Increasing the Diversity of the NIH-Funded Workforce

The National Research Mentoring Network (NRMN)

NRMN Planning Grant Webinar

RFA-RM-13-002

Email your questions to:
BUILDNRMNWebinars@mail.nih.gov

April 5, 2013

National Institutes of Health
Office of Strategic Coordination - The Common Fund

NRMN Planning Grant Webinar

Participants will be in Listening Mode and will not be able to ask questions verbally or via chat.

Please e-mail any questions to:
BUILDNRMNWebinars@mail.nih.gov

Outline

Background: Why are we developing this program, and what is the goal? Why is this a Common Fund program?

Elizabeth Wilder, Director

Office of Strategic Coordination, Division of Program Coordination, Planning, and Strategic Initiatives, Office of the Director, NIH

Overview of NRMN Initiative

Regina James, Director

Office of Health Equity, *Eunice Kennedy Shriver* National Institute of Child Health & Human Development, NIH

Purpose of Planning Grants, and Timeline

Jennifer Alvidrez, Program Official

Division of Scientific Programs, National Institute on Minority Health and Health Disparities, NIH

Application Review Process

Karyl Swartz, Director, Division of AIDS, Behavioral and Population Sciences

Center for Scientific Review, NIH
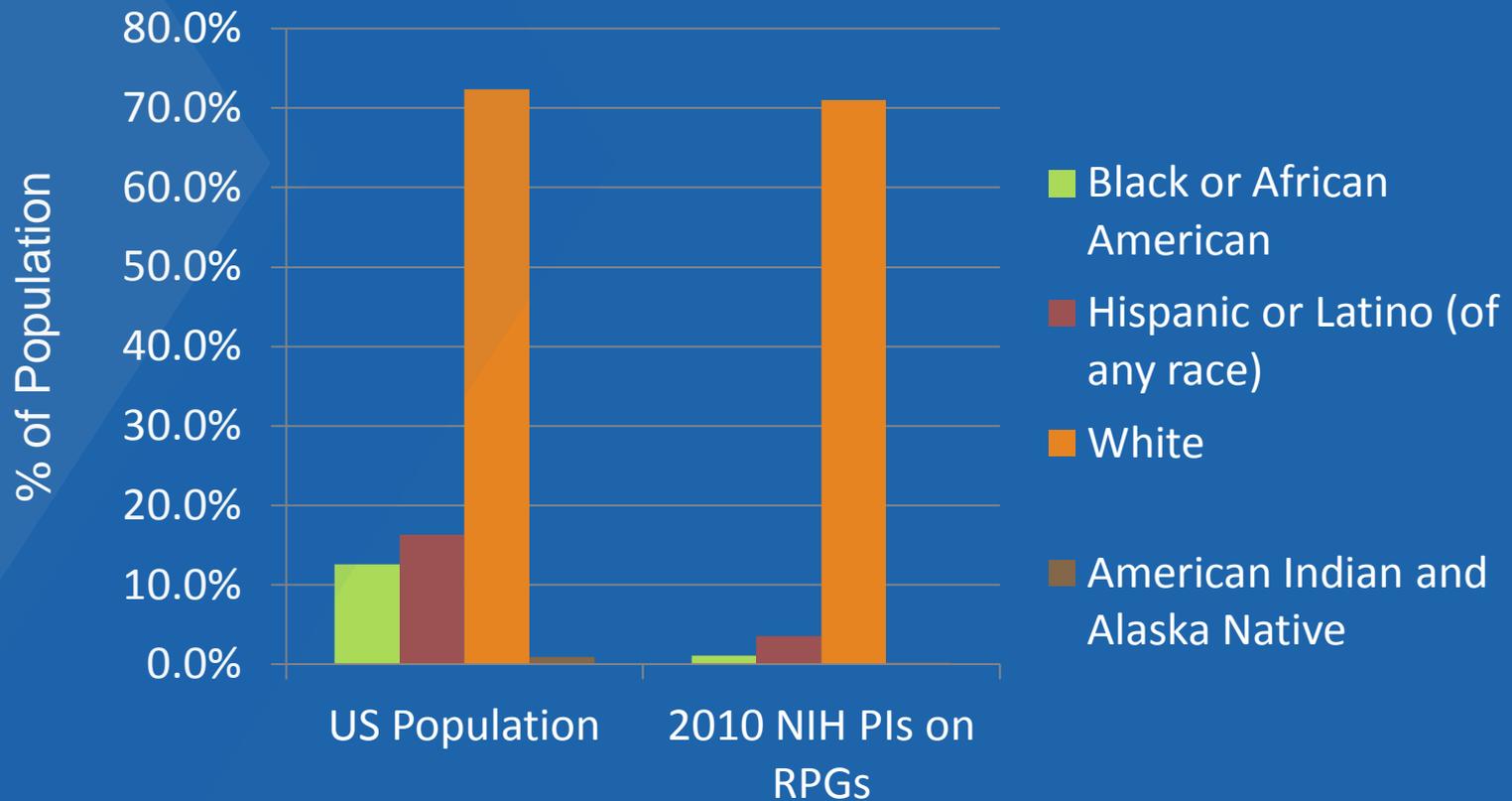
Selected FAQs and Participant Questions

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Why are we developing this program?

What is the goal?

Why?

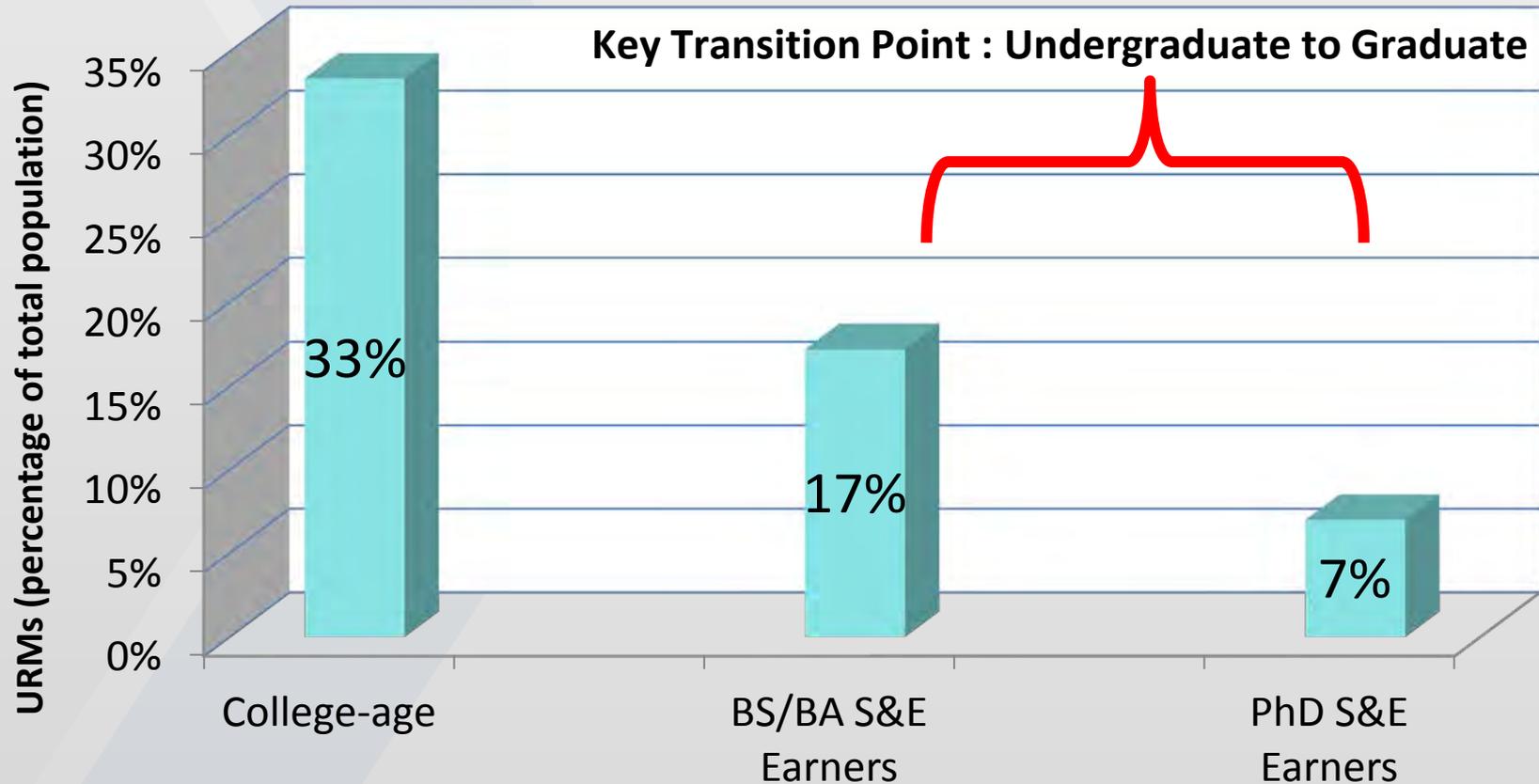The Biomedical Research Enterprise requires the best and brightest minds.

And yet…

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Minority Populations are Underrepresented in the NIH Principal Investigator (PI) Pool

Legend:
- Black or African American
- Hispanic or Latino (of any race)
- White
- American Indian and Alaska Native

Y-axis: % of Population (0.0% to 80.0%)

X-axis categories: US Population, 2010 NIH PIs on RPGs

At what stage do URMs leave the pipeline?

Demographics for URM students in Educational Pipeline (2008)

Key Transition Point : Undergraduate to Graduate

Bar chart with y-axis labeled "URMs (percentage of total population)" ranging from 0% to 35%.

- College-age: 33%
- BS/BA S&E Earners: 17%
- PhD S&E Earners: 7%

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So we have a problem…

- We're missing the brainpower of large segments of our population.
  - Need better data for people with disabilities and those from disadvantaged backgrounds

What can we do about this?

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The NIH (and many other organizations) are investing in diversity. For example:

- MARC Undergraduate Student Training in Academic Research (U-STAR) Awards

- Research Initiative for Scientific Enhancement (RISE) program

- Support of Competitive Research (SCORE)

- NCMHD Research Infrastructure in Minority Institutions

- Programs to Increase Diversity Among Individuals Engaged in Health-Related Research (PRIDE)

- Biomedical/Behavioral Research Innovations to Ensure Equity (BRITE) in Maternal and Child Health

- NIH Director's ARRA Funded Pathfinder Award to Promote Diversity in the Scientific Workforce (DP4)

Evidence of impact on trainees:

Promoting Minority Success in the Sciences: The Minority Opportunities in Research Programs at CSULA

Simeon Slovacek, Jonathan Whittinghill, Laura Flenoury, and David Wiseman

…students supported by the MORE programs had higher GPAs at graduation, took less time to graduate, and were more likely to both graduate with a science degree and enter Master's and doctoral programs in the sciences."

Efforts to date are working very well on the level of the _individual trainee_.

However, improvement of the overall _outcomes of supported institutions_ is modest and underrepresentation at the national level remains a persistent problem.

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How can we create synergy among existing efforts to achieve impact at the population level?

- **June 2011** – At NIH Director's Request, Advisory Committee to the Director (ACD) Working Group on Diversity in the Biomedical Research Workforce formed

- **August 2011** – Race, Ethnicity, and NIH Research Awards article published in *Science*

- **June 2012** – ACD Working Group makes recommendations in four key areas

  - Pipeline
  - Mentoring
  - Infrastructure
  - Peer Review

Diversity Initiatives: Overarching Strategy

NIH will implement four interrelated approaches:

- NIH <u>Bu</u>ilding <u>I</u>nfrastructure <u>L</u>eading to <u>D</u>iversity (BUILD) Initiative

- **National Research Mentoring Network (NRMN)**

- Ensuring Fairness in Peer Review

- Increased Engagement by all NIH Leadership

http://acd.od.nih.gov/Diversity-in-the-Biomedical-Workforce-Implementation-Plan.pdf

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Extramural initiatives to be supported via the NIH Common Fund

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The goal of the new initiatives is to create a culture shift, integrating existing efforts, piloting new models for training, and testing new ways of working together.

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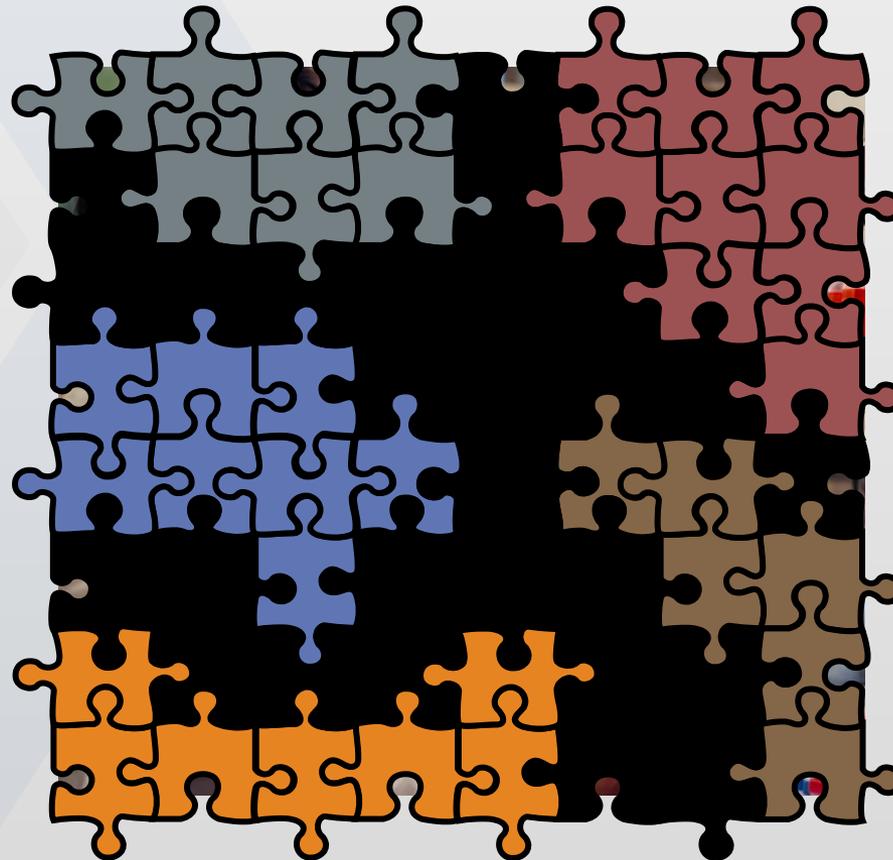
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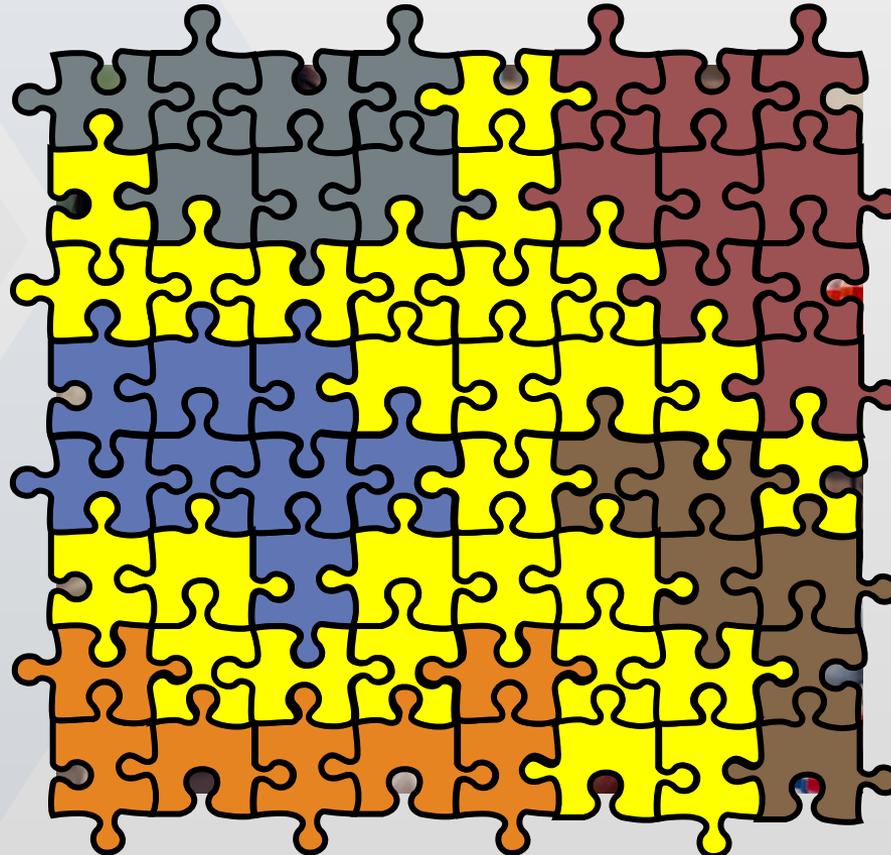
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Why is this a Common Fund Program?

(and what's the Common Fund?)

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Origins of the Common Fund

2004: NIH Roadmap is launched

December 9, 2006: Congress passes NIH reauthorization bill affirming importance of NIH and its vital role in advancing biomedical research to improve the health of the Nation

One Hundred Ninth Congress
of the
United States of America

AT THE SECOND SESSION

Begun and held at the City of Washington on Tuesday, the third day of January, two thousand and six

An Act

To amend title IV of the Public Health Service Act to revise and extend the authorities of the National Institutes of Health, and for other purposes.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

SECTION 1. SHORT TITLE.

This Act may be cited as the "National Institutes of Health Reform Act of 2006".

TITLE I—NIH REFORM

Establishes the Division of Program Coordination, Planning, and Strategic Initiatives (DPCPSI) within the Office of the Director and the NIH Common Fund as a dedicated source of funding to enable *trans*-NIH research

Criteria for Common Fund Programs

- *Transformative***:** Must have high potential to dramatically affect biomedical and/or behavioral research *over the next decade*

- *Catalytic*: Must achieve a defined set of high impact goals within 5-10 years

- *Synergistic***:** Outcomes must synergistically promote and advance individual missions of NIH Institutes and Centers to benefit health

- *Cross-cutting***:** Program areas must cut across missions of multiple NIH Institutes and Centers, be relevant to multiple diseases or conditions, and be sufficiently complex to require a coordinated, trans-NIH approach

- *Unique***:** Must be something no other entity is likely or able to do

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What are the goals of the Common Fund Diversity initiatives?

- **To develop and test innovative approaches for training, mentoring, and networking that have the potential to transform and improve the way individuals from underrepresented backgrounds are recruited and retained within the NIH-funded workforce.**

- **To integrate with ongoing efforts, leveraging those investments to achieve greater impact for all programs.**

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What's the strategy to achieve these goals?

– BUILD: Novel, innovative, effective models for research training that dramatically improve the ability of institutions to recruit students from underrepresented backgrounds, motivate them for research careers, and prepare them for success

– NRMN: Robust, novel, mentoring opportunities

– Coordination and Evaluation Center (CEC): Integration and networking, rigorous evaluation and assessment to determine what works and what doesn't

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Overview of
NRMN Initiative

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NRMN Description

- A single nationwide consortium of scientific leaders across a range of biomedical, behavioral, clinical, and social science (referred to as "biomedical") disciplines who can serve as mentors for individuals from the undergraduate to junior faculty level

- 2 cycles of 5 year NRMN award over a 10 year period

NRMN Goals

- Connect students, postdoctoral fellows, and faculty from groups underrepresented in the biomedical research workforce with experienced mentors

- Develop standards and metrics for effective face-to-face and online mentoring

- Provide training to individuals interested in learning how to become better mentors

- Provide or facilitate participation in relevant workshops and training opportunities in grantsmanship

- Create effective networking opportunities for mentees with the larger biomedical research community

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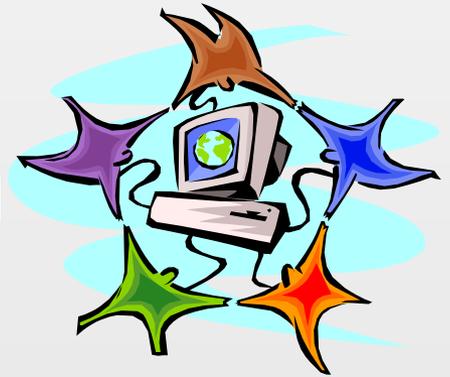
NRMN Eligibility

- Institutions/Organizations
  - Track record in providing mentorship or coordinating mentorship activities for diverse mentees (level of training, discipline, background)
  - Can be academic institutions, professional societies, student organizations, or other relevant organizations

- Mentees
  - Undergraduate to junior faculty who could benefit from mentorship activities

- Mentors
  - Individuals with academic, research, or professional expertise and an interest in being a mentor

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Purpose of Planning Grants and Potential Activities

NRMN Planning Grants

- Purpose
  - Provide organizations the opportunity to conduct activities needed in order to successfully develop and submit a multi-year NRMN application

- 6-month project period

- Up to 5 awards selected
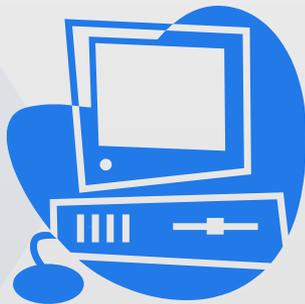
NRMN Planning Grants

- Potential Activities
  - Development of partnerships between relevant organizations
  - Assessment of the existing mentoring and training capacity of organizations within the proposed network
  - Identification/development of new mentorship activities
  - Development of strategies to adapt local or small-scale activities for use at a national scale
  - Identification/development of the infrastructure necessary to conduct or coordinate mentorship activities

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NRMN Planning Grant Budget

- $130,000 direct cost budget limit
  - Does not include institutional or consortia F & A (indirects)

- Possible uses of planning grant funds
  - Staff time
  - Travel
  - Meeting costs
  - Technical support
  - Evaluation of existing programs

- Funds may <u>not</u> be used to support mentoring directly, except for evaluation of programs considered for possible inclusion in the multi-year NRMN application.

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Timeline for Submission, Review, and Selection of Planning Grants

NRMN Planning Grant Timeline

- Planning Grant Letter of Intent Due Date: April 10, 2013

- Planning Grant Receipt Date: May 10, 2013

- Peer Review: July, 2013

- Council Review: August, 2013

- Earliest Start Date: September, 2013

- Multi-year NRMN Funding Opportunity Announcement expected in fall of 2013

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Application Review Process

NRMN Planning Grant Review Process

- Applications received and assigned to National Institute on Minority Health and Health Disparities (NIMHD).

- Center for Scientific Review (CSR) staff assess applications for completeness.

- NIMHD program staff assess applications for responsiveness.

- Scientific Review Officer from CSR assembles panel of experts from extramural community to perform review.

- Assigned reviewers (at least 3) assess applications based on established review criteria

  – Significance, Investigators, Innovation, Approach, Environment

NRMN Planning Grant Review Process

- Peer Review Meeting
  - Some applications may be 'triaged' or 'streamlined' and not discussed (ND) during the meeting.
  - For 'discussed' applications, assigned reviewers summarize their prepared critiques for the group.
  - An open discussion follows.
  - Final scoring of overall impact scores is conducted by private ballot.

- Final Impact Score is based on the average of all voting reviewers
 - Scores range from 10 (Exceptional) to 90 (poor)

Significance

- Does this project address an important problem?

- If the aims are achieved, how will knowledge be advanced?

- What will be the effect on concepts or methods that drive this field?

- **Is there a compelling vision for the development of a network that represents an advance over existing programs?**

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Investigators

- Are the investigators appropriately trained and well suited to carry out this work?

- Is the work proposed appropriate to the experience level of the principal investigator and other collaborators?

- Does the project team bring complementary and integrated expertise to the project (if applicable)?

- **Does the project team have experience with mentoring or coordinating mentorship activities for diverse groups of mentees?**

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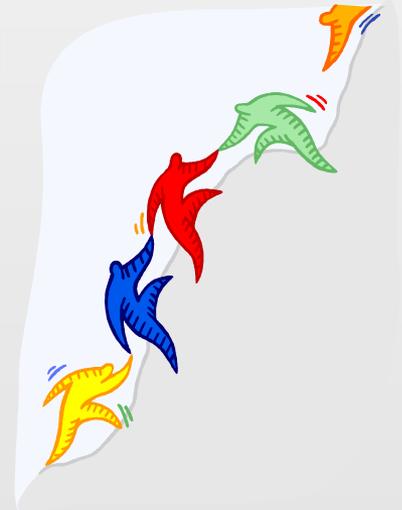
Innovation

- Does the project employ novel concepts, approaches or methods?

- Are the aims original and innovative?

- Does the project challenge existing paradigms or develop new methodologies or technologies?

- **Does the vision reflect innovative approaches to mentoring and networking?**

Approach

- Are the conceptual framework and planned activities appropriate to the aims of the project?

- Does the applicant acknowledge potential problem areas and consider alternatives?

- **Does the application provide a logical and coherent rationale and plan for**
  - **Selecting partners and identifying additional partners?**
  - **Assessing mentorship and infrastructure capacity and needs?**
  - **Identifying and developing new and innovative programs?**

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Environment

- Does the environment in which the work will be done contribute to the probability of success?

- Does project take advantage of unique features of the environment or employ useful collaborative arrangements?

- Is there evidence of institutional support?

Selected FAQs and Participant Questions

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Selected NRMN FAQs

- Q: Is the mentoring network only for underrepresented minorities?

  - A: No, the NRMN is intended to serve any individuals who may benefit from additional mentoring beyond what they are receiving at their home institutions. However, a critical element of the NRMN will be the capacity and ability to provide effective mentoring and networking opportunities to a diverse population of mentees, including those traditionally underrepresented in the biomedical research workforce. This includes persons from underrepresented racial and ethnic groups, people with disabilities, and people from disadvantaged backgrounds.

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Selected NRMN FAQs

- Q: Do the mentors need to be from underrepresented groups?

  – A: No, the goal is for the mentors in the network as a whole to be diverse with respect to background, discipline, research focus, and geographic location, but there are no individual eligibility requirements for mentors with respect to diversity.

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Selected NRMN FAQs

- Q: Can we propose to develop a mentoring network for a particular region of the country/ level of trainee/scientific discipline (i.e., biology, neuroscience, etc)?

  - A: Only a single multi-year NRMN award will be made, so the proposed network must be nationwide, serve individuals from the undergraduate to junior faculty level, and span across multiple disciplines relevant to biomedical and behavioral/social science research.

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Selected NRMN FAQs

- Will the planning grantees be given an advantage in the competition for the multi-year NRMN award?

  - A: No, applications for the multi-year NRMN award will be reviewed based on their own merits, not on whether or not the applicant is a planning grant recipient.

- Q: Are the planning grantees required to work together to develop a single multi-year application?

  - A: No. However, planning grantees might choose to collaborate with one another or other organizations intending to apply for the multi-year NRMN award, since only a single multi-year NRMN award will be made.

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Questions?

Submit questions via e-mail to:

BUILDNRMNWebinars@mail.nih.gov

Questions will be de-identified and answered right now. These slides and a recording of today's webinar will be available on our website:

http://commonfund.nih.gov/diversity/

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