# Deborah Munroe Noonan Memorial Research Fund Bank of America, N.A., Trustee

2025 Application Guidelines and Instructions – Full Proposal

Submission Deadline
Thursday, April 10, 2025
12:00 PM ET
(Invitation Only)

Terms of Award Application Instructions

Award Summary				
Award Amount and Duration:	\$160,000 (\$80,000 per year) for 2 years (inclusive of up to 20% indirect costs)			
Award Dates:	September 1, 2025 – August 31, 2027			
Eligibility:	<ul> <li>Who: Nonprofit organizations and academic organizations working with children and adolescents with chronic physical, developmental, behavioral, or emotional disabilities.</li> <li>Where: Organizations that are located within the geographic area of interest.</li> <li>See Eligibility Criteria for more details</li> </ul>			
Program Focus:	Pilot, research, and evaluation projects that seek to improve the quality of life for children and adolescents with chronic physical, developmental, behavioral, or emotional disabilities. <b>Exclusions</b> : Applications with a predominant focus on fundamental aspects of phenomena without direct clinical application, device development, direct service, and primary prevention.			

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# Full Proposal Stage

The opportunity to submit Full Proposals is by invitation-only based upon review and outcomes from the Initial Proposal Stage. The Full Proposal submissions should follow the Full Proposal guidelines and instructions below. Much of the Full Proposal application incorporates materials submitted during the Initial Proposal Stage. Updates may be made to these materials, if needed. If no updates need to be made, please submit the same documents as in the Initial Proposal Stage.

### Program Overview

The Deborah Munroe Noonan Memorial Research Fund, established in 1947 by Frank M. Noonan in memory of his mother, continues its proud tradition of supporting improvements in the quality of life for children and adolescents with disabilities. The Noonan Research program welcomes proposals that support pilot, research, or evaluation projects from both nonprofit organizations and academic institutions that serve children with physical or developmental disabilities and associated health-related complications. Eligible organizations and target populations must be within the Fund's geographic area of interest of Greater Boston.

The Noonan Program supports projects that will advance the mission of the Fund. Investigators may be medical providers, researchers, staff from community-based organizations, support groups, community members, registered nurses, educators, allied therapists, and social workers that work with children and adolescents with disabilities. All applications should include personnel with research expertise as a member of the project team. U.S. citizenship is not required.

Bank of America, N.A., has retained Health Resources in Action (HRiA) to administer the Deborah Munroe Noonan Memorial Research Fund grantmaking program. Health Resources in Action (HRiA) is a non-profit organization that partners with individuals, organizations, and communities to transform the practices, policies, and systems that improve health and advance equity.

### Program Focus

The Noonan Research Fund supports innovative clinical and service system research and evaluation projects, and pilot projects in the greater Boston area, designed to improve the quality of life for children and adolescents with disabilities as reflected in the target population description. Proposed projects must provide comments regarding how outcomes of the proposed project will advance health equity. Projects should include intentional processes that integrate people with lived experience in the decisions being made and meaningfully engage them in research activities that are meant to address the inequities they face.



"Health equity means that everyone has a fair and just opportunity to be as healthy as possible. This requires removing obstacles to health such as poverty, discrimination, and their consequences, including powerlessness and lack of access to good jobs with fair pay, quality education and housing, safe environments, and health care."<sup>1</sup>

Funds may be used to support personnel, participant enrollment, small equipment purchases, supplies, travel, and other direct expenses that are needed for the project completion.

A partial list of examples of past projects supported by the Noonan Fund includes:

- A. The completion of community based participatory research, in which community partners are actively engaged in any or all aspects of the proposed project and may serve as principal or co-investigators, or collaborators on the project.
- B. The completion of a pilot project to test the feasibility and effectiveness of a program and to enable additional funding support or provide evidence to promote development or scaling up of an intervention/program/course in a clinical program, school, or community-based agency.
- C. The completion of detailed, comprehensive research projects to obtain compelling research data that informs subsequent implementation of programs, courses, etc.
- D. The collection of *new* data on existing research or program development that will enable the application for larger federal or privately funded grants.

#### Exclusions

Proposals for basic science research will not be considered, nor will applications for capital costs such as buildings, renovations, or major equipment items. The Noonan Fund does not support direct service, primary prevention projects or device development. Drug trials are not supported by the Noonan Research Fund.

# Eligibility Criteria

All projects and applicants must meet the following requirements.

#### **Target Population**

- The target population includes children and adolescents (birth 23 years old) with chronic physical, developmental, behavioral, or emotional disabilities who require a combination of special and or interdisciplinary services, individualized supports, therapies, or other forms of services or supports that are of lifelong or extended duration.
- The majority (at least 60%) of project participants must reside within the Fund's **geographic area of interest**.

<sup>&</sup>lt;sup>1</sup>https://www.rwjf.org/en/library/research/2017/05/what-is-health-equity-.html



- Statewide health services research projects for which the majority of participants are within this area will also be considered eligible.
- To ensure benefit for all affected individuals, funded clinical research must include a study population inclusive of women and minority groups as well as a rationale that speaks to composition of the study population. Any exclusions within the study population need to be described and scientifically justified.

The Fund's target population includes infants, children, and adolescents with chronic physical, developmental, behavioral, or emotional disabilities, either continuous or episodic, which result in substantial functional limitations in three or more of the areas of major life activity (listed below):

- 1. self-care
- 2. receptive and expressive language
- 3. learning
- 4. mobility
- 5. self-direction
- 6. capacity for independent living
- 7. capacity for economic self-sufficiency

#### **Applicant Eligibility Requirements**

- The Noonan Program supports project personnel across a variety of settings; this includes members in community settings that work with or have programs that serve children and adolescents with disabilities (YMCA, therapeutic or educational settings, disability advocacy organizations, etc.) seeking to conduct research projects, investigators in other research areas who wish to apply their expertise to childhood disability research, and individuals that are early in their career.
- Applicants must hold a position at a nonprofit institution or organization within the Fund's geographic area of interest.
- "Nothing about us without us" The project team must speak to the inclusion of people with disabilities and the intersectionality with other marginalized identities on the research team.
- The Institutional Contact responsible for the oversight of the project is required to sign off on the application form to complete the submission.
- No advanced degree is required. Project personnel may be providers, community members, educators, allied therapists, social workers, and or nurses that work with children and adolescents with disabilities.
- U.S. citizenship is not required.

#### Collaborations

While not required for funding consideration, the Noonan Fund strongly encourages new or continuing collaborations on projects. The Noonan Fund supports applications from project teams with diverse perspectives and that are reflective of lived experience, in order to enhance the impact of the project. Existing funding supporting the collaboration effort is not required for application. The proposal and project timeline should delineate the roles and confirm the respective contributions of each member of the project team. Projects that integrate complementary expertise across organizations capable of addressing barriers to health and accelerating work that fulfills the mission of the Noonan Fund are encouraged to apply.



Examples of these include (but not limited to):

- Academic organizations and hospitals with state agencies
- Educational settings & research institutions
- Hospital program & community exercise/recreational centers
- Community & family support groups
- Community-based organizations

Awards will be made via a contract awarded to a single institution responsible for satisfying the administration, performance, and reporting requirements of the contract. Other collaborating organizations may be sub-contracted by the lead institution and must designate a lead principal investigator who is responsible for performance under the contract.

#### **Project Key Personnel**

- **Primary Contact of Applicant Organization:** One principal investigator must be identified as the lead or administrative contact of the award, who will be responsible for all grant reporting and fiscal management. The lead or administrative contact should be located within the Noonan Fund's **Error! Reference source not found.** and will be the main contact for budget and reporting management.
- **Co-Investigators/Collaborators:** A co-investigator/collaborator should contribute significantly to the project. Funds should be distributed to co-investigators/collaborators in proportion to the effort provided towards completion of the project. Co-investigators/collaborators should be located within the Noonan Fund's **geographic area of interest**. Information regarding involvement in the project should be included throughout the proposal.
- Roles of the Principal Investigator, Co-Investigators and Collaborators should be delineated on the **Proposal Project Timeline and Milestones chart**.

### Submission Requirements

All application information must be completed online and the proposal uploaded as a PDF with the budget uploaded in Excel format. Please review the <u>Application Instructions</u> section for details on submitting the application. The complete application includes an Application Cover Page, Table of Contents, Project Summary, Non-Technical Overview, Organization and Collaborator(s) Profile, Proposal (ten pages excluding bibliography), Bibliography/Works Cited, Project Timeline and Milestones Summary Table, Bio-sketch/Resume/CV, Letter(s) of Collaboration, Appendix (if applicable), and Budget Forms.

### Selection Criteria

Emphasis will be placed on how the proposed project addresses the improvement in the quality of life for children and adolescents with chronic physical, developmental, behavioral, or emotional disabilities. Priority will be given to projects with community-based participatory research approach and projects focused on racial and health equity. Proposals



should be centered on disability and must present a clear statement of the problem, the originality their work, and how the problem will be addressed in either a *Pilot, Research, or Evaluation* project.

#### Pilot Project -

A project that is a small-scale test of an intervention where the primary objective is to evaluate feasibility, duration, effectiveness, and/or other possible issues before implementation on a broader scale.

#### Research Project -

A project where the primary objective is to test specific hypotheses about health and functional abilities of children with disabilities.

#### Evaluation Project<sup>2</sup> –

A project that collects, analyzes, and uses data to examine the effectiveness and efficiency of a program and to contribute to continuous program improvement.

#### All projects will be evaluated based on:

- The potential impact of the proposed work on the intended community.
- The extent to which the proposal seeks to advance health equity<sup>3</sup> and racial and ethnic equity.
- The extent to which the proposal includes and meaningfully engages people with lived experience in the research design and implementation.
- The significance and originality of the proposed project.
- The approach actively engages the population of interest throughout the project period.
- The project can be accomplished within the funding period for a two-year award based on a proposed timeline.
- The dissemination of the findings will be shared with the community/population served and other notable stakeholders.

#### Each type of project will be evaluated based on the following additional criteria:

#### Pilot Projects will be evaluated based on:

- Conceptualization of the intervention(s) to be evaluated, identified measures (structure, process, outcomes), and linkages between proposed intervention/activities, measures, and outcomes.
- The extent to which the applicant can measure feasibility, implementation, and/or effectiveness of the key intervention/activity.
- The potential achievement of relevant outcomes.

#### Research Projects will be evaluated based on:

• Clarity of the stated hypotheses.

<sup>&</sup>lt;sup>3</sup> https://www.rwjf.org/en/library/research/2017/05/what-is-health-equity-.html



<sup>&</sup>lt;sup>2</sup> https://www.cdc.gov/evaluation/index.htm

- Appropriate research design, including the selection and validity of independent and control variables, and outcomes. If qualitative research, describe in detail methodological and analytical plan for the stated research question.
- The study is sufficiently powered to answer the research question or hypothesis posed.

#### *Evaluation Projects* will be evaluated based on:

- The use of a formal evaluation approach. These may include measures related to the program logic model, or a quality improvement framework.
- The extent to which the applicant can evaluate the effectiveness and efficiency of the program
- The potential that the evaluation will lead to program improvement

#### All projects will also be evaluated based on:

Applicant and/or Project Team

- The project complements or enhances the applicant's previous and future professional work.
- The team is reflective of the population served and/or engaged in research.
- Appropriateness of personnel or consultants with expertise in skills necessary for the project such as quantitative and/or qualitative data analysis.

Proposal Quality

 The team has put thought and effort into creating a professional, persuasive, and wellorganized proposal that effectively communicates how the project will address the stated need or problem.

# Notification to Applicants

Applicants will be notified by email upon receipt of their applications by HRiA. Notification of funding status will be made by email in summer 2025.

Historical Statistics	2024	2023	2022	2021
# of Initial Proposal Submitted	32	13	26	24
# of Full Proposals Submitted	14	8	11	10
# of Two-Year Awards	4	2	4	3

One award will be prioritized toward proposals for which the lead organization is a communitybased organization. Priority will also be given to early-stage investigators, including graduate students, postdoctoral fellows, and assistant professors in either tenure-track or non-tenure track roles and early career professionals (less than 5 years of experience working in the disability field) from non-academic institutions.



## Terms of the Award

Please see the Terms of the Award at <u>www.hria.org/grants/Noonan</u> for information regarding use of the grant funds, reporting schedules and other Awardee and Institutional requirements.

# Proposal Writing Tips

Applicants are strongly encouraged to practice and work towards enhancing their grant writing in drafting their applications to maximize their chances of being funded. All members of the team should be actively engaged in the preparation of the proposal. *The writing of the proposal will not be directly assessed*; however, it is recognized that clarity of the writing enhances the ability of the reviewers to follow the logical progression of the proposal and assess the impact the work will have on children and youth with disabilities, the applicant's qualifications, ability to conduct the proposed work, and support from the mentor/mentorship team.

The Review Committee is composed of a multi-disciplinary group of individuals with the ability to assess a wide range of proposal topics.

Characteristics of a well-written proposal include the following:

- Funding via non-governmental agencies is different. Make sure the proposal is reflective of the program goals and review criteria.
- Tell the story and <u>sell</u> the proposed work; make sure the background outlines why the proposed questions are important to answer, and the proposed approach is promising.
- The language should be understandable to a general audience. When jargon must be used, it is clearly explained, and complex technical points are put in context.
- Any other personnel included in the project should be clearly justified. Similarly, the composition and oversight of the team should be reflective of the project goals.
- Don't fall victim to proposing to complete too much work. Reflect on the timeline of the work to ensure it can be feasibly completed.
- Provide enough time to obtain feedback and allow for proofing prior to submission.



### Cities and Towns within the Geographic Area of Interest

Abington Arlington Avon Bedford Belmont Beverly Boston Braintree Bridgewater Brockton Brookline Burlington Cambridge Canton Chelsea Cohasset Concord Danvers Dedham Dover East Bridgewater Easton Everett Foxborough Framingham Gloucester Hanover Hanson Hingham Holbrook

Hull Lexington Lincoln Lynn Lynnfield Malden Hull Lexington Lincoln Lynn Lynnfield Malden Hull Lexington Lincoln Lynn Lynnfield Malden Manchester Marblehead Maynard Medfield Medford Melrose Milton Nahant Natick Needham Newton North Reading Norwell Norwood Peabody Quincy Randolph Reading Revere Norwell Norwood Peabody Quincy Randolph Reading Revere Rockland Rockport Salem Saugus Scituate Sharon Somerville Stoneham Stoughton Sudbury Swampscott Wakefield Walpole Waltham Watertown

Westwood Weymouth Whitman Wilmington Winchester Winchrop Woburn



# **Application Instructions**

#### Deadline: Thursday, April 10, 2025 at 12:00 PM ET

Full Proposal Submission by Invitation Only

**Login**: Follow the link in the Full Proposal invitation email to access your Account, which will provide a list of your in-progress and submitted applications. **Return** to a saved application: https://www.GrantRequest.com/SID\_738?SA=AM

#### **Online Application Form**

The data you entered in the online form for the Initial Proposal will appear on this form. For any updates to information in "read-only" fields, email <u>NoonanAwards@hria.org</u>. The following sections must be completed in the online submission:

- **1. Applicant Data:** Review and update the Applicant Institution, Contact Information, Demographic and Educational background information, ORCID identification number (if applicable and available).
- 2. Project Proposal Information: Review and update the Project Title, Project Type, Key Words, Project Summary, Non-Technical Overview, Description of Relevance, and Geographical Representation.
- **3. Key Personnel:** Collaborator/Co-Investigator name and organizational affiliation will be automatically populated from the Initial Proposal Stage. If changes need to be made to the information, please email <u>NoonanAwards@hria.org</u>.
- **4. Institutional Contact Information:** This will be automatically populated from the Initial Proposal Stage. Please review and update as needed.

#### **ATTACHMENTS**

**Application Forms** can be found at <u>www.hria.org/grants/Noonan</u>. Application materials requested in the Initial Stage application that have not changed should be copied into the Full Stage application. If content has changed, please update.

#### Upload 2 required attachments:

- PDF
  - Items A-L must be combined into ONE PDF for upload to the Online Application.
  - LastName, FirstName.pdf (for example, "Smith, Jane.pdf")
- Budget Form (Excel, item L below)
  - LastName, FirstName\_Budget.xlsx (for example, "Smith, Jane\_Budget.xlsx")

#### PDF ATTACHMENT

Include items in the order listed below.

A. Application Cover Page (form): The Cover Page is the first page of the application.



- **B.** Table of Contents (form): When the application is complete, enter the page numbers at the bottom of each page and complete the Table of Contents.
- C. Project Summary and Non-Technical Overview (form)
- D. Relevance and Geographical Representation (form)
- E. Organization and Collaborator(s) Profile (form)
- F. Full Project Proposal (maximum of 10 pages excluding the bibliography of references and Project Timeline and Milestones Table). Use Arial 11 as the typeface and font size with a minimum of single spacing within paragraphs, double spacing between paragraphs, and one-inch margins on all four sides. Figures, legends and tables may use a smaller 9-10 point font size. Include all figures, graphs, tables and images (exclusive of bibliography) of references related to the project in the maximum page count. Proposal sections and suggested page lengths are listed below:
  - i. Background and Significance (2 pages) Provide a strong rationale for addressing the need or problem stated above and provide support for how the proposed project will address that need or problem. Indicate how or why the proposed solution is unique. Link the project to available data (research literature and/or local data). Identify at least three substantial functional limitations that affect the study subjects in the inclusion criteria on the following list: self-care; receptive and expressive language; learning, mobility, self-direction, capacity for independent living; and economic self-sufficiency.
  - **ii. Specific Aims (1 page)** Describe the need or problem that will be addressed and its importance. The objectives or aims of the proposed project should be clearly stated and present succinct evidence for the need (e.g., a needs assessment, demographics, other authors and reports, previous research).
  - iii. **Potential Impact (1 page)** Describe the impact of achieving the stated objectives in relation to the need or problem. This section should suggest the next steps for both positive results or negative or null results.
  - iv. Project Design and Methods (5 pages) Provide a conceptual framework or model that guides the proposed work. Describe the study design as either a Pilot, Research (e.g., randomized control trial, longitudinal follow-up, cross-sectional survey, etc.), or Evaluation project
    - a) Population: Describe the study sample or proposed inclusion/exclusion criteria for project participants; include the geographical representation of the population, power analyses (if applicable) and sample size; describe plan to achieve participant recruitment goals;
    - b) Comparison group (if applicable): Describe the characteristics of the comparison or control group;



To ensure benefit for all affected individuals, funded clinical research must include a study population inclusive of women and minority groups as well as a rationale that speaks to composition of the study population. Any exclusions within the study population need to be described and scientifically justified.

- c) Intervention or Program (if applicable): Provide an overview of the program or proposed intervention, including a detailed description of the activities to be conducted with the project participants or data;
- d) Procedures, Methods, and Outcomes: Describe the specific outcomes to be measured. Include the procedures, methods (quantitative and/or qualitative) and data analytic plan (e.g., statistics, quantitative, qualitative, formative or summative evaluation) or evaluation plans for the project;
- e) Where applicable, indicate the availability of personnel or consultants with expertise in the content area, the intervention/activity (if appropriate), or the evaluation.
- f) Describe dissemination plan.
- **G.** Bibliography/Works Cited May be in 9–10 point font. We do not require a specific citation format.
- H. Project Timeline and Milestones Summary Table (form; 1page) Create a summary table (no more than one page) based on the specific aims, that shows each milestone, the associated benchmark measure(s) of success, estimated timeline, and the project team member(s) involved (or Role if personnel is TBD); it may also include other explanatory material (including key personnel or collaborators). If no specific individual has been designated for a role, please indicate the role needed within the timeline. Please include specific data, methods, and benchmarks that will demonstrate achievement of each milestone. The successful completion of these activities will form the basis of continued funding. Note: All personnel and collaborations should be related to the achievement of milestones.

For any project involving collaboration, please include a brief description of these efforts within the 10 pages. References and appendices (<u>if applicable</u>) may be included on additional pages. Excerpts from questionnaires to be employed in a study may be appended. (Refer to the "Table of Contents" for appropriate placement of these materials.) Reprints of publications or videotapes will not be accepted.

#### I. Applicant and Key Personnel Bio-sketch/Resume/CV:

- Bio-sketch (Maximum of 5 pages). Please reach out to program staff for any questions concerning the completion of the bio-sketch. Full information and templates for this format may be found at: <u>https://grants.nih.gov/grants/forms/biosketch.htm</u>. Include a personal statement that addresses how this project complements or enhances the applicant's previous and future professional work. Bio-sketches or short CV(s) (maximum of 5 pages) of other key personnel who have a major role in the project may be submitted.
- **Resume/CV (Maximum of 5 pages).** Please provide your resume that clearly outlines how prior experience will enhance the success of the proposed work.



J. Letters of Collaboration: Please include no more than three Letters of Collaboration in which your collaborators describe their role and contribution to this work. If more than three collaborators are involved in this work, please select letters from those collaborators that will be performing the greatest proportion of work across the multiple years of funding. All three letters must be included in the upload of the proposal.

#### **Guidance for Letters of Collaboration**

We are all working to reduce bias, and letters are sometimes biased in ways that systematically disadvantage people based on race and/or gender. As letters are being prepared, we have provided a table that provides suggestions for letter writing to help avoid bias as modeled after the University of Arizona's guidance on this topic.

Mention research &	Letters of reference for men are more likely to mention
publications	publications and to have multiple references to research. Put
	these critical accomplishments in every letter.
Don't stop too soon	On average, letters for women are shorter and more likely to
	make a minimal assurance ('she can do the job') rather than a
	ringing endorsement ('she is the best for the job').
We all share bias	Unconscious gender bias isn't exclusively a male problem.
	Research shows that women are as susceptible to these
	common pitfalls as men.
Keep it professional	Avoid gratuitous references to personal life and make sure
	you use formal titles and surnames for both men and women.
Stay away from	Do not invoke negative stereotypes even indirectly ('she is
stereotypes	not emotional'). Be careful evoking even positive gender
, , , , , , , , , , , , , , , , , , ,	stereotypes ('caring', 'compassionate', 'helpful'), as even
	these can potentially hurt a candidate.
Be careful raising doubt	Honest letters are crucial, but negative or irrelevant
	comments, such as 'challenging personality' or 'I have
	confidence that she will become better than average' are
	twice as common in letters for female applicants. Don't add
	doubt unless it is strictly necessary.

- **K. Appendix** (if applicable): References or sample excerpts from questionnaires to be employed in a study may be appended. Reprints of publications or other media will not be accepted.
- L. Budget Forms (Include in PDF + Excel Upload): The Noonan Research Fund wishes to fund only the marginal costs essential to carrying out the proposed research and not contribute to facilities, equipment or salaries already provided or otherwise available in a properly equipped setting. Grant funds must not be intentionally applied for or used by any Project Director when there are funds currently available for the proposed project (or which appear to be reasonably assured) from other sources.



Complete each tab in the Excel spreadsheet template. List names and titles of all personnel associated with this project including their roles, percent effort, salary and fringe (for this project). In addition, specify all equipment, supplies, consultant or subcontract costs, and other expenses related to the entire project. Total project cost should be rounded to the nearest hundred (i.e., a project cost of \$159,995 should be requested at \$160,000). The award will be made in two equal installments of \$80,000 for each year. The Year-one Noonan budget should not exceed \$80,000.

- Salaries requested should be for full or part-time professionals or ancillary personnel. No monies may be used to supplant the Institution's committed level of salary support for the Project Director. The Principal Investigator (PI) should budget 10-20% of their time for the project. A clear justification must be supplied if the PI's budgeted time is outside these guidelines. The tasks to be accomplished by each member of the team should be stated. In particular, personnel responsible for tasks related to methodology and data analysis must be identified along with their skills to accomplish these tasks.
- Up to 20% of the total direct project costs may be requested to defray indirect costs specifically related to this project. Funds for indirect costs must be reflected as an integral component of the total budget. The maximum of indirect costs is \$26,666 for a \$160,000 award. In instances where there is a subcontract, the combined dollar amount for indirect costs taken by both the Award Recipient Institution and contracting institution may not exceed the \$26,666 maximum.
- All project expenses, including equipment, must be listed and explained in the "Narrative Justification" tab. Equipment purchases in excess of 5% of direct costs will be evaluated in relation to the project.
- In the "Current & Pending Support" tab, the PI/Applicant should list all active and pending support, including of all other amounts available for completion of this project, addressing potential overlap for each at the level of the specific aims with the submission.
  - Other Support includes all financial resources, whether Federal, non-Federal, commercial or institutional, available in direct support of an individual's research endeavors, including but not limited to research grants, cooperative agreements, contracts, and/or institutional awards.
  - Effort devoted to projects must be measured using person months. Indicate calendar, academic, and/or summer months associated with each project.
  - If applicable, please also provide grant overlap for co-investigator's/key personnel.
  - Guidance regarding the type and extent of information requested is included within the template. Please delete the example before submission.

Out of fairness to applicants who adhere to the Guidelines, applications that do not conform to the stated application procedures or that contain more than the specified number of pages or materials will be rejected.

Program Staff: NoonanAwards@hria.org

