Strategic Alignment: New Grant Mechanism Development

Fall 2023 HRA Members Meeting

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TO ERADICATE EPILEPSY AND ITS CONSEQUENCES.

Our Mission:
To advance research, education and practice for all professionals engaged in the understanding, diagnosis, prevention, treatment, and cure of epilepsy.

Our Values:
We are dedicated to improving the lives of people with epilepsy.

We embrace innovation as a foundation for a better future.

We prioritize inclusivity, diversity and equity as an inter-professional community.

We value collaborating with other organizations that are aligned with our mission to achieve greater results.

Our Vision:
Overall Strategic Aims of AES
*The fundamental ways we support our mission.*

**Education:** AES is the leader in education about epilepsy and in career development for current and next generation epilepsy professionals.

**Research:** AES is a recognized leader in setting research direction (basic through clinical), supporting innovation, encouraging collaboration and developing the next generation of investigators.

**Clinical Practice Support:** AES improves patient care by enabling multi-disciplinary teams to do their best work through information sharing, best practices and implementation guidelines.

**Fundamental Value Drivers for our Community**
*The foundational elements that make our Strategic Aims possible.*

To achieve these aims we recognize the importance of continually improving member engagement, diversity, equity and inclusion, cross-disciplinary collaboration and organizational effectiveness as foundational to our long-term success.
Development Timeline

2018-2019: Gender diversity taskforce
May 2020: AES strategic plan development kick-off
Sep. 2020: Grant purpose proposed to and approved by AES Board
Apr. 2021: Draft of grant criteria shared with DEI taskforce
Sep. 2021: First Sergievsky Award cycle open for applications

Apr. 2020: Donation received
June 2020: Taskforce convened
Jan. 2021: AES Board approved strategic plan
May 2021: Grant criteria proposed to and approved by AES Board
May 2022: First cohort of AES Sergievsky Scholars identified

American Epilepsy Society
Donation and Strategic Plan Alignment

Donation Received

- $2M received from family trust
- Desire to fund clinicians working on issues affecting medically underserved people who have epilepsy or seizures
- AES policy: restriction may be updated to ensure use of funds is aligned with intent of gift and current best practices for promoting diversity and inclusion through early career support of clinicians and researchers

Strategic Plan Elements

- Goal 1: talented professionals
  - Strategically and proactively ensure full diversity in the specialty
- Goal 2: inclusive community
  - Remove barriers and improve access for all members to programs and volunteer pathways through policies, procedures and practices that create a more inclusive society

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Implementation

Press Release
FOR IMMEDIATE RELEASE

CHICAGO, IL (May 14, 2021)—The American Epilepsy Society (AES) announces the establishment of the Sergievsky Research Fund for Epilepsy Health Equity and Diversity. This fund will support early career researchers with a preference for those who are Black or African American.

Fund name: Sergievsky Research Fund for Epilepsy Health Equity and Diversity

Award name: Sergievsky Award for Epilepsy Health Equity and Diversity

Awardee name: AES Sergievsky Scholars

Award terms: $150k over two years

Awardees:
Year 1: 2 scholars
Year 2: 1 scholar
Long term: 2 scholars if funding stream can support

May 2021

Sep. 2021

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Outcomes

Sergievsky Award for Epilepsy Health Equity and Diversity

2022

Senyene Hunter, MD, PhD
Long-Read Sequencing in a Diverse Cohort with Epileptic Encephalopathy
University of North Carolina, Chapel Hill
Mentors: Erin Heinzen PharmD, PhD; Jonathan Berg MD, PhD; Suzette LaRoche MD, FACNS, FAAN; and Laura Villa Torres PhD, MSPH

Alain Zingraff Lekoubou Looti, MD
Brain health and post-stroke seizures prediction in a diverse US population
Pennsylvania State University College of Medicine
Mentor: Vernon Chinchilli, PhD

2023

Michelle Tall, PhD
AI-Based Mobile Intervention on Medication Non-Adherence and Transition
University of Central Florida
Mentors: Azadeh Vosoughi, PhD; and Luis E. Bello-Espinosa, MD, Diplomate, ABPN, ACNS, FAES

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Assessments and Revisions

- Application monitoring
- Engaging interested researchers
- Outreach to interested parties
- Application volume & quality
- Application topics/focus
- Who didn’t apply
- Feedback from all invested parties
- Revisions to terms/conditions, criteria, etc., based on feedback and data
- Marketing
- Communication
- Application platform
- Outreach to interested parties

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Lessons Learned

- Be open to feedback
- Engage all key invested parties
- Language matters
- Frequent QA of contact lists
- Align program and intent with strategic plan

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Thank you!

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