclusion as it pertains to the above project focuses. Include the variables which will be measured and if there is intent for actionable items to result from this project.

Impact Statement: In language suitable for the general public, describe the potential of real, clinical impact this research is likely to have on the practice of plastic surgery.

Biography: In language suitable for the general public, please include a professional biography.

Budget: Complete all sections of the budget following these limitations:

Complete all sections of the budget following these limitations:

- Budgets can **NOT** include indirect costs, administrative costs, travel, publications costs, or capital equipment*.
 - **Capital Equipment is defined as any asset having a useful life of more than one year. Examples include but are not limited to (laptop computers, iPads, software, cameras, cryogenic systems, incubators, dry boxes, cell counters, etc.)*
- Budgets **CAN** include salary for research assistants and lab technicians who are not also serving in other key personnel roles (see Key Personnel Chart above).
- Typically, PSF budgets do not allow, or provide only limited salary support, but The PSF will consider requests that include adequate justification that demonstrates a need for this support in relation to the goals of the proposed project.
- This grant may allow for project related expenses required to access specialized data and/or literature, and/or use of specialized databases that may be required for the proposed research.
- Because of the unique nature of this grant, The PSF encourages applicants to request items necessary to successfully execute the project, and therefore will consider budget requests that include appropriate justification/details.

Budget Justification (2 PAGES): Please clarify and describe the purpose and need for each item listed on the Budget page, i.e., Personnel, Consultant Costs, Supplies, etc. Under Personnel, roles for each person should match what you have entered into proposalCENTRAL. For a study that requires more resources than this grant provides, please describe any institutional or other support you have.

Upload these deliverables in the Research Plan & Other Attachments section of your application in proposalCENTRAL.

Face / Signature Page: After completing your application in proposalCENTRAL, you will need to print your Face Page (Signature page) to obtain your institutional signatures. Once you obtain all signatures, please convert your Face Page to PDF and upload to your application in proposalCENTRAL. Please plan accordingly as obtaining the appropriate signatures may take time. Your grant submission will not be reviewed without institutional sign off.

Biographical Sketch (5 PAGES): Submit an NIH bio-sketch for those directly involved with the project (see chart above for required personnel). Expand the space for educational training if necessary. If you are omitting publications due to space limitations, include the statement: "The following publications were selected from among a total of ____ (#)." DO NOT include publications "in preparation" on this list. List selected ongoing or completed (during the last three years) research projects. Begin with the projects that are most relevant to the research proposed in this application. Include the project number, dates, source of funds, project title, your role in the project and briefly indicate the overall goals of the research project. Do not list award amounts or percent effort in projects. See example provided within the proposalCENTRAL Templates page.

Other Support: Please provide information on all active or pending support from any source (see chart above for required personnel). Include the project number, dates, source of funds, project title, award amounts, percent of effort in months, and briefly indicate the overall goals of the research project. Indicate and explain any scientific or budgetary overlap between funding, and other overarching projects. For individuals with no active or pending support, please indicate NONE. See example provided within the proposalCENTRAL Templates page.

Resources: Limit the description of resources available to those identified on the form.

Upload each section of the Research Plan as separate PDFs into proposalCENTRAL even if you are indicating N/A.

Research Plan (A - G)

- A. Specific Aims (1 PAGE):** This section should include a brief introductory paragraph. The introduction should give a brief overview of the project and state its significance and central hypothesis. Each Specific Aim shall be comprised of a title, rationale, and hypothesis.
- B. Research Strategy (6 PAGES):** Organize the Research Strategy in the specified order and using the instructions provided below. Start each section with the appropriate section heading - Significance, Innovation, Approach. Cite published experimental details in this section and provide the full reference in the Literature Cited section. Tables and Figures should be included within the text of this section.

Significance

- Explain the importance of the problem or critical barrier to progress or gap in knowledge in the field that the proposed project addresses.
- Explain how the proposed project will improve scientific knowledge, technical capability, and/or clinical practice in one or more broad fields.
- Describe how the concepts, methods, technologies, treatments, services, or preventative interventions that drive this field will be changed if the proposed aims are achieved.

Innovation

- Explain how the application challenges current research or clinical practice paradigms.
- Describe any novel theoretical concepts, approaches or methodologies, instrumentation, or interventions to be developed or used, and any advantage over existing methodologies, instrumentation, or interventions.

Approach

- Discuss the PI's preliminary studies, data, and/or experience pertinent to this application.
- Provide detailed plans for analysis including statistical methods, control, and experimental groups, as well as expected outcomes.
- Describe the overall strategy, methodology, and analyses to be used to accomplish the specific aims of the project. Include how the data will be collected, analyzed, and interpreted as well as any resource sharing plans as appropriate. Please make sure to include discussion of your sample size justification and your power calculations, if applicable.
- Cite relevant publications to support your approach.
- Discuss potential problems, alternative strategies, and benchmarks for success anticipated to achieve the aims. Provide detailed pitfalls and alternative strategies. Consider and discuss how negative data will be used or interpreted.
- If the project is in the early stages of development, describe any strategy to establish feasibility, and address the management of any high-risk aspects of the proposed work.
- Point out any procedures, situations, or materials that may be hazardous to personnel and precautions to be exercised.
- State how the findings from this study will inform the next stage of research.
- State expected outcomes and any potential limitations/obstacles to obtaining results.

C. Human Subjects (1 PAGE): If applicable, briefly summarize the use of human subjects, including specific references to adherence of accepted standards, and documentation of the project's review by an appropriate IRB or hospital ethics board. This includes Protection of Human Subjects, Inclusion of Women and Minorities, Inclusion of Children, and Targeted/Planned Enrollment Tables for Race and Ethnicity. Do not include the entire IRB application. In addition, if available include copies of all Approval Letters from the appropriate IRB Board(s), including Biosafety and/or Radiation Safety (if applicable). Indicate N/A if you are not using Human Subjects within your research.

D. Vertebrate Animals (1 PAGE): If applicable, briefly summarize the use of animals in scientific research, including specific reference to adherence to accepted standards (e.g., NIH publication No. 86 23). In addition, if available upload the documentation of the project's review by the appropriate institutional committee, including Biosafety and/or Radiation Safety. Indicate N/A if you are not using Vertebrate Animals within your research.

E. Literature Cited: Please list all references in order of occurrence of their first mention in your proposal, in number or superscripted form.

F. Leadership Plan (1/2 PAGE): For applications proposing multiple PIs, or the Applicant has an ASPS Sponsor, a leadership plan is required. The governance and organizational structure should be described, including communication plans and procedures for resolving conflicts. The shared administrative, technical, and scientific responsibilities for the project or program should be delineated for the PIs. Indicate N/A if you are not required to submit a leadership plan.

G. Consortium and Contractual Agreements: If applicable, describe all research relationships required for this project carefully. Indicate N/A if this is not required.

IRB/IACUC: Institutional IRB/IACUC approval letters must be on file in The PSF Executive Offices within ninety (90) days of written notification of the Award. If the approval is not on file within the ninety (90) daytime frame, the Award will be rescinded by The PSF. All annual renewals of IRB/IACUC approvals must be sent to The PSF Executive Offices within thirty (30) days of receiving such renewal.

Sponsor Letter: If the applicant is in training or is not an ASPS member, an original letter from an ASPS Member Sponsor must be submitted (see chart above for requirements). This letter must verify that the Applicant will be present and fully available to carry out the proposed work during the allotted time period. Applicants, for which this eligibility requirement is not met, will not have their application reviewed.

Letters of Support: All Co-PIs, Co-Investigators and Collaborators must submit an original Letter of Support for their involvement in your research project (see chart above for required personnel). Letters of Support are addressed to the applicant and should describe the Co-PI/Co-Investigator/Collaborator's credibility, intended contribution, role, commitment, and provide support for the work being proposed. If the Sponsor is also serving as a Co-PI, Co-Investigator or Collaborator, then the Sponsor Letter and Letter of Support can be combined. The Sponsor should indicate that they are also serving as a Co-PI, Co-Investigator or Collaborator for the project. A separate letter from each Co-PI/ Co-Investigator/ Collaborator is required.

Additional Information

Resubmissions: *IMPORTANT* IF YOU PREVIOUSLY SUBMITTED AN APPLICATION TO PSF FOR AN UNFUNDED PROJECT, AND THIS SUBMISSION IS A REVISION OF THAT PRIOR SUBMISSION, IT WILL BE TREATED AS A RESUBMISSION, EVEN IF IT WAS PREVIOUSLY SUBMITTED TO A DIFFERENT GRANT MECHANISM. In addition to resubmitting all required application documents, resubmissions must be accompanied by a cover letter that summarizes the substantial additions, deletions, or changes to the application. If you were provided a summary statement from your previous review, please also include a point-by-point discussion of the issues raised in your summary statement **critiques**. Please upload your Cover Letter in the Research Plan & Other Attachments section of your application in proposalCENTRAL. Note: Only those resubmitting a grant application must upload a Cover Letter.

Reporting: Progress reports (technical and financial) are due at six (6) months and final reports (technical and financial) are due at twelve (12) months. Details on reporting requirements will be sent to the PI once awarded.

No-cost extensions: Written requests for extensions must be received ninety (90) days before the expiration of the original grant period and are subject to approval by the Chair of The PSF Research Grants Committee. An approval of an extension DOES NOT include the award of additional funds. In addition, the Principal Investigator must provide The PSF with additional progress reports (technical and financial) six (6) months and twelve (12) months past the original project end date.

Additional Funding: The Principal Investigator may apply for additional funding. Those who want to expand upon their project at the end of the original time period will need to re-apply for additional funding.

Transferring Institutions: This grant is NOT transferable to another individual within the Institution and NOT transferable to another institution OR to operating funds. If the Principal Investigator or Sponsor leaves the Institution, the Principal Investigator, Sponsor, and the Institution must notify The PSF within thirty (30) days and all unused funds MUST be returned.

Budget Changes: A certain degree of latitude to re-budget within and between budget categories to meet unanticipated needs is allowable. If your expenses fall outside of your original approved budget categories by a degree of more than 10% of your total award, prior written approval will be required, along with a revised budget and a justification for why the changes are necessary to complete your project. In addition, inclusion of any budget category that was not included in the original approved budget must also be approved by The PSF. All reallocation requests are subject to the current grant guidelines and must be approved by The PSF.