Character in Medicine Grants

Calendar Years 2025-2026

Application Updated: 5/20/2025

# Grant Purpose

The Character in Medicine Grant exists to empower employees of the Wake Forest University and Advocate Health System to design, implement, and/or more rigorously assess educational programs that promote participants’ character development, including developing:

-*compassion for self and others*

*-intellectual humility*

*-respect for diversity*

*-curiosity*

*-teamwork/collaborativeness*

*-belonging*

*-connection to purpose*

*-resilience*

*-trustworthiness in relationships with care team members and patients*

This grant will fund proposals to launch pilot projects, revise existing programs, and/or implement research and/or assessment on programs to better understand their character growth impacts (see italics for character growth examples).

The Character in Medicine Grant is hosted by Wake Forest University’s [Program for Leadership and Character](https://leadershipandcharacter.wfu.edu/vision-2/vision/), which “inspires, educates, and empowers leaders of character to serve humanity.” Toward this end, the Program develops and disseminates evidence-based educational programming that supports professionals’ growth as leaders of character. The Kern Family Foundation funds the work of the Program for Leadership and Character in medical education.

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# Grant Criteria

Who may apply? Any employee of the Wake Forest University School of Medicine and/or Advocate Health System whose job responsibilities include designing, delivering, and/or assessing educational programming may apply for a Character in Medicine grant. Award recipients must be connected to an office (or resources) that will be able to carry out all of the program spending, reimbursements, and budget tracking.

The Program is currently accepting applications for projects that will:

- Have a start date at least 2 months out from application submission in order to allow time for review. Review periods can take between two to six weeks.

- Will have completed spending by March 2026.

Applications for projects taking place after March 2026 will be available in Fall 2025.

What projects are eligible for funding? For the purposes of this grant, “educational programming” includes:

* Student-facing curricular and extracurricular activities
* Clinician continuing medical education
* Care team leadership and/or professional development projects
* Care team justice, equity, diversity and inclusion programs
* Any other intervention which aims to support the care team members’ character development

How much funding is available? This grant funds projects with budgets between $1,000-$30,000. Any project over $7,500 will require assessment, see more info in the Application Questions section.

What will happen after the application is submitted? After the application is reviewed (2-6 weeks) you will receive communication about next steps, which may include requests for additional information, considerations for project modifications, or an invite to speak more with our Program’s research and evaluation team.

Whom to contact with questions? Please feel free to reach out to Suzanne Danhauer (Senior Associate Dean for Faculty Well-being at the WFU School of Medicine) [danhauer@wakehealth.edu](mailto:danhauer@wakehealth.edu) or Lauren Iley-Spear (Program for Leadership and Character in the Professional Schools) [ileyspl@wfu.edu](mailto:ileyspl@wfu.edu)**.**

# Questions to be Completed by Applicants

## Contact Information

1. Name(s) and titles of faculty/staff person(s) requesting funds
2. Email address of primary contact person
3. What department/office would the funds for project spending take place and what institution is it connected to? Please note Winston-Salem or Charlotte location if applicable.

## Project Description

1. What is your project’s name?
2. Project budget.

| Name of Project | | | |
| --- | --- | --- | --- |
| Budget Proposal | | | |
| Items / Services that will be purchased with Grant Funding  (Examples- supplies, speaker fees, travel costs, assessment) | When will this be need to be  purchased by? | | Estimated  Amount |
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|  | **Subtotal** | | 0 |

1. Please provide an estimated timeline of key project tasks (ex. curriculum design, data collection and analysis, event planning and advertising, etc.). Please also indicate which staff person(s) will complete each task.
2. The Program for Leadership and Character will initiate a one-time transfer for the full amount of the award from the WFU Reynolda Campus. If awarded, are you able to provide the account information needed for the transfer?

## Project Goals

1. Please describe your project’s [outputs](https://ssir.org/articles/entry/getting_results_outputs_outcomes_impact) (ex. 6 1-hour workshops to 3rd year MD students, a 2-day retreat for PA faculty).
2. Please describe your project’s character growth [outcomes](https://ssir.org/articles/entry/getting_results_outputs_outcomes_impact). For example, how will you help participants develop *compassion for self and others, intellectual humility, respect for diversity, curiosity, teamwork/collaborativeness, belonging, connection to purpose, resilience, belonging, and/or trustworthiness in relationships with care team members and patients*?
3. Please describe your project’s intended [impacts](https://ssir.org/articles/entry/getting_results_outputs_outcomes_impact) on patients, health care teams, society, etc. How might project participants’ character growth address larger social concerns?

## Grantee Responsibilities

1. Identifying a department / office in the Wake Forest University School of Medicine, Atrium, or Advocate that the award funds can be transferred to, and providing information needed to transfer funds. The Program for Leadership and Character cannot process reimbursements or assist with purchasing. Award funding will not be transferred until there is an account associated with the awarded project and account information with transfer instructions have been provided.
2. Provide a bi-anual report:
   1. A brief (500 words or less) summary of the project’s activities, outputs and outcomes, any assessment results, including a summary of the post-survey for projects of less than $7,500.
   2. A brief reflection on what the project team is learning through the project.
   3. Summary of funds spent.

## For Applications Requesting $7500+

1. Please explain briefly (500 words or less) your strategy for assessing your program’s success with regard to your character growth [outcomes](https://ssir.org/articles/entry/getting_results_outputs_outcomes_impact). Feel free to draw on resources in [this Google folder.](https://drive.google.com/drive/folders/1lBIxnkkNHyJ8TEGXexHT1e3hZxrdZxd2?usp=sharing)
2. OPTIONAL: Please give citations to scholarship that informs the design of your project.
3. OPTIONAL: Please explain briefly (500 words or less) how this scholarship informs the design of your program, especially as it relates to virtue/character development and/or with participants’ connection with their sense of purpose.

What assessment methods or instruments should be used? For projects under $7,500, the Program for Leadership and Character will provide a brief post-event assessment survey for project participants. For projects over $7,500, the project budget should include the costs of assessment data collection and analysis (including hiring an independent contractor, if necessary). Program for Leadership and Character staff are available for consultation in the design of assessment strategies. Applicants should also feel free to draw on [this folder](https://drive.google.com/drive/folders/1vCkp8Ns7n3mxRbNG7TN6F-ynH6-SIJio?usp=drive_link) for general guidance and example instruments for assessment in character education.

**Successful applications will…**

1. Aim to support students and/or clinicians’ character growth in one or more of the following areas: *compassion for self and others; intellectual humility, respect for diversity; curiosity; teamwork/collaborativeness; belonging; connection to purpose; resilience; belonging,; and/or trustworthiness in relationships with care team members and patients*.
2. Have potential to encourage the continued use of educational practices that support character growth in the unit where the project will be implemented.
3. If possible, utilize scholarship that explains what evidence exists to justify the use of this particular project to pursue these particular character growth outcomes.
4. Demonstrate fiscal responsibility, providing a clear and reasonable budget.
5. Align proposed project goals with organizational goals of the unit in which the project would take place.
6. Align project responsibilities with the job descriptions/scope of work of grant project-affiliated staff.
7. Be logistically feasible within the funding and scheduling parameters of the grant ($1000-$30,000 to be spent on non-salary project costs before March 2026).