



APRIL 2024

Inclusive Excellence Advancement Scholarship

PAEA is committed to helping member programs build more diverse, equitable, and inclusive environments for PA faculty, staff, and students to prepare future PAs to practice and care for patients. One of the significant barriers to advancement is the lack of funding for faculty development. Many programs have reassessed their program priorities including professional development. As a result, many programs have had to cut back or are unable to expand their funding.

PAEA has created the Inclusive Excellence Advancement Scholarship in response. The program funds scholarships up to \$3,000 for expenses for conferences and training courses that help PAEA members meet the diversity, equity, and inclusion requirements of ARC-PA Standard A1.11.

Eligibility

- The applicant must meet the following requirements:
- A faculty or full-time PA staff member serving at a PAEA member program in good standing at the time of attendance.
- A faculty or full-time PA program staff member must have registered or plan to register within the next 90 days for a conference or training course that helps them build more equitable, diverse, and inclusive work and learning environments for PA faculty, staff, and students to prepare future PAs to practice and care for patients. These conferences and training courses can focus on individual professional development as well as program development.
- Applicants will need to provide proof of registration to receive reimbursement after the conference or training course.
- Expense reimbursement is subject to the PAEA travel policies and procedures.
- Each faculty member may receive only one grant per fiscal year (July 1 – June 30), but are eligible to re-apply in subsequent years.

The scholarship supports:

- Conference registration
- Food and beverage
- Hotel
- Transportation

The scholarship does not support:

- Indirect or administrative costs
- Capital improvements, construction, or purchasing costs
- General operating expenses



- Fundraising campaigns

Competitive Submissions:

- Include a comprehensive conference/travel budget
- Receive high scores on the **evaluation criteria**

Application Requirements

- Applicants are encouraged to first explore existing funding opportunities offered by their institutions or the conferences.
- Applicants must provide a brief overview of the conference and a brief justification for attending the program. In addition, they must provide proof of registration.
 - Awardees must also provide a summary of their experience and explain how they have applied the lessons learned to their work or their program's work.
- Expenses for travel, hotel, conference registration, and food and beverage will be covered up to \$3,000 per trip. Applicants will be asked to submit estimates of these costs. Funds will be disbursed after the conference or training course.
- Local, state, and regional meetings are eligible but will be given lower preference than national and international conferences and meetings. Note that the PAEA Education Forum and the AAPA Conference are eligible for funding. The following is not an exhaustive list of conferences that may be competitive for funding:
 - AAMC Mid-Career Minority Faculty Leadership Seminar
 - AAMC Minority Faculty Leadership Development Conference
 - NADOHE Annual Conference
- Applications will be accepted on a rolling basis.

Evaluation Criteria

Applications are scored by PAEA staff members. Each application will be evaluated on the following criteria:

Scholarship Rationale

- a. The applicant provides an adequate overview of the conference or training course.
- b. The applicant justifies how the conference or training course will advance their development and/or contribute to their program's development.
- c. The applicant has demonstrated a need to attend the conference or training course.
- d. The applicant demonstrates that the conference or training course addresses their needs and helps create more equitable, diverse, and inclusive work and learning environments for PA faculty, staff, and students in accordance with ARC-PA Standard A1.11.

Budget

- a. The budget is appropriate for the conference or training course.
- b. The budget line items are well-justified.

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Overall Quality

- a. The overall quality of the application is extremely high and meets the requirements.

You may download a copy of the evaluation sheet [here](#).

Have Questions about the Scholarship?

PAEA staff members are available to answer questions and provide guidance on applications. Please send your request to Brent Buesking, Program Manager, EDI, at bbuesking@PAEAonline.org and include "Inclusive Excellence Advancement Scholarship" in the subject line of your email.

Submission

Applications must be submitted through the PAEA Research [online application platform](#). You may view a user guide for the application platform [here](#). If you do not receive an email confirmation within two business days, please call 703-651-8540 or email Brent Buesking, Program Manager, EDI, at bbuesking@PAEAonline.org to verify that your submission was received.