Scientific Workforce Diversity in Extramural Research

After Hours Conversation Live

Training
Mentorship
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Funding
Transition
Support
Issue in Diversifying Workforce

- Opportunity
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- Support for Research
- Mentors/Champions
- Institutional Support
Scientific Workforce Diversity - Guidance

• Why Diversity Matters to NIH – Dr. Le Fauve
• How Do You Start? Overview of Training Opportunities – Dr. Gibbs
• How Do You Continue? Focus on Transition Awards and Early Faculty – Dr. Jones-London
• Mentorship for All Career Stages – Dr. Rivers
Your Guides

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National Institutes of Health
Why Diversity Matters: Capitalizing on the Opportunity

- Excellence, Creativity, Innovation
- Broadening Scope of Inquiry: Health Disparities
- Changing Demographics: Types of Diversity
- Global Research Preeminence
NIH Approaches to Inclusive Excellence

Science of Diversity

Diversity Leads to Innovation

LEARN MORE

Science of Diversity
Building Evidence
Sociocultural Factors
Sustaining Diversity
NIH Approaches to Inclusive Excellence

- Distinguished Scholars Program
  - Build a self-reinforcing community of PIs committed to diversity and inclusion
- Faculty Institutional Recruitment for Sustainable Transformation (FIRST)
- Trans-NIH searches for tenure track positions
- NIH Equity Committee
  - Transparency and accountability
- National Research Mentoring Network (NRMN)
- Implicit-bias mitigation
  - NIH SWD Interactive Toolkit

NIH Scientific Workforce Diversity Toolkit

The U.S. scientific research enterprise - from basic laboratory research to clinical and translational research to policy - requires intellect, creativity, and diverse skill sets and viewpoints.

Diversity
... enhances excellence, creativity, and innovation
... broadens the scope of biomedical inquiry
... addresses health disparities
... ensures fairness in our highly diverse nation

- Recruitment search protocol
- Tips for reducing implicit bias
- Contact NIH SWD for more information: SWDToolkit@od.nih.gov
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Select your educational or career level to find a funding opportunity to support your training or career development goals.

Recent Announcements
- Rehabilitation Research Career Development Programs (K12) [new]
  Oct 21, 2018
- Pediatric Scientist Development Program (K12) [new]
  Oct 21, 2018
- Aging Research Dissertation Awards to Increase Diversity (K36) [new]
  Oct 21, 2018
- Emerging Global Leader Award (K45) [new]
  Oct 4, 2018

NIH Research Training and Career Development Programs
NIH supports Research Training and Career Development programs to help prepare individuals for careers in biomedical, behavioral, social, and clinical research. This site is organized to help you target your particular educational or career stage to find out what programs are available for you. It is important to keep in mind that program details and areas of emphasis may vary across NIH Institutes and Centers. Therefore, you are encouraged to contact an Institute or Center Training Representatives to discuss specific programs and how they fit your training and career goals.

Research Pathways
- Physician-Scientist Infographic
- Veterinarian-Scientist Infographic
- Dentist-Scientist Infographic
- Research-Scientist Infographic

https://researchtraining.nih.gov
Contact Program Officers when applying for NIH funding

• Contact the Program Officer **early** in the process
  • Send **biography** and **specific aims** page
  • Helpful to determine **eligibility** and **responsiveness** of proposal to IC’s mission

• Reach out after summary statement is released to discuss possibility for funding
Research Supplements to Promote Diversity

• Administrative supplements to existing NIH research grants (e.g., R,P,U) - high school to faculty level
• Supplements provide salary and fringe benefits; funds for supplies and travel
• Sets up mentoring relationships with individual development plans
• Typically 1-3 years of funding to allow the supplement awardee to gain the research experience, preliminary data, and other requirements to develop an application for other avenues of NIH funding.
• Feeder program for our Diversity Fs and Ks

IC Specific Contacts and Information
Opportunities to Pursue Your Own Funding

**Predoctoral Individual Fellowship**
- F31 (Ph.D.)
- F30 (MD/PhD)

**Predoctoral to Postdoctoral Transition Award**
- F99/K00

**Postdoctoral Individual Fellowship**
- F32 – Provides up to three years of support for mentored postdoctoral training

**Career Development Awards - K**

**Pathway to Independence Award**
- K99/R00 –
  - 2 years of mentored postdoctoral research (K99)
  - 3 years of independent funding (R00)
NIH Supported Training at Institutions

**Ruth L. Kirschstein Institutional National Research Service Award (T32)**
- NIH supports ~1800 projects that enable over 200 institutions nationwide to recruit and support predoctoral and postdoctoral scientists and provide structured training in various biomedical disciplines.

**Institutional Career Development Program Award (K12)**
- Prepare postdoctoral and clinician scientists for independent research careers.
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Transition Awards

• The current research environment is often perceived as very challenging (e.g., Developing a 21st Century Neuroscience Workforce, IOM).
  • Attrition of talent occurs at each career transition as the goal of a research career is reconsidered
• In 2014, ~11% of those enrolled in US neuroscience graduate programs were from underrepresented groups*
• A goal of the NIH is to “create seamless transitions for biomedical career advancement and progression”

Making a Funding Strategy: Focus on Transitions

- Undergraduate Diversity Supplements: F30, F31
- Graduate School Medical School: F99/K00
- Post-Doctoral: F32, K01, K08, K23, K12, K99
- Transition Junior Faculty: K99/R00
- Tenured Faculty: Early Career: K01, DP2, MIRA & ESI
- Departmental Chair: Loan Repayment Program
Early Stage Investigator (ESI)

- **Definition of Early-Stage Investigator**: An individual who qualifies as a New Investigator and is within 10 years of completing his/her terminal research degree or is within 10 years of completing medical residency.

- **Early-Stage Investigator Applying for R01 or DP2 grants**:
  - Receive special attention at Review (career stage) and at National Advisory Council (high program priority)
  - No imposed reductions in duration and amount of awards (beyond the recommendations of the initial review group)
  - Increased payline for scored R01 applications from Early-Stage Investigators

(see NIH ESI [Website](#) and [FAQs](#)).
Early Career Reviewer Program

- One of the best ways to build your grant writing skills is to **serve as a reviewer**.
- The NIH Center for Scientific Review (CSR) **Early Career Reviewer (ECR) program** was developed to:
  - train qualified scientists without prior CSR review experience so that they may become effective reviewers,
  - help emerging researchers advance their careers by exposing them to peer review, and
  - enrich the existing pool of NIH reviewers by including scientists from less research-intensive institutions as well as those from traditionally research-intensive institutions.
- **Prior NIH funding is NOT a requirement.**

[https://public.csr.nih.gov/ForReviewers/BecomeARevie.../BecomeanEarlyCareerReviewer](https://public.csr.nih.gov/ForReviewers/BecomeARevie.../BecomeanEarlyCareerReviewer)
Faculty Institutional Recruitment for Sustainable Transformation (FIRST)

Goal: Create cultures of inclusive excellence at NIH-funded institutions.

1. Faculty cohort model for hiring, multi-level mentoring, professional development

2. Integrated, institution-wide systems to address bias, faculty equity, mentoring, and work/life issues

3. Coordination and Evaluation Center (CEC) to conduct independent program evaluation of impact at the faculty and institutional level; departmental and institutional culture change, and; establish initiative-wide metrics of faculty success, recruitment and professional development at pre-tenure career stages.
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Practicing Inclusion and Mentorship

- Data from several studies show:
  - Mentorship requests from scientists from underrepresented groups, including women, are more likely to be ignored than those from white men.
  - Scientists from underrepresented groups typically receive less mentoring than their well-represented peers.
  - Recommendation letters based on gender reveal different tendencies (whether letter-writer is female or male)
- Lack of or failed mentorship can promote career attrition or limit career advancement.
- Sponsors connect mentees to “power” through award nominations and membership in professional networks

Inclusion is about experiences, not demographics. It’s about being confident enough in a space to share your thoughts, ideas, and concerns—and to have them heard in a meaningful way.

-Sabriya Stukes, PhD
After-Hours Conversation – Auditorium A

Thursday, October 29, 2020
5:00 PM to 5:45 PM EDT

Mentoring: NIH and the National Research Mentoring Network
Please Contact Us

Program officers can provide insight into NIH funding process

*Each of the NIH Institutes and Centers use the basic funding mechanisms in different ways relevant to their mission*

- Different missions & research and funding priorities
- Different budgets
- Different ways of deciding which grants to fund

***There are lots of opportunities – go for it!***
Questions?

Information about how NIH promotes a diverse scientific research workforce

Learn how diversity supports our mission, find opportunities to participate in diversity programs, meet researchers, and more. Whether you are a science student, trainee, faculty member, or someone who is interested in diversity programs, you can find what you are looking for here.

Questions, comments, and suggested resources should be directed to extramuraldiversity@mail.nih.gov, or use the Contact Us link below.

https://extramural-diversity.nih.gov
NIH Loan Repayment Program (LRP)

**NIH LRP**s will repay:

- Up to **$100K over 2 years** in educational loan repayment
  - Depending on debt level
- Coverage of most Federal taxes resulting from the NIH LRP
- 2-year initial contracts
  - 1-or 2-year competitive renewals
- 50% application success rate overall

**Extramural LRP Application Deadline**
**Nov 20, 2020**
Keys to Success

• Don’t let DEBT Stop You!
• Don’t Forget to Resubmit!
• Contact POs Early!
• Empowerment
• Persistence
• Mentorship
Mentoring

• A Key Component in Success
  • Finding individuals both in your career stage and more senior to help your transitions and growth
  • Mentors may not look like you, but they need to be able to listen and respond to you uniquely – Precision Mentoring

• National Research Mentoring Network - [https://nrmnet.net/#undergradPopup](https://nrmnet.net/#undergradPopup)

• Scientific Societies
Diminishing Representation for Women and URG Scientists

Percent Representation in Biological/Biomedical Sciences and Medicine, 2017 - 2018

- Women - Underrepresented
- Women - Well-represented
- Men - Underrepresented
- Men - Well-represented

Underrepresented:
- African American or Black
- Hispanic or Latina/o/x
- American Indian
- Alaska Native
- Native Hawaiian
- Pacific Islander

Well-Represented:
- White
- Asian

Source:
NIH Blueprint Diversity Specialized Predoctoral to Postdoctoral Advancement in Neuroscience Award (F99/K00)

FORMAT
1-2 Years 4 Years
F99 K00
Graduate Student PhD Defense Postdoctoral Fellow

TIMELINE for December 2020
Nov. 13 Dec. 13 Feb/March May/June July
Letter of Intent Due Application Due Scientific Review Council Award Start

Future Due Dates for Applications
December 15, 2020; April 15, 2021

INTENDED FOR
PhD students with 1-2 years left in a research doctoral degree program;
From diverse backgrounds, including:
- Individuals from nationally underrepresented racial and ethnic groups (African Americans, Hispanic/Latinx, American Indians, Alaska Natives, Native Hawaiians, and other Pacific Islanders), and
- Individuals with disabilities
- Individuals from disadvantaged background;
Performing neuroscience research within the BRAIN or Blueprint missions;
At a U.S. domestic institution; and are
U.S. citizens or permanent residents by time of award

PARTICIPATING INSTITUTES
NEI NIA NIAAA NIBIB NICHD
NIDCR NIDA NIEHS NIMH NINDS
NINR NCCIH

RFA-NS-19-011
@NINDSDiversity

@NINDSDiversity

1-2 Years PhD Defense 4 Years Postdoctoral Fellow

NIH Blueprint Diversity Specialized Predoctoral to Postdoctoral Advancement in Neuroscience Award (F99/K00)

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NIGMS Maximizing Investigators' Research Award (R35)

An NIGMS MIRA for early stage investigators (ESI; within 10 years of Ph.D.), and is intended to provide support for the program of research in an ESI’s laboratory that falls within the mission of NIGMS.

A single NIGMS grant per PI to support the NIGMS-related research in an investigator’s lab – increases stability and flexibility of research program

Encourage eligible applicants to apply earlier in their independent research career; enhance applicants’ ability to move into research areas that are distinct from those of their postdoctoral mentors; and emphasize that preliminary data are neither required nor expected.