



Mastercard
Diversity-Mentorship
Collaborative

2023 Mastercard Incentive Hiring Program

Extended Deadline: Monday, July 17, 2023

Program Description

The Office of Faculty, the Office of Diversity and Inclusion, and the Dean of the Medical College are pleased to announce the Call for Applications for the 2023 Mastercard Incentive Hiring (IH) Program.

This program, part of the five-year Mastercard Diversity-Mentorship Collaborative Program, is intended to increase the number of mainly early-career, under-represented in medicine (URiM) research faculty at WCM. The IH Program was designed to provide approximately \$50,000 toward salary for research faculty in the process of being recruited or newly recruited research faculty members across the WCM academic departments and institutes. Faculty who are supported through this mechanism will receive such funding for their first two years on faculty and will be mandated to participate in the mentoring program that has been established as part of the Collaborative.

Eligibility

- Applicants must be junior research faculty (Instructors or Assistant Professors) in the process of being recruited or newly recruited faculty at WCM. Faculty members with appointments at the Hospital for Special Surgery, Memorial Sloan Kettering Cancer Center, Houston Methodist Hospital, and WCM-Qatar are not eligible to apply
- Applicants must be underrepresented minorities in medicine (URiM). For purposes of this award, the program will utilize the NIH definition of URiM, which is outlined at <https://diversity.nih.gov/about-us/population-underrepresented>.

Application

1. Applicant CV
2. Chair's letter of recommendation detailing the candidate's URiM background and how funds will be used to enhance their research career

Applications are due to Katherine Hajjar, Senior Associate Dean for Faculty by **Monday, July 17th**.

Each application will be reviewed by the Mastercard Advisory Committee, which will then make a final recommendation to the Dean. Special consideration will be given to faculty who have a demonstrated interest in Diversity and Inclusion.