



CMSS Position Description

Title:	CMSS Civic Science Fellow – Race and Clinical Algorithms
FLSA Classification:	Full-time; Exempt
Supervisor:	CMSS Senior Advisor
Location:	Fully Remote or Hybrid in Washington, DC

The Civic Science Fellow is supported by the Doris Duke Foundation (DDF) and hosted by the Council of Medical Specialty Societies (CMSS). This 16-month equity-focused fellowship provides education and mentorship on race and clinical algorithms while supporting an accelerated and systematic approach to the changes necessary across research, data, clinical guidelines, clinical algorithms, dissemination, and implementation. Working with CMSS and our member societies, the fellow will support shared learning across society stakeholders, including society staff and volunteer leaders that oversee equity, clinical guidelines and algorithms, research, informatics, and publishing.

The fellow will be mentored by Dr. Helen Burstin, MD, MPH, MACP, CMSS CEO. Fellows from the Doris Duke Foundation’s Racial Equity in Clinical Equations program will join in activities with the broader Civic Science Fellows cohort, a coordination facilitated by the Rita Allen Foundation. The fellow’s activities, including shared learning and best practices across societies, will enable CMSS and specialty societies to build capacity to enable race-conscious clinical guidelines and algorithms that inform equitable clinical practice and clinical decision-making. This work will benefit the nation’s specialty societies, their physician members, and the patients they serve.

The fellowship begins March 1, 2024, and concludes June 30, 2025.

The Council of Medical Specialty Societies (CMSS) is a coalition of over 50 specialty societies representing over 800,000 physicians across the house of medicine. CMSS advances the expertise and collective voice of specialty societies and the patients they serve to drive meaningful change in the future of healthcare. Learn more about [CMSS and its health equity work](#).

The Doris Duke Foundation came into existence in 1996 in accordance with the testament of Doris Duke and its mission “to build a more creative, equitable and sustainable future by investing in artists and the performing arts, environmental conservation, medical research, child well-being and greater mutual understanding among diverse communities.” Algorithms have long influenced medical decisions, but their use has exposed disparities, particularly in how they handle racial information. The Doris Duke Foundation is actively addressing this issue by strategically investing in research, convening stakeholders, and promoting evidence-based discussions. The foundation aims to foster a coordinated movement for greater transparency and ongoing discussions about algorithm use in healthcare. Learn more about Doris Duke Foundation’s [Racial Equity in Clinical Equations](#).



Responsibilities:

- Work directly with the CMSS Chief Executive Officer, Board of Directors, members, and staff to support rapid implementation of the recommended actions for CMSS and specialty societies from the June 2023 CMSS/DDF/Gordon and Betty Moore Foundation/National Academy of Medicine joint convening, [*Reconsidering Race in Clinical Algorithms: Driving Equity through New Models in Research and Implementation*](#).
- Collaborate with the guideline development leaders of specialty societies to advance understanding of training required to support reconsideration of race in clinical guidelines, clinical guidance, and related society policy.
- Convene key society and clinical leaders to support change to race conscious clinical guidelines and algorithms across specialties, including staff focused on guidelines, research, evidence, and quality.
- Work with the CMSS Artificial Intelligence (AI) Task Force to develop guidance to support monitoring and potential de-implementation of existing algorithms.
- Work with CMSS publishers and editors to provide standardized guidance to authors and reviewers on the appropriate use of race in clinical guidelines and algorithms.
- Compile best practices to assist CMSS member societies in reviewing and revising their clinical practice guidelines and algorithms.
- Engage with CMSS Professional Peer Groups (PPGs) to facilitate community forums and discussions to gather insights on healthcare disparities and algorithmic concerns.
- Create systems for assessing project progress and impact.
- Establish and nurture partnerships to foster collaborative efforts in addressing racial disparities.
- Collaborate with researchers and experts to publish findings.
- Create newsletter content for distribution to CMSS members informing them of CMSS health equity activities.
- Assist with grant proposals and deliverables as needed.
- Consider requests by the Doris Duke Foundation to advance ongoing work on racial equity.
- Support related CMSS programs on Diversity, Equity and Inclusion, including the organization's efforts to support workforce diversification and its participation in the Rise to Health Coalition.
- Other duties as assigned.

Additional Fellowship Details:

Application deadline: February 9, 2024

Fellowship Duration: March 1, 2024 - June 30, 2025 (16 months)



Compensation: Annual Salary of \$85,000 + benefits.

*****Must be an early career professional who can work in the United States.***

By applying for the position, the applicant asserts the willingness to perform the duties above and any other duties assigned that may be required to further the success of CMSS throughout the year. The applicant also asserts that they are willing and capable of working in the United States. While this position is almost entirely remote, it will require traveling for meetings and events.

Desired Qualifications:

- Master's degree or higher in a related field (i.e. MPH, MSHA, MHA, MBA, MS) or clinicians with comparable background and experience.
- Strong knowledge of the healthcare delivery system, health equity, and healthcare quality
- Demonstrated ability to efficiently plan, prioritize, and manage multiple complex projects and/or programs simultaneously with limited direct supervision
- Proven ability to work collaboratively and effectively with diverse stakeholders in a dynamic, fast-paced environment
- Ability to manage multiple projects and priorities, working independently and in teams
- Flexibility to adapt to changing priorities and needs of the organization
- Exceptional organizational, analytic, and problem-solving skills
- Exceptional interpersonal, written, and oral communication skills
- Professional, detail-oriented, able to operate effectively under deadline pressure, and manage competing priorities

Physical/Work Environment: This position is either fully remote or hybrid in Washington, DC/VA/MD area. No lifting over 20 pounds, minimal reaching bending and stooping. Performs work in a virtual office environment with long hours in front of the computer.

Other Necessary Requirements: Periodic travel for activities such as out-of-town project meetings is required.

CMSS is committed to a diverse and inclusive workplace. CMSS is an equal opportunity employer and does not discriminate on the basis of race, national origin, gender, gender identity, sexual orientation, protected veteran status, disability, age, or other legally protected status.

Applications

Submit a cover letter and CV to Suzanne Pope, MBA, CMSS Senior Advisor at spope@cmss.org