Extramural Sponsored Projects to Enhance the Diversity of the Biomedical Workforce

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Course: “Funding and Grantsmanship for Research and Career Development Activities”
http://grantscourse.columbia.edu/
Course Policies:

Please, No:

- Recording of Presentation
- Screen Shots of Presentation
- Posting to Social Media
- Sharing of Course Material with those Outside of Course

Thanks, Jaime Rubin
Topics to be Discussed

- NIH’s Interest in Diversity
- Funding Opportunities
  - For Institutions
  - For Individuals
    - NIH-Funded Programs
    - Non-Government Funding Programs
- Loan Repayment Programs
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NIH established the **UNITE initiative** to address structural racism and promote racial equity and inclusion at NIH and within the larger biomedical research enterprise. UNITE has five committees with the following specific aims:

U — Understanding stakeholder experiences through listening and learning

N — New research on health disparities, minority health, and health equity

I — Improving the NIH culture and structure for equity, inclusion, and excellence

T — Transparency, communication, and accountability with our internal and external stakeholders

E — Extramural research ecosystem: changing policy, culture, and structure to promote workforce diversity

https://www.nih.gov/ending-structural-racism

Inviting Comments and Suggestions on the Draft NIH Chief Officer for Scientific Workforce Diversity Strategic Plan for FYs 2022-2026

Notice Number:
NOT-OD-22-054

Request for Information (RFI): Inviting Comments and Suggestions on a Framework for the NIH-Wide Strategic Plan for Diversity, Equity, Inclusion, and Accessibility

Notice Number:
NOT-OD-22-061
Diversity Statement

“...NIH's ability to help ensure that the nation remains a global leader in scientific discovery and innovation is dependent upon a pool of highly talented scientists from diverse backgrounds who will help to further NIH's mission...”

“...Research shows that diverse teams working together and capitalizing on innovative ideas and distinct perspectives outperform homogenous teams. Scientists and trainees from diverse backgrounds and life experiences bring different perspectives, creativity, and individual enterprise to address complex scientific problems...”

Underrepresented Populations in the U.S. Biomedical, Clinical, Behavioral and Social Sciences Research Enterprise

A. “Individuals from racial and ethnic groups... The following racial and ethnic groups have been shown to be underrepresented in biomedical research: Blacks or African Americans, Hispanics or Latinos, American Indians or Alaska Natives, Native Hawaiians and other Pacific Islanders. In addition, it is recognized that underrepresentation can vary from setting to setting; individuals from racial or ethnic groups that can be demonstrated convincingly to be underrepresented by the grantee institution should be encouraged to participate in NIH programs to enhance diversity…”
Underrepresented Populations in the U.S. Biomedical, Clinical, Behavioral and Social Sciences Research Enterprise

B. “Individuals with disabilities…”

C. “Individuals from disadvantaged backgrounds…”

D. “…NIH encourages institutions to consider women for faculty-level, diversity-targeted programs to address faculty recruitment, appointment, retention or advancement…”

“This revised definition should better capture many scientists with a disadvantaged background, and be relatively easy to assess, ensuring we continue enhancing the diversity of the biomedical research workforce. We encourage scientists with a disadvantaged background to apply to our diversity programs. We look forward to seeing your applications!”

https://extramural-diversity.nih.gov/guidedata/data
NIH’s mission is to seek fundamental knowledge about the nature and behavior of living systems and to apply that knowledge to enhance health, lengthen life, and reduce illness and disability. To achieve this mission, NIH substantially invests in research to improve public health; it also devotes substantial resources to cultivate a robust and diverse biomedical research workforce.

On November 22, 2019, NIH issued its latest Notice of Interest in Diversity explaining NIH’s compelling interest in supporting a diverse biomedical research workforce that includes individuals from groups that are currently underrepresented in the biomedical, clinical, behavioral and social sciences, such as individuals from racial and ethnic groups that have been shown by the National Science Foundation to be underrepresented in health-related sciences on a national basis, individuals with disabilities, individuals from disadvantaged backgrounds, and women at the faculty level.

Diversity within the NIH-supported scientific workforce fosters innovation, enhances global competitiveness, improves the quality of research and research outcomes. In this notice, we reaffirm our commitment to supporting a sustainable and diverse biomedical research workforce. As we state in our parent announcements (for example, PA-20-185– NIH Research Project Grant [Parent R01 Clinical Trial Not Allowed]), individuals from underrepresented racial and ethnic groups as well as individuals with disabilities are strongly encouraged to work with their organizations to apply for NIH support.


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The Diversity Program Consortium (DPC) is a network of institutions... This initiative aims to transform institutional culture and biomedical training and mentoring nationwide... to enhance diversity in the biomedical workforce... DPC partners are developing, implementing, assessing and disseminating innovative and effective approaches to training and mentoring individuals, from undergraduate programs through post-doctoral training...
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NIH Funding Opportunities

Research Training

High School and Undergraduate

Postbaccalaureate and Graduate Students

Postdoctoral, Early Career, and Faculty

Workforce Development

https://nigms.nih.gov/research-training

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NIH Funding Opportunities

High School and Undergraduate Programs

- High School
- Community College Student
- Undergraduate Student

Postbaccalaureate and Graduate Students Programs

- Post Baccalaureate Student
- Masters Student
- Ph.D. Student

https://nigms.nih.gov/research-training

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NIH Funding Opportunities

Funding to Institutions

- Science Education Partnership Award (SEPA)
- Bridges to the Baccalaureate Research Training
- DPC: Building Infrastructure Leading to Diversity (BUILD)
- DPC: National Research Mentoring Network (NRMN)
- Maximizing Access to Research Careers (MARC)
- Undergraduate Research Training Initiative for Student Enhancement (U-RISE)
- Postbaccalaureate Research Education Program (PREP)
- Bridges to the Doctorate
- Institutional Predoctoral Training Grants

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Funding to Institutions

- Graduate Research Training Initiative for Student Enhancement (G-RISE)
- Initiative for Maximizing Student Development (IMSD)
- Leading Equity and Advancing Diversity in the Medical Scientist Training Program (LEAD MSTP)
- Institutional Research and Academic Career Development Awards (IRACDA)
- Maximizing Opportunities for Scientific and Academic Independent Careers (MOSAIC) Institutionally-Focused Research Education Award to Promote Diversity
- Innovative Programs to Enhance Research Training (IPERT)
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NIH Funding Opportunities

Funding to Individuals

- Individual Predoctoral Fellowship to Promote Diversity in Health-Related Research (Parent F31-Diversity)
- Predoctoral to Postdoctoral Transition Award for a Diverse Workforce [F99/K00]: some Institutes
- NIA F32 Promote Diversity in Translational Research for AD/ADRD
- Maximizing Opportunities for Scientific and Academic Independent Careers (MOSAIC) Postdoctoral Career Transition Award to Promote Diversity [K99/R00]
NIH Funding Opportunities

- **Funding to Individuals**
  - Transition Career Development Awards to Promote Diversity [K22] – some Institutes
  - Career Development Awards to Promote Diversity [K01] – some Institutes
  - Small Grants for New Investigators to Promote Diversity in Health-Related Research [R21] – some Institutes

- Research Supplements to Promote Diversity in Health-Related Research
“designed to provide support for research experiences for individuals from diverse backgrounds throughout the continuum from high school to the faculty level… must have the potential to contribute significantly to the research career development of the candidate…. Fostering diversity in the scientific research workforce is a key component of the NIH strategy to identify, develop, support and maintain the quality of our scientific human capital”
Research Supplements to Promote Diversity in Health-Related Research (Contacts, Submission Dates and Special Instructions) PA-21-071

PA-21-071

Release Date: April 20, 2020
Expiration Date: May 22, 2023

- NIH Institute or Center
- Scientific Contact
- Grants Management Contact

Institute or Center Specific Information

- National Institute on Minority Health and Health Disparities (NIMHD)
- National Library of Medicine (NLM)
- Fogarty International Center (FIC)
- National Center for Complementary and Integrative Health (NCCIH)
- National Center for Advancing Translational Sciences (NCATS)
- Division of Program Coordination, Planning and Strategic Initiatives, Office of Research Infrastructure Programs (ORIP)
- Division of Program Coordination, Planning and Strategic Initiatives, Sexual & Gender Minority Research Office (SGMRO)
- Office of Strategic Coordination (Common Fund)
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Non-Govt Funding Opportunities

- **American Heart Association**
  - Research Supplement to Promote Diversity in Science

- **Howard Hughes Medical Institute**
  - Hanna H. Gray Fellows Program (for postdoctoral researchers)

- **Ford Foundation: Fellowship Programs**
  - Predoctoral, Dissertation, and Postdoctoral

- **Burroughs Wellcome Fund: Postdoctoral Diversity Enrichment**

- **Keystone Symposia: Underrepresented Trainee Scholarships**

- **Harold Amos Medical Faculty Development Program**
  - “faculty from historically disadvantaged backgrounds … medicine, dentistry, or nursing” [“race, ethnicity, socioeconomic status, or other similar factors”]; Partners: AHA, ASH, ASN, ATS/ALA/CHEST

Non-Govt Funding Opportunities

- **Funding to Individuals – Cancer Research**
  - American Association for Cancer Research: Travel Grants
    - Minority and Minority-Serving Institution Faculty Scholar in Cancer Research Awards
    - Minority Scholar in Cancer Research Awards
  - American Society of Hematology (ASH) - Minority Recruitment Initiative Programs
    - Minority Graduate Student Abstract Achievement Award
    - Minority Hematology Graduate Award (MHGA)
    - Minority Medical Student Award Program (MMSAP)
    - Minority Resident Hematology Award Program
    - Minority Hematology Fellow Award (MHFA)
    - Harold Amos Medical Faculty Development Program (ASH-AMFDP)

Non-Govt Funding Opportunities

- American Society for Radiation Oncology (ASTRO)
  - Medical Student Fellowship Award

- Breast Cancer Research Foundation/Conquer Cancer (ASCO)
  - Advanced Clinical Research Award for Diversity and Inclusion
  - Career Development Award for Diversity, Inclusion and Breast Cancer Disparities
  - Endowed Young Investigator Award in Memory of Evelyn H. Lauder

- Cancer Research Institute
  - Irvington Postdoctoral Fellowship to Promote Racial Diversity

- Conquer Cancer (ASCO Foundation)
  - Medical Student Oncology Summer Internship
  - Medical Student Rotation for Underrepresented Populations
  - Annual Meeting Research Award

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Non-Govt Funding Opportunities

- **Conquer Cancer (ASCO Foundation)/Breast Cancer Research Foundation**
  - Young Investigator Award for Diversity and Inclusion
  - Career Development Award for Diversity and Inclusion
  - Advanced Clinical Research Award for Diversity and Inclusion
  - Research Professorship for Diversity and Inclusion in Breast Cancer

- **Lustgarten Foundation-AACR Career Development Awards for Pancreatic Cancer Research**
  - In Honor of Ruth Bader Ginsburg: “to female scientists engaged in pancreatic cancer research”
  - In Honor of John Lewis: “members of racial or ethnic groups that have been shown to be underrepresented in the pancreatic cancer research workforce”
Non-Govt Funding Opportunities

- **V Foundation - Stuart Scott Memorial Cancer Research Fund**
  - Scholar grants supports “scientists from minority ethnic groups underrepresented in science”
  - Translational Grants “fund research of the biological basis of cancer disparities experienced by patients of minority populations”
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Timeline of Funding for Junior Investigators

Graduate School
- Individual Fellowship Training Grant
- Mentor’s Research Grant

Post-doctoral Years
- Individual Post-doc Fellowship or Institutional T32 Post-doc Training Grant slot

Instructor/Assistant Professor
- Career Transition Awards
- Individual Mentored K Career Development Award
- NIH Loan Repayment Program

Timeline of Funding for Junior Investigators

Short term Training

Research Support

Individual Post-doc Fellowship or Institutional T32 Post-doc Training Grant slot

Institutional K12 Career Development Slot

Medical School

Internship/Residency

Fellowship – Research Years

Instructor/Assistant Professor

Year-long Enhancement Programs MD/PhD Fellowship or Institutional T32

Career Transition Awards

NIH Loan Repayment Program

Individual Mentored K Career Development Award

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NIH’s Extramural Loan Repayment Program

http://www.lrp.nih.gov/

- Two-year award
- Up to $50,000/year towards educational loan debt
- “Repayment amount is equal to one-quarter of the total eligible educational debt, up to $50,000, for each year of the award”
- Conduct qualified research activities for an average of at least 20 hours per week
NIH’s Extramural Loan Repayment Program

- “total qualified educational debt equal to or in excess of 20 percent of your institutional base salary”
- “Renewal awards can be 1 or 2 years”
- Repayments are considered taxable income and a tax payment is also made to the IRS

Eligibility:

- U.S. citizen/National/Permanent Resident
- Recipient of M.D., Ph.D., D.D.S. D.M.D., or other specified equivalent doctoral degree
NIH’s Extramural Loan Repayment Program

**Extramural Programs**

- Clinical Researchers from Disadvantaged Backgrounds
- Health Disparities Research
- Clinical Research
- Research in Emerging Areas Critical to Human Health (REACH)
- Pediatric Research
- Contraception and Infertility Research

| Clinical Research for Individuals from Disadvantaged Backgrounds Program (DB) |
|---|---|---|
| Number of Applications | Number of Awards | Success Rate |
| 263 | 74 | 28% |
| Mean Award | Mean Age of Awardees | Total Funding |
| $76,400 | 35 Years | $5,653,601 |

https://www.lrp.nih.gov/data-reports
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Apply for Loan Repayment

We offer programs that repay school loan debt.

- Nurse Corps Loan Repayment Program
- National Health Service Corps Loan Repayment Programs
- Substance Use Disorder Treatment and Recovery Loan Repayment Program
- Faculty Loan Repayment Program

Apply for a Scholarship

We offer scholarships to help pay for health professions’ education.

- Nurse Corps Scholarship Program
- Native Hawaiian Health Scholarship Program
- National Health Service Corps Scholarship Program
Faculty Loan Repayment Program (FLRP)

If you're a faculty member, we'll repay a portion of your health professional student loan debt ($40,000 max over two years). In return, you serve at an eligible health professions school.

Am I eligible?

You are eligible for the Faculty Loan Repayment Program (FLRP) if

1. **You come from a disadvantaged background.** We base this on environmental and economic factors.
2. **You have an eligible health professions degree or certificate.**
3. **You are a faculty member at an approved health professions school.** You must have a contract for two years or more.