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
For NIH Extramural Applicants and Awardees

NIH is committed to:

1. Developing a diverse biomedical research workforce and improving the recruitment of underrepresented groups in science, science leadership, and science administration.

2. Implementing approaches to improve the success rate in NIH grant funding that support researchers from diverse backgrounds, including underrepresented racial and ethnic groups.
Ministry Health and Health Disparities Research

NIH is committed to:
1. Improving minority health and reducing health disparities.
2. Removing the barriers to advancing health disparities research.

https://www.nih.gov/ending-structural-racism
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Scientific Workforce Diversity

In 2014, the NIH Director appointed the first Chief Officer for Scientific Workforce Diversity (COSWD) to lead NIH's thought in efforts to diversify the nation's scientific workforce, expand recruitment, and support retention. The COSWD's centralized coordination of NIH scientific workforce diversity was established in response to recommendations by the Advisory Committee to the Director (ACD) based on input from the Working Group on Diversity in the Biomedical Workforce. The working group was charged with examining the factors that contribute to the current state of diversity in the scientific research workforce. The working group also was tasked with examining the findings and implications of an NIH-commissioned study that found that African American/Black applicants were less likely than White applicants to receive NIH research funding. NIH established several key programs in response to the ACD recommendations.
NIH Chief Officer for Scientific Workforce Diversity (COSWD) Strategic Plan

FISCAL YEARS

2022–2026
Notice of NIH's Interest in Diversity

Notice Number: NOT-OD-20-031

Release Date: November 22, 2019

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...”


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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.

About the DPC

The Diversity Program Consortium (DPC) is a network of institutions funded by the National Institutes of Health (NIH) to improve training and mentoring and to enhance individuals' success in biomedical research careers. This initiative aims to transform institutional culture and biomedical training and mentoring nationwide.
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    - Non-Government Funding Programs
- Loan Repayment Programs
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
- Maximizing Access to Research Careers (MARC)
- Undergraduate Research Training Initiative for Student Enhancement (U-RISE)
- Postbaccalaureate Research Education Program (PREP)
- Bridges to the Doctorate
- Graduate Research Training Initiative for Student Enhancement (G-RISE)
- Initiative for Maximizing Student Development (IMSD)
- Advancing Research Careers (ARC) Institutionally-Focused Research Education Award to Promote Diversity

NIH Funding Opportunities

- **Funding to Institutions**
  - 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)

- DPC: Building Infrastructure Leading to Diversity (BUILD)
- DPC: National Research Mentoring Network (NRMN)
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Funding to Individuals

- Individual Predoctoral Fellowship to Promote Diversity in Health-Related Research (Parent F31-Diversity)
- Predoctoral to Postdoctoral Transition Award [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**
  - Helping to End Addiction Long-term (HEAL) Initiative, BRAIN Initiative, AD/ADRD [K99/R00]
  - Transition Career Development Awards to Promote Diversity [K22] – some Institutes
  - Career Development Awards to Promote Diversity [K01] – 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-23-189

Release Date: June 29, 2023
Expiration Date: May 8, 2026

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

Institute or Center Specific Information

National Institute of Neurological Disorders and Stroke (NINDS)
National Institute of Nursing Research (NINR)
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)
Research Supplements to Promote Diversity in Health-Related Research

What is the total allowable direct cost for a High School and Undergraduate candidate?

What is the total allowable direct cost for a Baccalaureate and master's degree holder's candidate?

What is the total allowable direct cost for a Graduate research candidate?

What is the total allowable direct cost for a Post-Doctoral candidates?

What is the total allowable direct cost for an Early Investigator candidate?
Network of Minority Health Research Investigators (NMRI)

The Network of Minority Health Research Investigators (NMRI) is a network that is “owned” by its members and supported by NIDDK. Its success begins with the dedication of senior investigators to mentor and serve as role models for junior investigators, and continues with the participation of active members and the recruitment of new members. More than 600 researchers have participated in NMRI workshops in the past decade, and that number continues to grow.

Log in to the NMRI portal to update your profile and access member resources. Not a member? Learn more and apply.

2024 NMRI Annual Workshop

Date: April 17 - 19, 2024
Registration Deadline: March 29, 2024

Learn More >
NIH/Latino Medical Student Association LIDEReS in Research Travel Award

The National Institute of Diabetes and Digestive and Kidney Diseases (NIDDK), in conjunction with the Latino Medical Student Association (LMSA), provides travel awards to participate in the NIH/LMSA LHS+ Identity, Development, Empowerment, and Resources Seminar (LIDEReS) in Research. Participants are residents, fellows, postdocs, and junior faculty who are interested in pursuing careers in biomedical research and/or academic medicine.

NIH/Latino Medical Student Association LIDEReS in Research

Dates:
April 12-14, 2024

Location:
Universidad Central Del Caribe (UCC) School of Medicine, Bayamón, Puerto Rico
“The National Medical Association (NMA) is the largest and oldest national organization representing African American physicians and their patients in the United States.”
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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 (postdoc/early faculty)
  - Freeman Hrabowski Scholars Program (early career faculty)

- **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**
  - “…to increase the number of faculty from historically marginalized backgrounds… medicine, dentistry, or nursing…” [“race, ethnicity, socioeconomic status, or other similar factors”]; Partners: AASLD, AHA, ASH, ASN, ATS/ALA/CHEST

Non-Govt Funding Opportunities

- **Funding to Individuals – Cancer Research**
- **American Association for Cancer Research**
  - To Further Diversity, Equity, and Inclusion in Cancer Research
    - Fellowships and Career Development 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 for Underrepresented Populations

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

- **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

Non-Govt Funding Opportunities

- **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 Robert Lewis: “members of racial or ethnic groups that have been shown to be underrepresented in the pancreatic cancer research workforce”

- **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**
  - Medical School

- **Research Support**
  - Internship/Residency

- **Fellowship – Research Years**
  - Medical School
  - Individual Post-doc Fellowship or Institutional T32 Post-doc Training Grant slot
  - Instructor/Assistant Professor

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

**Career Transition Awards**
- NIH Loan Repayment Program

**Institutional K12 Career Development Slot**
- Individual Mentored K Career Development Award

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”

Eligibility includes:

- 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

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

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# Clinical Research for Individuals from Disadvantaged Backgrounds Program (DB)

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<th>Number of Applications</th>
<th>Number of Awards</th>
<th>Success Rate</th>
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<tr>
<td></td>
<td>501</td>
<td>197</td>
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<table>
<thead>
<tr>
<th></th>
<th>Mean Award</th>
<th>Mean Age of Awardees</th>
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<tr>
<td></td>
<td>$64,363</td>
<td>37 Years</td>
<td>$12,679,494</td>
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[https://www.lrp.nih.gov/data-reports](https://www.lrp.nih.gov/data-reports)

Appls/Awards & Success Rates by Race and Gender

Appls/Awards & Success Rates by Ethnicity and Gender

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
- Pediatric Specialty 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.