NIH Diversity Supplements

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Why support scientific workforce diversity?

• 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.

• In spite of tremendous advancements in scientific research, information, educational and research opportunities are not equally available to all. NIH encourages institutions to diversify their student, postdoctorate and faculty populations to enhance the participation of individuals from groups identified as underrepresented in the biomedical, clinical, behavioral and social sciences.
NIH Training
Mechanisms

Award Types
- F30, F31
- R36
- F32
- K01, K08, K23
- K99 / R00
- K02, K24

Career Stage
- High School/Undergraduate Student
- Graduate/Medical Student (pre-doc)
- MD/PhD
- Post-doc Phase
- Faculty Position
- Independent Investigator

Diversity and Reentry Research Supplements
Diversity Supplements

Purpose is to increase participation of researchers from groups that have been shown to be underrepresented in science (on the National level), including:

- Individuals from underrepresented racial and ethnic groups
- Individuals with disabilities
- Individuals from disadvantaged backgrounds (income, educational eligibility required)

- Limited to United States citizens, non-citizen nationals of the United States, and to individuals who have been lawfully admitted for permanent residence
Individuals from racial and ethnic groups that have been shown by the NSF to be underrepresented in health-related sciences on a national basis (see data at [http://www.nsf.gov/statistics/showpub.cfm?TopID=2&SubID=27](http://www.nsf.gov/statistics/showpub.cfm?TopID=2&SubID=27)) and the report *Women, Minorities, and Persons with Disabilities in Science and Engineering*. 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 this program.

Individual must self-identify as a member of one of these groups and the institution must provide a signed statement on candidates eligibility.
Key Takeaways

- Supplements to eligible research grants (i.e., award is to the grant PI, not the trainee)
- Involves both research and training plans
- IC-specific guidelines on the NIH IC websites (e.g., NIMHD focuses post-docs and junior faculty).
- Apply early in the fiscal year, consult with the PO of the parent grant
Into the details

**PA-18-586**: Research Supplements to Promote Diversity in Health-Related Research

- Most NIH mechanism qualify, but “At the time of a supplemental award, the parent award must have support remaining for a reasonable period (usually two years or more).” – Check with IC PO.
Types of candidates:

**Investigators Developing Independent Research Careers**

- For faculty members who wish to participate in ongoing research projects while further developing their own research potential, to enhance their research skills and establish an independent research career.

- **1. Short-term Investigator Research Supplement:** This supplement provides short-term support for faculty members to conduct full-time research in the biomedical, behavioral, clinical or social sciences for 3-5 months each year during the summer or another portion of the academic year, over a maximum period of four years.

- **2. Long-term Investigator Research Supplement:** This supplement provides long-term research support for faculty members to conduct research in the biomedical, behavioral, clinical or social sciences. Support is usually provided for up to 2 years at a minimum of 9 person months (equivalent to 75% effort) during each 12-month period.

- Investigator may be affiliated with the applicant institution or some other institution.

- Must have a doctoral degree and 1+ years of post-doc experience and is typically an Assistant Professor.

- Cannot have had significant NIH funding.

- Requested salary and fringe benefits for an investigator should be consistent with the level of support provided by NIH Career Development Awards Plus $10,000 for travel and supplies.
Types of candidates: post-docs

• Participate as researchers in ongoing research projects and career development experiences in preparation for an independent career in health-related research.
• Cannot have NRSA
• May be supported by the parent grant for short periods, at the recipient’s risk, pending IC decision on the supplement application.
• The individual in postdoctoral training may be affiliated with either the applicant institution or some other institution.
• Only under extraordinary circumstances, which must be well justified in the application, would it be acceptable for the postdoctoral candidate to work with his/her former predoctoral mentor.
• Salary request should not exceed NRSA standards plus $6,000 for travel and supplies.
Types of candidates: Graduate students

- Graduate/health professional (e.g., PhD, MD, DDS, DVM, etc.) students in biomedical, behavioral, clinical or social sciences, and health professional students who wish to develop their research capabilities.
- Cannot have an NRSA
- May be supported by the parent grant for short periods, at the recipient’s risk, pending IC decision on the supplement application.
- Salary is NRSA (tuition remission allowable) and $4,000 for travel and supplies.
Types of candidates:
Baccalaureate and Master's Degree Holders (*post-bacs*)

- Pursue research training in health-related sciences while applying for admission to graduate or medical school.
- The duration of the program is normally 1 year, but the research experience can be extended for an additional year if evidence is provided to show that the candidate is actively pursuing entry into a graduate or a health professions school.
- Salary cannot exceed standards for grad students. $3,000 for travel and supplies.
Types of candidates: Undergraduate Students

- Any eligible undergraduate student interested in health-related research is encouraged to participate in this program.
- This experience is separate from any requirement of the regular academic program.
- The student may be affiliated with either the applicant institution or another academic institution.
- Institutional rates for undergraduate salary that exceed $12 per hour must be justified. An additional amount of $200 per month for supplies and travel may also be requested.
Types of Candidates: High School Students

- Should be consistent with institutional salary policies (~minimum wage).
- Support for at least three months is encouraged during any one year. This may include a combination of full-time summer experience and part-time experience during the school year. PD(s)/PI(s) are encouraged to seek high school students who will devote at least two years to this program (i.e., equivalent to two three-month, full-time periods).
Scope of proposal

The proposed research experience must be an integral part of the approved, ongoing research of the parent award, and it must have the potential to contribute significantly to the research career development of the candidate.

IMPORTANT: The research proposed by the NIH grantee in the supplement application must be within the original scope of the NIH-supported grant project.
Application components

- Summary or abstract and specific aims of the funded parent grant
- Candidate eligibility statement
- Career level requested (e.g. post doctoral; investigator level)
- Proposed period of support
- Biographical Sketch of Principal Investigator (PI) and candidate
- Candidate statement (summary from candidate outlining career goals)
- Research environment
- Proposed budget and justification
- Research Plan
- Mentorship Plan
- Career development Plan
Research Plan

A description of the specific research project. The Research Plan must be within the original scope of the parent award; present evidence that the proposed experience is appropriate for the stage of the individual's career; and significantly enhance the individual's research potential, while furthering the individual's ability to pursue a research career.
Career Development Plan

• Detailed Career Development Plan that will include objectives, benchmarks, and associated timelines (*I encourage a table*). Plans for achieving next step in career.

• The PI of the parent grant should describe how the research experience will foster the research capabilities of the candidate and explain how the research experience is related to the research goals and objectives of the parent grant.
Mentorship plan

Include specific details about the frequency of meetings, topics to be discussed, and how progress will be monitored. The parent grant PI should provide evidence of mentoring experience and success (e.g., a list of past trainees and their current positions). If the PI is a junior faculty member, it may be appropriate to include an experienced co-mentor in the application.
Evaluation process

• Applications in response to this announcement will only receive administrative review by the awarding Institute or Center, and will not receive peer review.
Evaluation Process

NIH staff will evaluate:

• The qualifications of the candidate including career goals, prior research training, research potential, and any relevant experience.
• Evidence of educational achievement and interest in science (if the candidate is a student).
• The strength of the description of how this particular appointment will promote diversity in biomedical, behavioral, or clinical research nationally.
• The plan and timeline for the proposed research and career development experiences in the supplemental request and their relationship to the parent grant.
• Evidence that the proposed experience will expand and foster the research capabilities, knowledge, and/or skills of the candidate.
• Evidence that the activities of the candidate will be an integral part of the project.
• Evidence of adequate mentoring experience and success.
• Evidence that the candidate will receive research career mentoring.
And Remember…

Seek help from the CFAR development core if you are interested in applying.

Templates from successful applications may be available.