

# Douglas E. Wood Fellowship for Diversity in Surgical Education and Leadership

## Program Description

The primary purpose of **Douglas E. Wood Fellowship for Diversity in Surgical Education and Leadership** is to enhance the University of Washington's ability to promote diversity within the UW Department of Surgery by supporting the Department's ability to recruit, retain, and provide opportunities for professional development for faculty, residents, and fellows in the Department of Surgery. The funds shall be used to support the recruitment, retention, and professional development of individuals in surgery who have overcome difficult paths to surgery. Additionally, it will support candidates that show a commitment to diversity and equal opportunity in their service, scholarship, research, and/or teaching. The Fellowship will provide training and support that will help advance the careers of successful candidates. To address the needs of training, retention and career advancement, the fellowship will provide funding for one year, up to \$10,000 one-time award. All are welcome to apply.

## Award Amount

\$2,000–\$10,000 one-time award

## Evaluation Criteria

1. Member of the UW Medicine - Department of Surgery
2. Career stage: faculty, residents, and fellows (junior faculty preference)
3. Research/academic excellence and potential for career as independent surgeon-scientist or clinician scholar
4. Leadership goals and potential
5. Other unmet need for faculty support or development
6. Commitment to furthering diversity in Surgery with their service, scholarship, or teaching.

## Examples of Potential Areas for Fellowship Support

1. Leadership training
2. Recruitment funds
3. Research startup or funding gaps
4. Advanced clinical training
5. Clinical trials or other research training
6. Education training

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## Application

### 1. Application (2-pages, 11-point font):

- Difficulties of path traveled to reach Surgery
- Description of need or project
- Research/academic accomplishments to date
- Future research/scholarly plans
- Short- and long-term career goals
- Plans for applying for grants/other scholarly activity
- Budget with budget justifications (if applicable for research requests, or professional development course description and cost)
- Demonstrating the furthering of diversity within Surgery

### 2. Applicant CV (UW format)

## Timelines

Nominations announcement (annually)—Call for applications will be June-August of year prior to award:

- Application deadline: April 30th, 2026
- Awards announced: July of application year
- Funding begins: July of application year

## Committee

Vice Chair for Faculty Affairs and Development – Department of Surgery

Vice Chair for Research – Department of Surgery

Vice Chair for Education – Department of Surgery

Director of Strategy & Operations – Office of Healthcare Equity

Vice Chair for Quality & Safety – Department of Surgery

Vice Chair, Diversity, Equity and Inclusion – Department of Surgery

Vice Dean, Equity, Diversity, and Inclusion – School of Medicine

Director of Strategy & Operations

## Awardees Would Be Required To:

1. Submit an annual progress report to the Department of Surgery Diversity Council. This will include the work of furthering Diversity within Surgery.
2. Consideration of continuation of funding will be based on an additional application.

**Submit application materials to the Office of Healthcare Equity, via email to Bessie Young, ([youngb@uw.edu](mailto:youngb@uw.edu)) and Aric Ho ([ajho@uw.edu](mailto:ajho@uw.edu)).**