MINORITY & DIVERSITY GRANTS:
Opportunities & Resources for Students & Trainees

Dhanonjoy C. Saha, PhD

Director, Office of Grant Support

Research Professor of Medicine

Albert Einstein College of Medicine

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What is the Office of Grant Support?

- The Office of Grant Support (OGS) is comprised of only four individuals who provide pre-award administrative assistance to the entire Einstein community.

- Our goal is to enable faculty and scholars to submit grant proposals and to manage subsequent non-financial responsibilities of the award, resubmission, and renewal processes.

- https://www.einstein.yu.edu/administration/grant-support/

Our Role in Expanding Funding & Research

- **Find funding opportunities:** State, federal, private, foundation

- **Target dissemination** of funding opportunities to interested trainees and faculty members

- **Interpret** proposal guidelines and help with building application materials—eligibility, forms, institutional data, ePortals

- **Demystify** DoD, NIH, NSF and other federal and non-federal policies, procedures, and jargons

- **Grantsmanship:** Assist with team-building, writing, editing, proofreading, proposal review and critique and creating more competitive proposals

- http://www.einstein.yu.edu/administration/grant-support/

Grant Advisory Service

We provide Grant Advisory Service that includes assistance with editing, proof-reading, reviewing and critiquing grant proposals. Please see our **Grant Advisory Service** page.

We also provide assistance/help with manuscript enhancement services—editing, proof-reading, reviewing and critiquing to enhance publications. Please contact OGS at (718) 430-3642.

Why is Diversity Important?

A diverse community will enable or help us to:

- Broaden the scope of inquiry, comprehend diverse perspectives and allow us to entertain a variety of ideas, knowledge, and decision-making approaches;

- Promoting and ensuring fairness, narrowing the health gap, and establishing a positive working environment and relationships;

- Reach out to and attract a diverse pool of talents, resulting in increased level of creativity, innovation and productivity.

- https://acd.od.nih.gov/documents/reports/DiversityBiomedicalResearchWorkforceReport.pdf

Where do we Stand?

- Einstein has a long-term commitment to "recruiting, retaining and advancing individuals from historically underrepresented and marginalized minority groups in the scientific and medical professions."

- We, in collaboration with the Human Resources Department, are trying to establish a program to strengthen this commitment.

- We strategize to attract and recruit eligible diversity candidates (students and postdocs) in as many federally funded grants or awards as possible.

- Our preliminary plan is to specifically target the NIH's Diversity Supplements award, and to enhance its success at Einstein.

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How will we do it?

- Creating and recruiting a "Grants and Fellowship Manager for Diversity"
- Creating a pool of eligible candidates by initiating a community outreach:
  - Communicating with local high schools and colleges;
  - Soliciting applications from the diversity candidates;
  - Advertise internally, and externally in professional journals;
  - Conducting seminars and workshops at venues to reach out to potential candidates.
- Working with PIs and research administrators on:
  - Identifying candidates and pairing the candidates with the PIs;
  - Completing application development;
  - Assisting with submissions and management of the awards.

Grants Eligible for Diversity Supplements

- Number of Grants   193
  - Research Grants – R Type   169
  - Others – (P/U/other)   23

- 38 applications if 20% of eligible investigators submit
- With a success rate of 50% there would be 19 new supplements

- Pre-doc, estimated budget $58,631 per year
- Post-doc, estimated budget $129,738 per year

Eligible Pre- and Post- Doctoral Trainees

	2016	2017	2018	2019
Total # post-doc	267	263	254	263
Diversity grant eligible post-doc	11	9	11	11
Total post-doc fellows (T32, TL1)			8	2
Total # pre-doc students				263
Diversity supplement eligible pre-doc				65
Total pre-doc fellows (F30, F31)			21	7
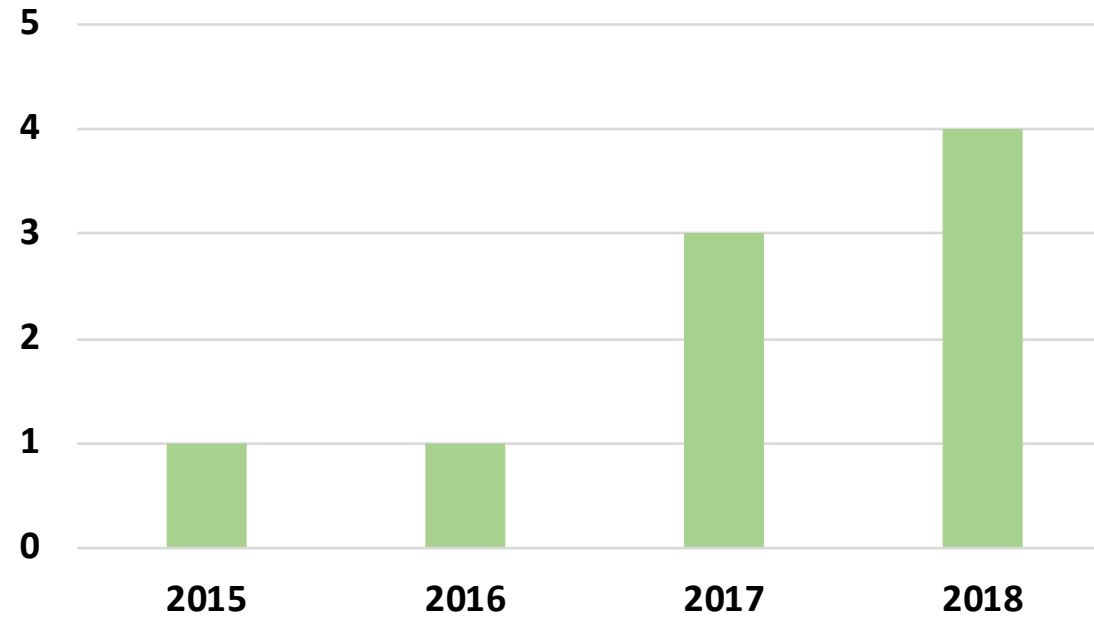
Cayuse: Application Development and Submission

- **Cayuse** (424) is a Web application portal created to simplify the creation, review, routing, approval, and electronic submission of grant proposals, i.e., S2S (system-to-system) submission of proposals.

- Username and password: Contact Regina Janicki at (718) 430-3643 or Regina.janicki@einstein.yu.edu

- For urgent help (when we are not available) you may call (503) 297-2108 Ex. 201 or email at https://einstein.cayuse424.com/

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What can Cayuse do?

- **Downloads** funding opportunities (i.e., forms)
- **Stores data and files** (i.e., contact information, bio-sketches, budgets – auto calculates most items)
- **Enables users** to easily prepare applications
- **Checks for errors and warnings** (including validations)
- **Routes** applications and documents for internal approvals
- **Electronically submits** proposals to Grants.gov
- **Can prepare reports** about submissions

Pre-requisites for Submitting Application Using Cayuse

- Existence of a profile in Cayuse

- PIs and administrators register with NIH eRA Commons (contact cynthia.cardillo@einstein.yu.edu)

- Existing agency accounts must be "**affiliated**" with new Einstein

- Individuals must have role as a PI or Trainee

Definition of Underrepresented Groups

- **NSF/NIH:** Alaska Natives, Native Americans, African Americans, Hispanics (including persons of Mexican, Puerto Rican, Cuban, and Central or South American origin), Native Hawaiians and other, Pacific Islanders, and Persons with Disabilities

- Among many fields of STEM, identification of a particular group as underrepresented **may vary by discipline** (e.g., women are underrepresented in some STEM fields, Asian Americans in social science and humanities fields).

- NSF *resource link* provides information about the underrepresented groups in different field of study, and is followed by NIH (and other federal/private agencies) as well, in most cases.

Definition of Disability

- Rehabilitation Act of 1973, the Education for All Handicapped Children Act of 1975 (now known as the Individuals with Disabilities Education Act)

- The Americans with Disabilities Act (ADA) is a federal law that prohibits discrimination on the basis of disability. Now it is called the Americans with Disabilities Act (ADA) 1990.

- Total deafness in both ears, visual acuity less than 20/200 with corrective lenses, speech impairment, missing extremities, partial paralysis, complete paralysis, convulsive disorders, mental or emotional illness, learning disabilities, kidney dialysis, and severe distortion of limbs and/or spine….

Thank You

Minority and Diversity Grants: Opportunities, Resources, and Support

Anindita Mukherjee, PhD

Assistant Director

Funding Opportunity and Grant Development

Office of Grant Support

Albert Einstein College of Medicine

April 16, 2019

NIH/Federal Policy Objective

➢**Career advancement of underrepresented candidates**
(research/academic training)

➢Encouraging PIs/mentors: Funding for salary and training support for the candidate
➢Strengthening institutional research and grant funding

NIH Link Enhancing Diversity in Training Program
NIH report on working group diversity in biomedical research workforce

NIH Minority and Diversity Grants: Institutional Awards

- **T34** Maximizing Access to Research Careers Undergraduate - Student Training in Academic Research (*MARC U-STAR, T34*)

- **T32** Pre and postdoctoral institutional national research service award (NRSA)/training Program to Promote Diversity (*T32*)

- **IMSD-T32** Initiative for Maximizing Student Development Program: To develop a diverse pool of scientists earning a Ph.D (*IMSD T32*)

- **PREP** Post-baccalaureate Research Education Program: For candidates with recent baccalaureate degree in a biomedically relevant area of study to pursue a research doctorate (*PREP R25*)

- **IPERT** Innovative Programs to Enhance Research Training: Applications must effectively integrate three core elements: Short courses/workshops for skills development; Mentoring; Outreach (*IPERT R25*)

- **Bridges to the Doctorate Program (R25)**: Promotes institutional partnerships between institutions granting a terminal master's degree and institutions that grant Ph.D. degrees in the biomedical sciences (*PAR-17-209*)

NIH Minority and Diversity Grants: Institutional Awards

- **Science Education Partnership Awards (SEPA)**: Interactive partnerships between biomedical and clinical researchers and pre-kindergarten to grade 12 (PreK-12) pre-service and in-service teachers, schools and other interested organizations training students from underserved communities (*SEPA*)

- **Institutional Research and Academic Career Development Awards (IRACDA):** Promotes consortia between research-intensive institutions and partner institutions that have a historical mission and a demonstrated commitment to providing training, encouragement and assistance to underrepresented students (*IRACDA K12; Einstein's BETTR - IRACDA*)

- **Support of Competitive Research Advancement Award (SCORE):** Einstein's Hispanic Community Health Study / Study of Latinos (HCHS/SOL) program; Einstein is One of Four U.S. Field Sites for Landmark Study (in partnership with minority serving institution) (*SCORE*)

- **K99/R00 MOSAIC UE5**: Institutional (research education) award and Individual (K99/R00 postdoc to faculty transition) award components -- **Upcoming FOA in 2019**

NIH Diversity Supplement:
As Appointee on Supervisor's Existing Grant

- **NIH's Diversity Supplement** (PA-18-906) is applicable for all the ICs and activity codes listed in the Funding Opportunity Announcement (FOA) link. Some FAQs - link from NIGMS.

- Contact NIH IC-specific program officer at the initial stage of planning (NIH IC specific contact).

- Usually, a grant with usually 2 years or more remaining period is eligible for a supplement.

- It is limited to citizens/non-citizen nationals/permanent residents of US.

- Eligible individuals are from underrepresented racial and ethnic groups (shown by the NSF data and report) on a national basis, or individuals with disabilities as per Americans with Disabilities Act of 1990, as amended.

- Individuals from racial or ethnic groups underrepresented by the grantee institution are also encouraged to apply.

- *If planned and applied at the correct stage/timeline, a diversity supplement can be strategically used to build/boost up F31 and/or other similar award-applications for the students and trainees. NIH recommends candidates to apply for individual awards before the supplement ends (**check out FOA**).*

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NIH Minority and Diversity Grants: Individual Awards

- [F31-diversity](#) - join May 30 workshop: Individual Pre-doctoral Fellowships to Promote Diversity

- [F99/K00 D-SPAN Neuroscience](#): Pre-doc to Postdoc Transition of Diverse Graduate Students

- [R36 Dissertation Award](#): NIA, NIMH, NIDA have programs to increase diversity

- Training in Drug-abuse and Health Disparities Research: NIDA's [Office of Diversity and Health Disparities (ODHD)](#) is a strong proponent of encouraging minority and diversity (including women) researchers to enter the substance abuse and health disparities research field

- [Career/Reentry Supplements](#): The Office of Research on Women's Health (ORWH) and participating NIH-ICs support individuals with high potential to re-enter an active research career after an interruption for family responsibilities and/or other qualifying circumstances

- [National Institute of Minority Health and Health Disparities (NIMHD)](#): Research topics focused on to improve minority health and reduce health disparities (via research and training of diverse workforce)

NIH Funding for Early Career Investigators: Career Development and Career Transition Awards

- **Enhancing Diversity in Research Training**: Strategies and resources for recruitment and training

- **NIH Diversity in Extramural Program**: Check list of FOAs for Training, Career Development, Career Transition, and Research awards for underrepresented candidates at different career timeline (Pre-college, College, Pre-doctoral, Postdoctoral, Career and Research, Cross cutting research education programs):

- Examples of Career Development and Career Transition Programs for underrepresented candidates:
  - K99/R00 MOSAIC (Individual and Institutional Award Components): Upcoming FOA in 2019
  - K01 mentored faculty/research scientist development award
  - K08 clinical scientist development award
  - K05 clinical scientist mentoring award
  - K23 patient oriented research career development award
  - K22 career transition award
  - R21: e.g. Promote Workforce Diversity in Basic Cancer Research

Other Federal and State Grants

- [NSF Louis Stokes Alliances for Minority Participation (LSAMP) program](#) This alliance based program assists universities and colleges in diversifying STEM workforce by increasing the number of STEM baccalaureate and graduate degrees.

- [NSF ITEST](#) is a research and development program that supports projects to promote PreK-12 student interests and capacities to participate in the STEM and information and communications technology (ICT) workforce of the future.

- [NSF SBE Minority Postdoctoral Research Fellowships and Follow-up Research Starter Grants (MPRF)](#) for Social, Behavioral, and Economic (SBE) Research

- [SAMSHA (DHHS) Minority Fellowship Program](#)

- New York State Department of Health (NYSDOH) funded (Associated Medical Schools of NY) [AMSNY Diversity Scholarship](#) to decrease medical students debt load, and provide physicians at medically underserved areas of NYS

Some Foundation Grants

- Ford Foundation Fellowship Program (predoctoral, dissertation, postdoctoral)

- Harold Amos Medical Faculty Development Program

- ASM Watkins Graduate Research Fellowship: American Society of Microbiology predoctoral program

- Graduate Research Fellowship Program (NSF-GRFP): To increase the vitality and diversity of STEM fields research; encourages women, members of under-represented/minority groups, persons with disabilities, veterans to apply

- American Heart Association (pre and postdoctoral): Encourages women and minority scientists

- American Psychiatric Association Foundation: Offers a series of awards within the field of psychiatry for residents, post-residency research fellows and early career psychiatrists

- Wayne F. Placek Grants (American Psychological Foundation/APF): Topic areas include research on heterosexuals' attitudes and behaviors towards LGBTQ community, Special concerns of sectors of the *LGBTQ population* that have historically been underrepresented in scientific research

- HHMI Gilliam Fellowships for Advanced Study: PhD students must be NIGMS training grant eligible, be from racial, ethnic, and other underrepresented groups in the sciences; Advisor-student pairs must be nominated by the HHMI-designated institutional representative

Some Foundation Grants

- Society of Mucosal Immunology: President's Scholar Award

- Xerox Technical Minority Scholarship: For studying fields related to imaging technology

- Alfred P Sloan Foundation: Graduate Scholarship Program

- NASPGHAN: Resources for minorities in research

- AACR: Supporting minorities in cancer research

- American Association of University Women, Educational Funding and Awards

- Burroughs Wellcome Fund, Postdoctoral Enrichment Program: Supports career development activities of minority postdoctoral fellows

- Marine Biological Laboratory, Whitman Center Research Awards: Preference is given to early-stage investigators, those new to the MBL, women, and minorities

- Others for specific research topics/fields

Finding Funding: Internal Resources

➢GrantScoop (for Einstein members)

➢Intranet (For Einstein and Montefiore members)

➢One to one consultation for identifying FOAs and strategizing: Contact OGS (anindita.mukherjee@einstein.yu.edu)

Finding Funding: GrantScoop (free for all Einstein members)

- Funding opportunity database and search engine for biomedical, life science and health science research

- Go to www.grantscoop.com

- Create a User Account using "@einstein.yu.edu" email address

- At the bottom of the sign up page, under 'Plan', please choose "Institutional Access"

- In addition to a standard keyword search, you have the option to use the advanced search using 19 different parameters to identify funding opportunities best meeting your needs

- For help, contact anindita.mukherjee@einstein.yu.edu

Finding Funding: Einstein Intranet

- Please go to Einstein Intranet and sign in at
  https://www.einstein.yu.edu/auth/login/intranet/

- Click on "Administrative Services"

- Select "Grant Support" department

- Click on the tab "Foundation Funding"

- Click on "Grant Title" links for details of the funding mechanism

- Use the "Search Funding" tool to find suitable funding announcements

- Use "Keywords" if needed

Finding Funding: External Resources

❖**Federal**
- Grants.gov – free http://www.grants.gov/applicants/find_grant_opportunities.jsp
- NSF Guide to Programs – free http://www.nsf.gov/funding
- Department of Defense (DoD) – Congressionally Directed Medical Research Program (CDMRP) – free http://cdmrp.army.mil/funding/default.shtml
- NIH Guide for Grants and Contracts – free http://grants2.nih.gov/grants/guide/index.html
- **NIH Extramural Diversity Programs - https://extramural-diversity.nih.gov/career-pathways/infographic/doctoral**

❖**Other (free)**
- Proposal Central – free https://proposalcentral.altum.com/
- Foundation Center Finding Funders – free http://www.fdncenter.org/funders/
- GrantsNet – free http://sciencecareers.sciencemag.org/funding
- InfoEd SPIN – partially free http://spin2000.infoed.org/new_spin/spinmain.asp
- PURE – subscription – free for Einstein - Montefiore http://www.einstein.yu.edu

Steps for Grant Application Development

- **Consult with your mentor(s)**

- **Contact program officer specific for the FOA: Ask for their advice about the timeline and requirement for the specific IC *etc*. (Access NIH IC specific contact)**

- Identify suitable funding opportunities and strategize: Contact OGS

- Get eRA Commons account for NIH application: Contact cynthia.cardillo@einstein.yu.edu

- Register for Cayuse account (internal approval): Contact departmental administrator; if needed contact regina.janicki@einstein.yu.edu

- Get templates and/or contacts of past awardees from OGS

- Write proposal (OGS's Grant Advisory Service; Join OGS's grant writing training workshops)

- Develop application at Cayuse (Departmental administrator)

- Develop proposal budget (Departmental administrator, if needed contact OGS – website link)

- Submit application at Cayuse for internal routing and approval

- Submit approved application from Cayuse to grants.gov (system to system transfer)

Diversity Supplement: Checklist

- Research, mentoring, and career development plan (max. 6 pages)

- Biosketch (Candidate, PI, all Senior/Key Personnel)

- Human subject section (if applicable)

- Vertebrate animals section (if applicable)

- Human embryonic stem cell line identification (if applicable)

- Responsible conduct of research

- Additional personal statement from the candidate (candidate's career and research goals)

- Transcripts of the candidate

- Statement of eligibility letter from the PI/mentor: Establishing the basis of candidate's eligibility, and how the appointment of this specific candidate will address the issue of diversity within the national scientific workforce, or within the workforce or the relevant population at the grantee institution

- Letter of applicant eligibility from institutional official (OGS dhanonjoy.saha@einstein.yu.edu)

- Letter from Einstein's Office of Diversity Enhancement

- NIH Links: ORIP Diversity Supplement Checklist and NIDDK Guideline and Checklist

Thank You All!

- **General information**, please contact the Office of Grant Support at (718) 430-3643 or preaward@einstein.yu.edu

- **Funding Opportunity & Grant Development** – Anindita Mukherjee, PhD at (718) 430-3367 anindita.mukherjee@einstein.yu.edu

- **Budget** - Gerard McMorrow at (718) 430 3580 or gerard.mcmorrow@einstein.yu.edu

- **Cayuse, eRA Commons and any other help** - Regina Janicki at (718) 430-3643 or regina.janicki@einstein.yu.edu

- **Grant Advisory Service**, Tanya Dragic, PhD - (914) 262-5441 or tanya.dragic@einstein.yu.edu

- **Study design**, Mimi Kim, PhD - (718) 430-2017 or mimi.kim@einstein.yu.edu

- **For any other help** - D. C. Saha, DVM, PhD at (718) 430-3642 or dhanonjoy.saha@einstein.yu.edu

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NAVIGATING RESEARCH SUPPLEMENTS TO PROMOTE DIVERSITY IN HEALTH-RELATED RESEARCH

PA-18-906

Earle C. Chambers, PhD, MPH

Associate Professor of Family and Social Medicine

Administrative Supplement

Participating Institutes...	Participating Activity Codes...
✓ National Cancer Institute (NCI)	➤ G12 Research Centers in Minority Institutions Award
✓ National Eye Institute (NEI)	➤ P01 Research Program Projects
✓ National Heart, Lung, and Blood Institute (NHLBI)	➤ P20 Exploratory Grants
✓ National Human Genome Research Institute (NHGRI)	➤ P30 Center Core Grants
✓ National Institute on Aging (NIA)	➤ P40 Animal (Mammalian and Nonmammalian) Model, and Animal and Biological Material Resource Grants
✓ National Institute on Alcohol Abuse and Alcoholism (NIAAA)	➤ P41 Biotechnology Resource Grants
✓ National Institute of Allergy and Infectious Diseases (NIAID)	➤ P50 Specialized Center
✓ National Institute of Arthritis and Musculoskeletal and Skin Diseases (NIAMS)	➤ P51 Primate Research Center Grants
✓ National Institute of Biomedical Imaging and Bioengineering (NIBIB)	➤ P60 Comprehensive Center
✓ Eunice Kennedy Shriver National Institute of Child Health and Human Development (NICHD)	➤ P2C Resource-Related Research Multi-Component Projects and Centers
✓ National Institute on Deafness and Other Communication Disorders (NIDCD)	➤ PM1 Program Project or Center with Complex Structure
✓ National Institute of Dental and Craniofacial Research (NIDCR)	➤ PN2 Research Development Center
✓ National Institute of Diabetes and Digestive and Kidney Diseases (NIDDK)	➤ U10 Cooperative Clinical Research – Cooperative Agreements
✓ National Institute on Drug Abuse (NIDA)	➤ U19 Research Program – Cooperative Agreements
✓ National Institute of Environmental Health Sciences (NIEHS)	➤ U2C Resource-Related Research Multi-Component Projects & Centers
✓ National Institute of General Medical Sciences (NIGMS)	➤ U41 Biotechnology Resource Cooperative Agreements
✓ National Institute of Mental Health (NIMH)	➤ U42 Animal (Mammalian and Nonmammalian) Model, and Animal and Biological Materials Resource Cooperative Agreements
✓ National Institute of Neurological Disorders and Stroke (NINDS)	➤ U54 Specialized Center- Cooperative Agreements
✓ National Institute of Nursing Research (NINR)	➤ U56 Exploratory Grants – Cooperative Agreements
✓ National Institute on Minority Health and Health Disparities (NIMHD)	➤ UC2 High Impact Research and Research Infrastructure Cooperative Agreement Programs
✓ National Library of Medicine (NLM)	➤ UM2 Program Project or Center with Complex Structure Cooperative Agreement:
✓ Fogarty International Center (FIC)	➤ DP1 NIH Director's Pioneer Award (NDPA)
✓ National Center for Complementary and Integrative Health (NCCIH)	➤ DP2 NIH Director's New Innovator Awards
✓ National Center for Advancing Translational Sciences (NCATS)	➤ DP4 NIH Director's Pathfinder Award- Multi-Yr Funding
✓ Division of Program Coordination, Planning and Strategic Initiatives, Office of Research Infrastructure Programs (ORIP)	➤ DP5 Early Independence Award
✓ Office of Strategic Coordination (Common Fund)	➤ G20 Grants for Repair, Renovation and Modernization of Existing Research Facilities
	➤ RM1 Research Project with Complex Structure
	➤ R00 Research Transition Award
	➤ R01 Research Project Grant
	➤ R03 Small Grant Program

Purpose

Who are they for...	Who is considered underrepresented...
✓ supplements to improve the diversity of the research workforce by recruiting and supporting students, postdoctorates, and eligible investigators from groups that have been shown to be underrepresented in health-related research. ✓ limited to citizens or non-citizen nationals of the United States or to individuals who have been lawfully admitted for permanent residence in the United States (i.e., in possession of a Permanent Resident Card, Form I-551). This program may not be used to provide technical support to NIH-supported investigators.	➢ 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 ➢ Individuals with disabilities, who are defined as those with a physical or mental impairment that substantially limits one or more major life activities ➢ Individuals who come from a family with an annual income below established low-income thresholds ➢ Individuals who come from an educational environment such as that found in certain rural or inner-city environments that has demonstrably and directly inhibited the individual from obtaining the knowledge, skills, and abilities necessary to develop and participate in a research career

Identify the parent study and PI

What did I need to do...	What does the PI need to do...
✓ Identify the research study and PI? ✓ What is my contribution to the parent study? ✓ How does supplement support my research agenda?	➢ Draft the research agenda and scope of work ➢ Draft the training plan for the candidate ➢ Draft the budget ➢ Show experience in mentoring students ➢ Show support of institution for candidate ➢ Write a letter of support ➢ Mentor the student throughout ➢ Prepare annual progress report ➢ Find additional resource support

Budget

What does the budget cover...	What does the budget not cover...
✓ Application budgets are limited to no more than the amount of the current parent award, and must reflect the actual needs of the proposed project. Direct costs for individual administrative supplements vary from less than $5,000 to more than $100,000 depending on the career level of the candidate. ✓ Fringe benefits must be included in the budget. ✓ Tuition costs up to the NRSA level for pre-docs at the parent grant university ✓ Indirects are paid on the supplement ✓ Travel and publication costs for candidate	➢ PI salary ➢ Costs associated with aims of the parent grant ➢ Adjustment for cost of living beyond NRSA funding level for stage of investigator

Supplements for students

Career stage...	Where do you find candidates...
✓ High School Students ✓ Undergraduate Students ✓ Baccalaureate and Master's Degree Holders ✓ Graduate (Predoctoral) and Health Professional Students ✓ Individuals in Postdoctoral Training ✓ Investigators Developing Independent Research Careers ✓ Supplements for Established Investigators Who Are or Become Disabled ✓ Reasonable Accommodations	➢ Current students, residents, junior faculty ➢ Students from other institutions ➢ Pipeline programs

How likely are supplements to be funded?

Review process...	Success rate...
✓ Applications will only receive administrative review by the awarding Institute or Center, and will not receive peer review, the NIH policy on resubmissions will not apply.	➤ Applications that are considered to be strong have a high success rate.

Do supplements work?

For Candidate...	For PI and workforce...
✓ For graduate students supported by an NIGMS-DSP award, Ph.D. degree attainment was 72.8 percent. ✓ In life sciences fields, the completion of a Ph.D. varies by discipline, but hovers about 65-70 percent. ✓ The recent report from Council of Graduate Schools indicates that students from underrepresented groups completed a life science Ph.D. at a lower rate of about 50-58 percent. ✓ NIH-wide Ph.D. completion by trainees supported by the predoctoral NRSA programs was 79.4 percent in FY2012.	➢ Extend area of research ➢ Of grads with PhD (n=434): ➢ Academic Research or Teaching: 40.6% ➢ Industry Research: 17.6% ➢ Government Research: 3.4% ➢ Science-Related Non Research: 23.5% ➢ Non-Science: 4.1% ➢ Unemployed/Deceased: 1% ➢ Unknown: 9.8% ➢ NIGMS Analysis of Supplements to Enhance Diversity 1989-2006 Alison Hall, Andrew Miklos, Olivia Mickey, Austin Oh, Janet Shoemaker May 28, 2015

How can supplements work better?

Key issues...	Support mechanisms...
✓ Cost of living	➢ Adjust stipend based on regional cost of living; loan repayment assistance; institutional support for trainees with families
✓ Starting a family, new mothers/fathers	➢ Child care supplements for postdocs; maternity or parental leave support from university/mentor; flexibility in work hours
✓ Exposure to science at young age	➢ Accountability of universities to retain minority faculty, reflected in NIH funding decisions
✓ Retention of minority faculty	➢ More teaching opportunities; entrepreneurial mentorship
✓ Exploring non–primary investigator career options	➢ Flexibility in funds for diversity supplements; Pre-K award pilot program for independent investigations
✓ Restricted research directions as postdoc	➢ Meetings/webinars for grant-writing forums; more transparent guidelines for writing successful grants
✓ Securing extramural funding	➢ Emphasis from NIH, NHLBI on diversity supplement/fellowship awardees to find and maintain relationship with a mentor other than primary investigator; mentor/ coach system with additional peer mentoring
✓ Finding external mentor(s)	
✓ NIH Research Supplements to Promote Diversity in Health Related Research Program were invited to a workshop held in Bethesda, Maryland in June, 2015	

FINDING FUNDING

An incomplete story by

Tere M. Williams

IDENTIFY SOURCES

- PUBLIC

- PRIVATE

- GOVERNMENT

- POST-QUAL

- PRE-QUAL!!!!

Get FAMiliar

- Find someone who has successfully applied before
  - Unsuccessful applicants can be valuable too!
    - What NOT to do
- START EARLY
- KNOW THE REQUIREMENTS
- Some funding sources are not as involved!!

FUNDING SOURCES

INVOLVED

- Requirements for submission
- Multiple detailed documents
- Strict deadlines
- Take LOTS of time

Ex:

- F31

NOT SO INVOLVED

- Low involvement for student
- Several documents required
  - Updated CV
- Rolling admission
- Proposal can be joint effort

Ex:

- R21
- Ford Foundation Fellowship

COLLABORATE

- Start as EARLY as possible
  - Keep up with your lab work
  - Stay on pace with WRITING
- SCIENCE
  - Make sure the science is LEGIT
  - Peer review as much as possible
- EXTRACURRICULAR ACTIVITIES
  - Include your involvement
    - training, mentoring, career goals

Diversity Supplement

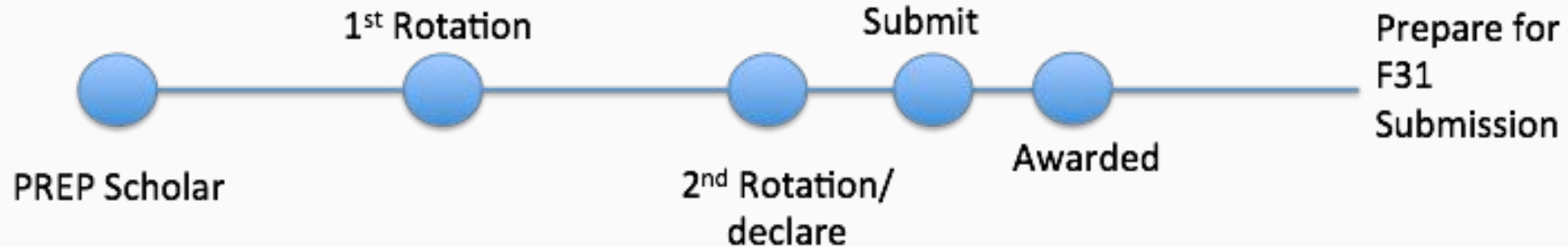Sayra Garcia, Putterman Lab
April 16, 2019

What is the diversity supplement?

- For URM in the biomedical sciences
- Written based on a project that is already funded
- Funding that is added to your PI's already existing funded project
- Lasts as long as the parent grant (no more than 2 years)

My Trajectory

Application requirements

- Dependent on the organization (e.g. I am in NIAMS)
- Typically a biosketch, research statement, and minority statement
- A detailed description of a mentorship plan career development plan
- Lots of editing and talking to your PI

Application Submission	Internal Review	Earliest Award Month
October-December (Q1)	January-February	March (Q2)
January-March (Q2)	April-May	June (Q3)
April-June (Q3)	July-August	September (Q4)
July-September (Q4)	October-November	December (Q1)

Applying for F31

- Ideally after qualifying exam in spring 2020
- If rejected, can resubmit (~6-9 month turnover)
- If rejected, can apply to other foundational (not just NIH) funding fellowships
- Can use data from diversity supplemented as preliminary data for another project