

**Initiative to Build on Inclusive Excellence in Academic Medicine:
LSOM Loan Repayment Faculty Recruitment Program****1. Overview**

The LSOM Loan Repayment Faculty Recruitment Program supports new medical faculty at the Assistant Professor level from financially or socially disadvantaged backgrounds and/or are engaged in basic, clinical, social, or behavioral research directly relevant to health disparities which disproportionately impact populations that are economically disadvantaged or defined as medically underserved and have educational debts that make entering an academic career difficult. The research should be related to one of the groups below:

- Rural populations
- American Indians/Alaska Natives
- Asians (certain subgroup populations)
- Native Hawaiians and Pacific Islanders
- Socioeconomically disadvantaged populations
- Blacks/African Americans
- Hispanics/Latinos
- Sexual and gender minorities

This program assists in the repayment of educational loans of full-time junior faculty candidates (new recruits) at the Joe R. and Teresa Lozano Long School of Medicine. The goal is to encourage fellows and faculty to remain in academia as career professionals by assisting with the repayment of student loans.

- Initial acceptance of this recruitment initiative will require a three-year service obligation to LSOM. Faculty recruited through this mechanism who do not complete their service obligation must repay a prorated amount of the total funding received through this program.
- Requests for each FY will be accepted on a rolling basis in the order they are received until all funds have been dispersed.
- Multiple requests from a department must include a priority ranking.

2. Eligibility

- Applicants must be U.S. citizens or permanent residents, hold an appropriate doctoral degree (M.D., Ph.D., D.D.S., D.M.D., D.O., D.V.M., Pharm. D., A.D.N./B.S.N., or equivalent degree).
- The program pays a maximum of \$10,000/annually up to three years.
- Up to five faculty recruits per year will be awarded with a rolling notification.
- A three-year faculty appointment obligation (.75 FTE or higher) is required.

An individual from a financially disadvantaged background is defined as one who has demonstrated an active Federal educational loan of at least **\$50,000**. Loans eligible for payment are those made, insured, or guaranteed under parts B, D, or E of title IV of the Higher Education Act of 1965 or a health education assistance loan made or insured under part A of title VII or part E of title VIII of the Public Health Service

Act. **All payments will be imputed as income and taxed accordingly (Medicare, Social Security, and Federal Withholding) in the subsequent paycheck.**

For consideration, all candidates must adhere to the following instructions.

3. Implementation and Process

Step 1 – A packet of materials **must** be compiled to include the following:

- (a) Candidate's CV
- (b) 1 page cover letter from Chair, addressing the five (5) areas below:
 - 1. An assessment of the scholarly accomplishments and the teaching contributions of the candidate (candidate's credentials and/or record must be of commensurate quality hired in national searches);
 - 2. How hiring the candidate would advance the overall scholarship, research, educational programs, and/or strategic objectives of the department;
 - 3. How hiring the candidate aligns with the department's diversity action plan;
 - 4. The department's support of the candidate (assignment, resources, salary, promotion track); and
 - 5. The extent of the candidate's educational debt.

Step 2 – Materials **must** be submitted to the Office for Inclusion and Diversity (LSOMDiversity@uthscsa.edu), with a copy to Joanne Bastien, Executive Assistant (bastien@uthscsa.edu).

Step 3 – The Dean's Office issues a response, either (i) authorizing the recruitment and approving the funding request; or (ii) denying the request for funding.