

Enhancing the Diversity of the NIH-Funded Workforce

Technical Assistance Webinars

BUILD: RFA-RM-13-016

NRMN: RFA-RM-13-017

CEC: RFA-RM-13-015

Email your questions to:

BUILDNRMNCEC@nih.gov

January 14, 2014



Agenda (1 of 3)



Introductions & Webinar Overview

Michael H. Sayre, Program Official

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

NIH Common Fund's Enhancing the Diversity of the NIH-Funded Workforce Program

Elizabeth L. Wilder, Director

Office of Strategic Coordination

Division of Program Coordination, Planning, and Strategic Initiatives

Office of the Director, NIH

NIMHD's Role

Joyce A. Hunter, Deputy Director

National Institute on Minority Health and Health Disparities, NIH

Agenda (2 of 3)



Overview of the BUILD Initiative and Timeline

Toya V. Randolph, Program Official

Common Fund Diversity Program, National Institute on Minority Health and Health Disparities, NIH

&

Karyl B. Swartz, Director

Division of AIDS, Behavioral and Population Sciences, Center for Scientific Review, NIH

Overview of the NRMN Initiative and Timeline

Pamela L. Thornton, Program Official

Common Fund Diversity Program, National Institute on Minority Health and Health Disparities, NIH

&

Karyl B. Swartz, Director

Division of AIDS, Behavioral and Population Sciences, Center for Scientific Review, NIH

Agenda (3 of 3)



Overview of the CEC Initiative and Timeline

Pamela L. Thornton, Program Official

Common Fund Diversity Program, National Institute on Minority Health and Health Disparities, NIH

&

Karyl B. Swartz, Director

Division of AIDS, Behavioral and Population Sciences, Center for Scientific Review, NIH

Webinar Tips

Participants will be in Listening Mode and cannot ask questions verbally or via chat. Please email any questions to: BUILDNRMNCEC@nih.gov

Questions will be de-identified and answered during the webinar, time permitting.

These slides and a recording of today's webinar will be available at: <http://commonfund.nih.gov/diversity/>



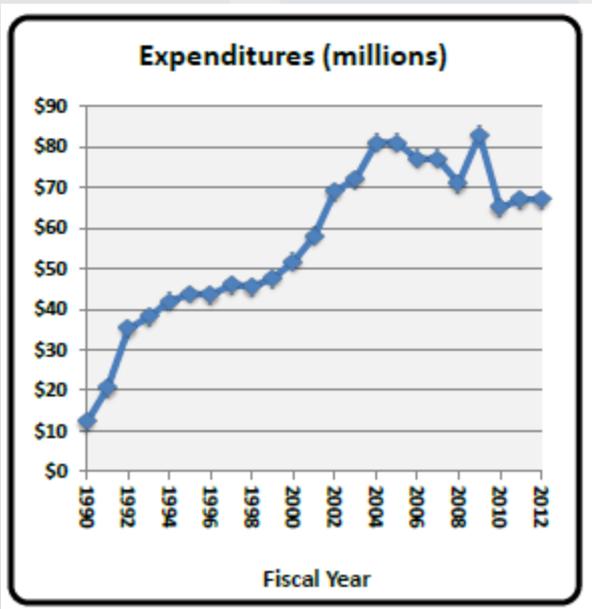
Enhancing the Diversity of the NIH-Funded Workforce Program

Presenter: Dr. Elizabeth L. Wilder

- The Challenge Before Us
 - How we hope to address it: Goals for the Program
- Why is this being implemented through the NIH Common Fund?
 - What's the Common Fund?
 - How do Common Fund programs work?

The Challenge Before Us

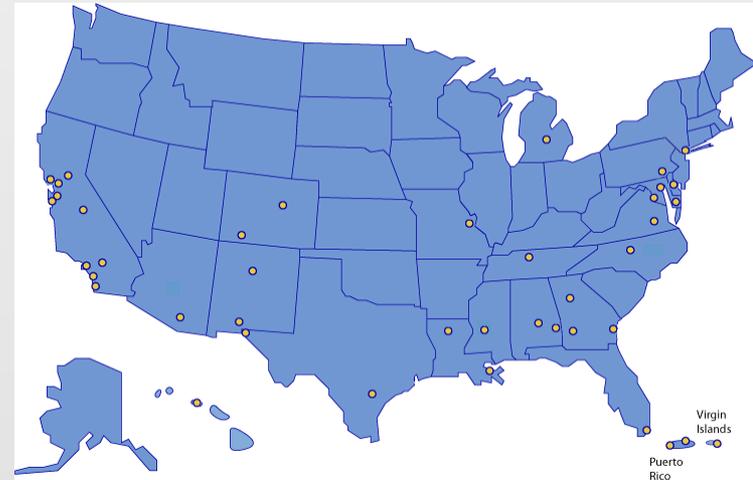
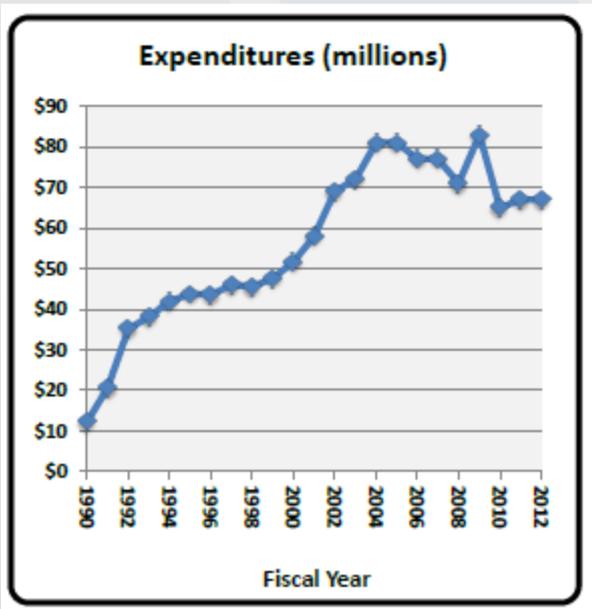
NIH Diversity Supplements: >\$60M/yr



Sources: NIH Funding Database, White House Initiative on Educational Excellence for Hispanics/HBCUs FY2012 Performance Reports

The Challenge Before Us

NIH Diversity Supplements: >\$60M/yr

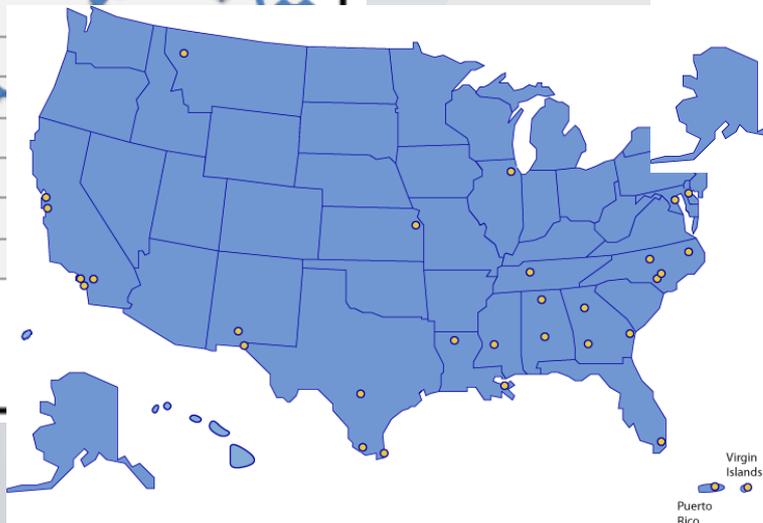
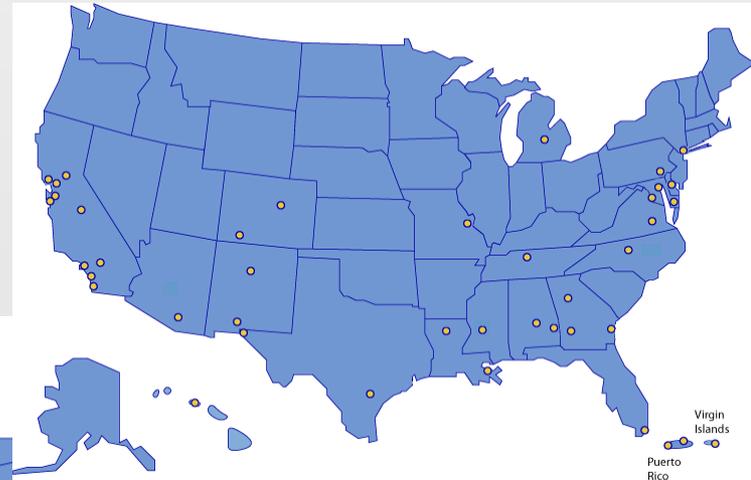
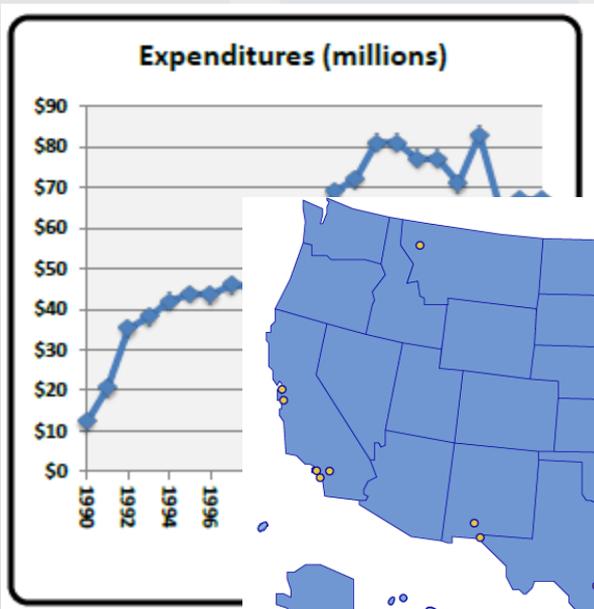


NIGMS MARC T34s: >\$20M/yr

Sources: NIH Funding Database, White House Initiative on Educational Excellence for Hispanics/HBCUs FY2012 Performance Reports

The Challenge Before Us

NIH Diversity Supplements: >\$60M/yr



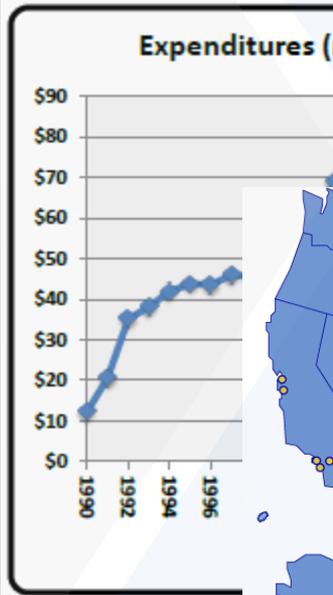
MS MARC T34s: >\$20M/yr

NIGMS RISE R25s: >\$20M/yr

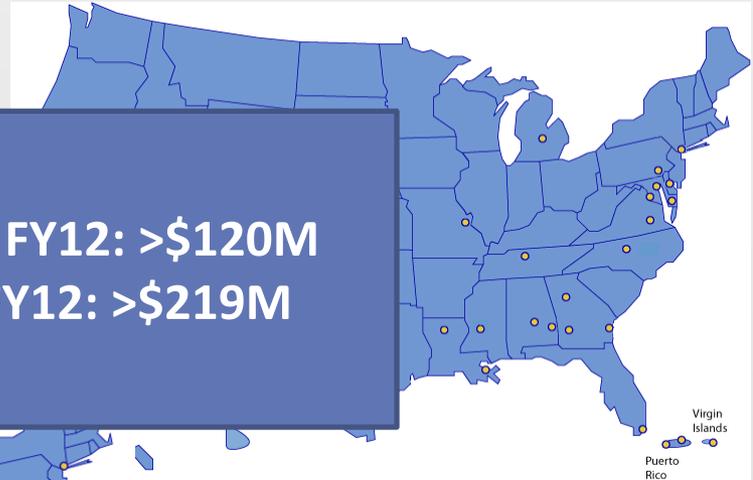
Sources: NIH Funding Database, White House Initiative on Educational Excellence for Hispanics/HBCUs FY2012 Performance Reports

The Challenge Before Us

NIH Diversity Supplements: >\$60M/yr



Funding to HBCUs in FY12: >\$120M
Funding to HSIs in FY12: >\$219M



MS MARC T34s: >\$20M/yr

NIGMS RISE R25s: >\$20M/yr

Sources: NIH Funding Database, White House Initiative on Educational Excellence for Hispanics/HBCUs FY2012 Performance Reports

The NIH (and Many Other Organizations) are Investing in Diversity

Selected examples:

- MARC Undergraduate Student Training in Academic Research (U-STAR) Awards
- Research Initiative for Scientific Enhancement (RISE) program
- Support of Competitive Research (SCORE)
- NIMHD 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

JOURNAL OF RESEARCH IN SCIENCE TEACHING

VOL. 49, NO. 2, PP. 199–217 (2012)

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.

How We Hope to Address This: Goals for the Program

- To develop new training and mentoring strategies that enhance engagement and persistence of underrepresented groups in biomedical research careers.
- Implicit within this goal:
 - Support for the development and application of new approaches to training and mentoring
 - Support for evaluation: what works?
 - Support for networking: shared ideas enhance innovation and impact

Program Goals

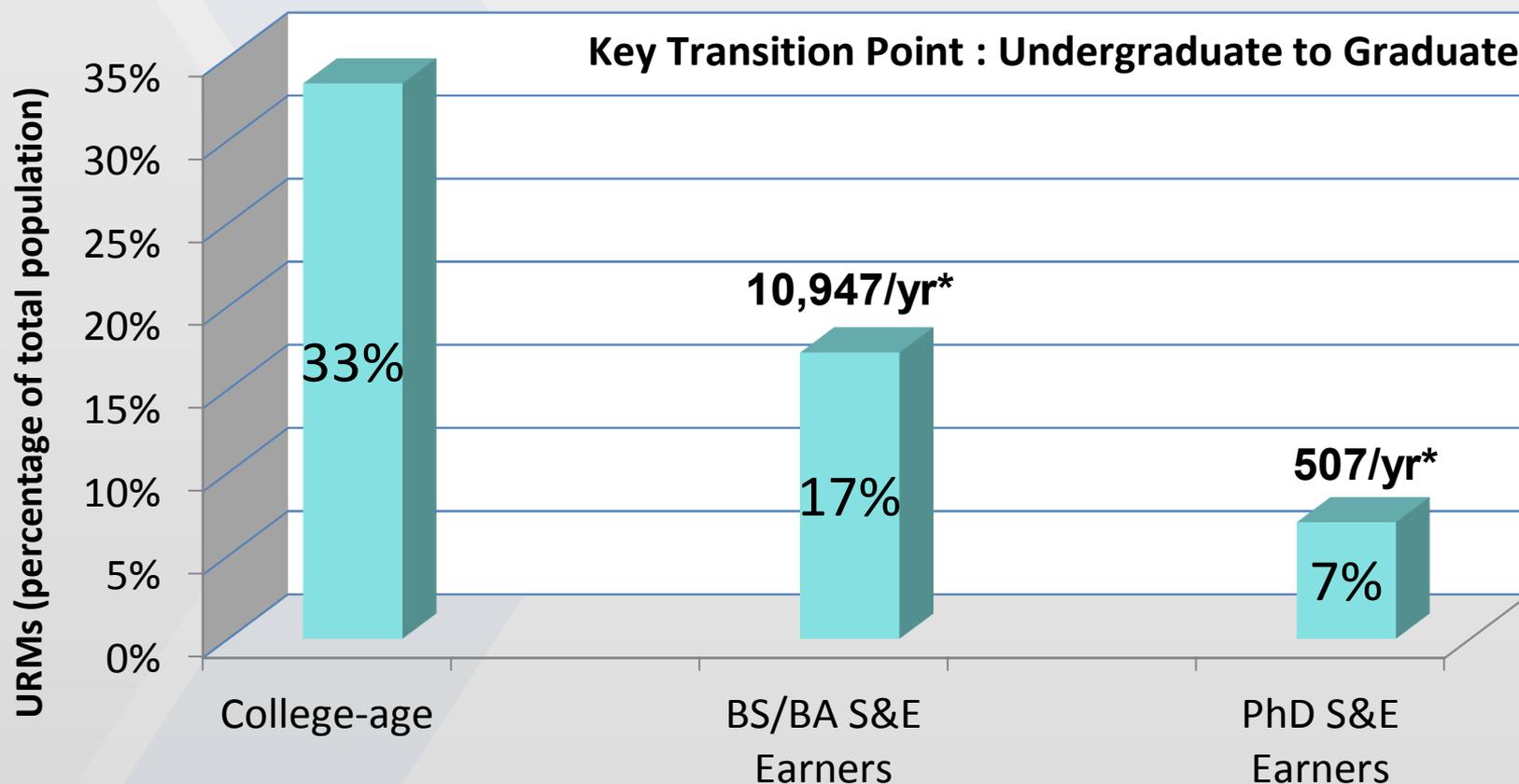
- Enhance the diversity of biomedical scientists who are funded by the NIH and/or otherwise contribute to the NIH-funded workforce.
- Catalyze a systemic change in the biomedical training and research cultures to foster participation by a more diverse group.
- Develop and test innovative approaches to recruitment, training, and persistence of trainees from diverse backgrounds.
- Monitor efficacy throughout the grant period, extending the lessons learned to other NIH-supported programs. **Developing an evidence base is critical!**
- Supplant less effective practices and methods with successful transformative approaches.

Relevant Questions For This Program

- What are the **hallmarks of a successful biomedical research career** at each phase of the training process?
- What **motivates students** to enter biomedical research career paths, and what factors contribute to their sustained participation?
- What **factors (e.g. institutional, social, and individual) influence emerging scientists**, especially those from underrepresented backgrounds, to enter, exit, or sustain a biomedical research career, and how can these factors be addressed?
- What **must happen during different training stages** to ensure that trainees and participants, particularly those from underrepresented backgrounds, develop the skills, knowledge, and competencies essential to success in biomedical research careers and careers in the NIH-funded research workforce?
- How do **institutional structures and resources** facilitate successful research training and professional development activities?
- How can approaches be designed so that their impact continues **beyond the period of NIH funding**?

Emphasis on Undergraduates: Why?

Demographics for URM students in Educational Pipeline (2008)



**Degree in Biology, Chemistry, and Physics to URM*s

What are the elements of this Program?

One consortium: 3 initiatives

Training ↔ Evaluation ↔ Mentoring

- Flexibility to determine needs and novel approaches
- Institution-wide commitment will be critical
- Inter-institutional collaborations encouraged
- Works with Consortium to:
 - Develop standard “hallmarks of success” that all consortium components will work toward
 - Develop rigorous methods to assess efficacy
 - Disseminate lessons learned
- One nation-wide Network of skilled mentors and mentees
- Mentor training
- New tools/methods
- Best practices

Cooperative Agreements provide flexibility and adaptability throughout the project period. Specific aims and approaches will change as a result of consortium-wide discussion.

What are the elements of this Program?

Building Infrastructure Leading to Diversity (BUILD): to provide opportunities and resources for institutions to implement transformative, broad-based approaches to the training of students to undertake biomedical research. BUILD awards will address identified needs at the institutions and develop visionary approaches that encompass individual, social, and institutional-level factors. (Open to institutions meeting eligibility requirements)

National Research Mentoring Network (NRMN): to develop a highly networked set of motivated and skilled mentors from diverse disciplines linked to mentees across the country. NRMN will also develop best practices for mentoring, provide training for mentors, and provide networking and professional opportunities for mentees. (Open to all organizations)

Coordination and Evaluation Center (CEC): to coordinate consortium-wide activities and evaluate BUILD and NRMN programs. The CEC will work collaboratively with BUILD and NRMN PIs to identify the hallmarks of a successful biomedical research career and will be a focal point for dissemination of information to the broader biomedical research community. (Open to all organizations)

Why is this program being implemented through the NIH Common Fund?

What's the Common Fund?

Origins of the Common Fund



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

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.



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.

An NIH-wide Priority: NIH Advisory Committee to the Director Working Group on Workforce Diversity

June 2012 – Working Group provided recommendations to the ACD and NIH Director in four areas:

- Pipeline
- Infrastructure
- Mentoring
- Peer Review

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

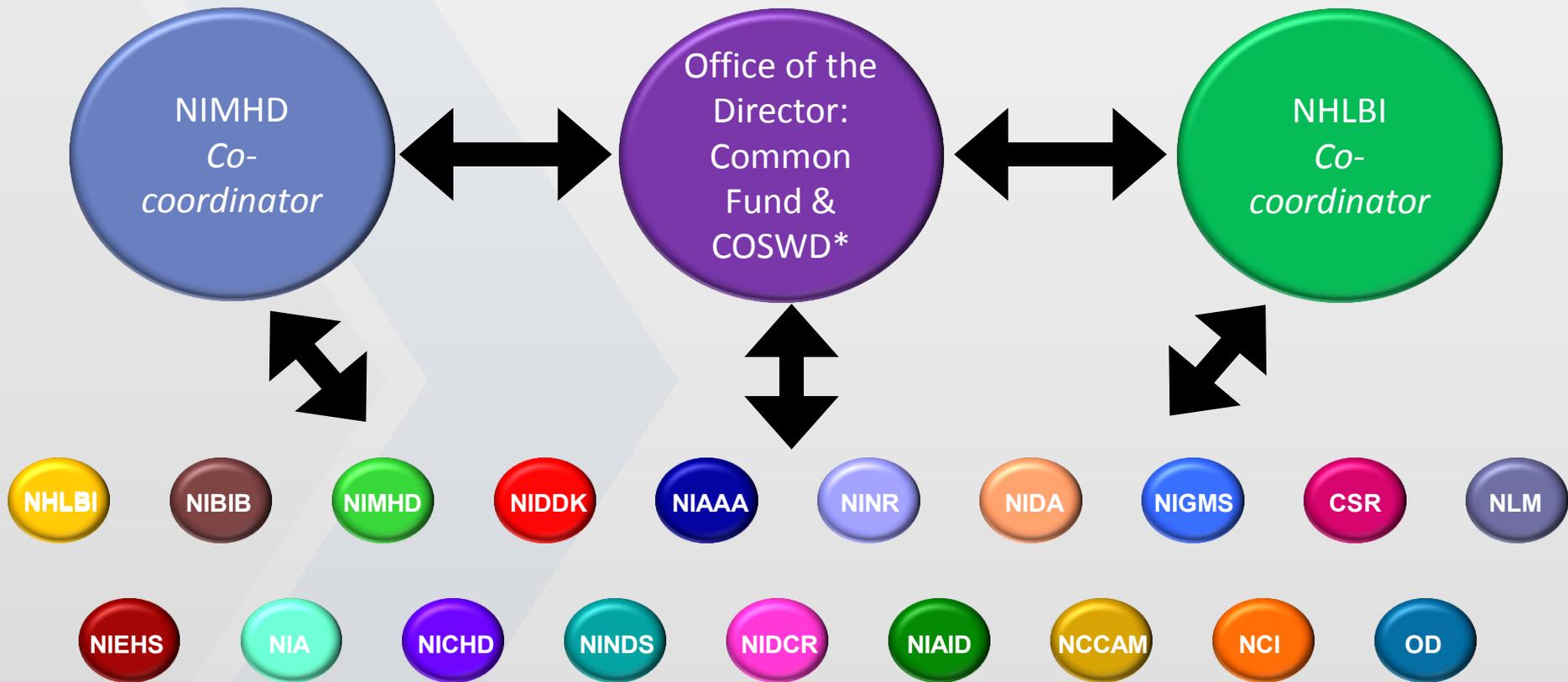
The NIH is implementing these recommendations through the Common Fund with the goal of developing and testing potentially transformative approaches to training and mentoring, and thereby ultimately transforming the entire pipeline.



How do Common Fund programs work?

Common Fund programs are trans-NIH efforts

Structure of the trans-NIH Enhancing Diversity Working Group:



18 NIH Institutes/Centers and OD Offices

*Chief Officer for Scientific Workforce Diversity, a newly established position at the NIH
With responsibility for coordinating and overseeing diversity-related activities across the agency

Team Management of CF Cooperative Agreements



All awards within the program work as an integrated consortium, with award-specific objectives contributing to the broader goals.

Working together, the trans-NIH Working Group sets program priorities, develops funding opportunities, assists with review of applications, works with awardees to achieve program goals, and assesses challenges and accomplishments.

Program Officers and Grants Management Officials from the Lead IC(s) provide oversight of each award. Science Officers may come from several ICs and/or the OD.

Final funding decisions are made by the OD.

External scientific panels may be engaged to advise the NIH during the project period.

Diversity Working Group

Co-Chairs:

Gary H. Gibbons, NHLBI
Roderic I. Pettigrew, NIBIB, Acting COSWD
John Ruffin, NIMHD
Nathan Stinson, Jr., NIMHD

Working Group Coordinators:

Joyce Hunter, NIMHD
Helena O. Mishoe, NHLBI
Patricia Labosky, OD

Members:

Lawrence Agodoa, NIDDK
Nelson Aguila, NCI
Jennifer Alvidrez, NIMHD
Judith Arroyo, NIAAA
David Banks, NINR
L. Michelle Bennett, NHLBI
Ebony Bookman, NHGRI
Cheryl Anne Boyce, NIDA
Josephine Boyington, NHLBI
Robin Broughton, NIGMS
Maribeth Champoux, CSR
Janine Austin Clayton, OD
Sandra Colombini-Hatch, NHLBI

Milton Corn, NLM
Melissa Green Parker, OD
Astrid Haugen, NIEHS
Carl V. Hill, NIA
Rosemary Hunziker, NIBIB
Regina James, NICHD
Michelle Jones-London, NINDS
Lynn King, NIDCR
Tiffani Bailey Lash, NHLBI
Cindy Lawler, NIEHS
Hector Lopez, NIBIB
Delia Olufokunbi Sam, CSR
Stephane Philogene, OD
Edward Ramos, OD
Anna Ramsey-Ewing, NIAID
Toya V. Randolph, NIMHD
Anna Riley, CSR
Alberto Rivera-Rentas, NCCAM
Michael Sayre, NIMHD
Vanessa Sink, NHLBI
Sanya Springfield, NCI
Karyl Swartz, CSR
Pamela L. Thornton, NIMHD
Rihab Yassin, NCI

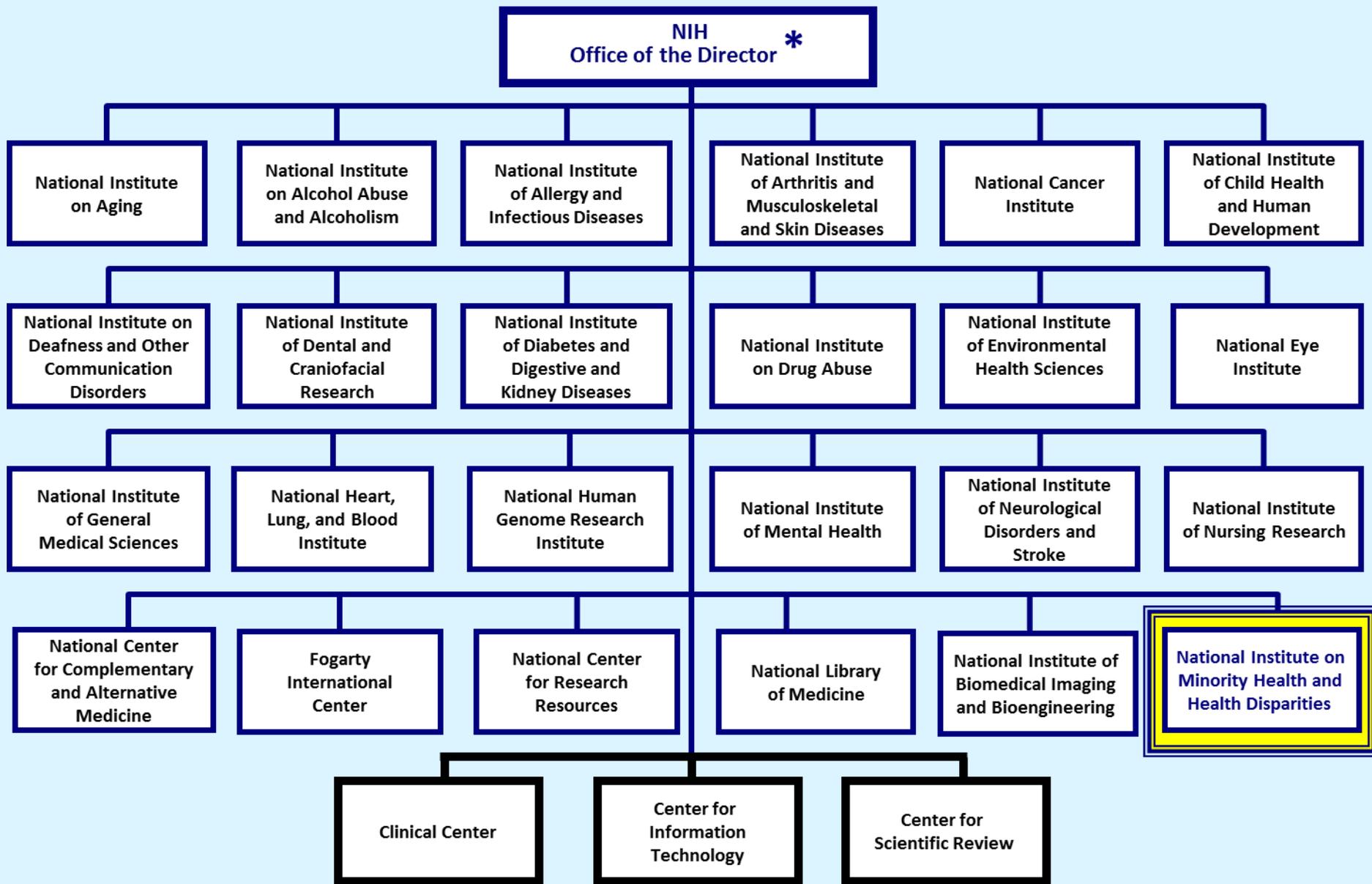


National Institutes of Health
Office of Strategic Coordination - The Common Fund



NIMHD's Role

Presenter: Dr. Joyce A. Hunter



NIMHD's Mission

- **The mission of NIMHD is to lead scientific research to improve minority health and eliminate health disparities. To accomplish this, NIMHD:**
 - Plans, reviews, coordinates, and evaluates all minority health and health disparities research and activities of the National Institutes of Health
 - Conducts and supports research in minority health and health disparities
 - **Promotes and supports the training of a diverse research workforce**
 - Translates and disseminates research information
 - **Fosters innovative collaborations and partnerships**

NIMHD's Role

- NIMHD Executive Staff are responsible for coordinating the trans-NIH Enhancing the Diversity of the NIH Funded Workforce Program
- NIMHD is the lead institute for the BUILD, NRMN, and CEC Initiatives
- NIMHD Program Staff are responsible for overseeing individual award implementation and managing the portfolio
- NIMHD Grants Management Staff are responsible for distributing and administering the awards.

NIMHD is not providing funding for the BUILD, NRMN and CEC Initiatives. Funding is strictly provided by the NIH Common Fund.

Enhancing the Diversity of the NIH-Funded Workforce

The Building Infrastructure Leading to Diversity (BUILD) Initiative Webinar

RFA-RM-13-016

Presenter: Dr. Toya V. Randolph, Program Official

Email your questions to:
BUILDNRMNCEC@nih.gov

January 14, 2014



Webinar Tips

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Diversity Initiatives: Overarching Strategy

NIH will implement three interrelated approaches:

- **NIH Building Infrastructure Leading to Diversity (BUILD) Initiative**
- National Research Mentoring Network (NRMN)
- Coordination and Evaluation Center (CEC)

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

BUILD Initiative

- I. Purpose**
- II. Award Information**
- III. Eligibility Information**
- IV. Application Instructions**
- V. Timeline**
- VI. Application Review Information**
- VII. Questions**



Part I: Purpose

The BUILD Initiative's primary purpose is to provide opportunities and resources for eligible institutions to implement transformative, broad-based approaches to the training of students in biomedical and behavioral research.

Part I: Purpose

- **BUILD awards are intended to:**
 - Transform undergraduate research training and mentoring
 - Support the design and implementation of innovative programs, strategies and approaches
 - Support institutional and faculty development to enhance the training environment

Part II: Award Information

- **BUILD Application - U54 specialized center**
- **Successful applications will be disaggregated into three linked awards to the primary institution**
 - UL1 Linked Specialized Center Cooperative Agreement
 - RL5 Linked Education Project
 - TL4 Linked Undergraduate Institutional Training

Part II: Award Information

- NIH Common Fund intends to commit \$30 million in FY14, contingent on availability of funds.
- Approximately 10 awards are anticipated, contingent on number of meritorious applications received.
- Project period may not exceed 5 years.

Part II: Award Information

- Up to \$3 million (total costs) may be requested in year 1. Increases are allowed in years 2-4 to support additional BUILD students (total costs may not exceed \$5.3 million in any one year). The same increases are allowed in year 5.
- Applicants are strongly encouraged to work with their institution's grants management office to develop budgets because the indirect cost rates allowed vary by cores.
 - There is not one indirect cost rate that can be applied for the entire budget.
 - Certain cores will allow the full indirect costs and others, like training, will be limited to 8% indirect costs.

Part III: Eligibility Information

Primary (applicant) Institutions

- Baccalaureate degree-granting colleges/universities that receive less than \$7.5 million annually (total costs) of NIH research project grant (RPG) funding and have eligible pool of undergraduate students, at least 25% of whom are supported by Pell grants
- Annual RPG funding is the average level calculated over FY2011 – 2013, excluding SBIR/STTR and ARRA awards
- Pell grant percentages are based on 2012 student financial aid data (IPEDS data center)

Part III: Eligibility Information

Primary (applicant) Institutions

- Applications must include a current official letter from the institution's authorized representative certifying that the institution meets the eligibility requirements.
- Failure to submit the certification letter with the application may result in the application not being responsive to this announcement, and it may not be processed for peer review.

Part III: Eligibility Information

Potential Partner Institutions/Organizations

- Pipeline Partner Institutions
 - 2- or 4-year academic institutions with student populations that will enrich and expand the pool of students engaged in BUILD activities

Part III: Eligibility Information

Potential Partner Institutions/Organizations

- Research Partner Institutions
 - Research-intensive institutions with NIH-funded investigators who are committed and able to serve as effective research mentors for BUILD scholars
 - Expected to provide scientifically rich environment, expanding available curricula and pool of potential mentors willing to provide hands-on research experiences to students

Part III: Eligibility Information

Potential Partner Institutions/Organizations

- Graduate/Medical Partner Institutions
 - Institutions that lack undergraduate programs but have a pool of doctoral-level students engaged in research and receive less than \$7.5M annually in NIH RPG funding (total costs)
 - Expected to collaborate with Primary Institution to provide joint programs for undergraduate and graduate students

Part III: Eligibility Information

Student Trainees/Participants

- Eligibility for BUILD-supported activities will be open to all undergraduate students at participating institutions, and all graduate students at the Graduate/Medical Partner Institutions. Applicant institutions are responsible for selecting students who will receive financial support.

Part III: Eligibility Information

- Student trainees on TL4 linked awards must be US citizens or non-citizen nationals enrolled full-time in academic degree programs in biomedical science fields at the applicant institution.
- Student participants on RL5 linked awards must be US citizens or non-citizen nationals or permanent residents and must be enrolled full-time at the applicant institution or Pipeline Partner or Graduate/ Medical Partner Institutions (if applicable).

Part IV: Application Instructions

- **Each application must include the following five components:**
 - Overall Component
 - Administrative Core
 - Institutional Development Core
 - Student Training Core
 - Research Enrichment Core
- **The Research Strategy section for each component is limited to 12 pages.**

Part IV: Application Instructions

Refer to RFA-RM-13-016 for detailed requirements of each Core.

Overall Component	Administrative Core	Institutional Development Core	Student Training Core	Research Enrichment Core
<p>What is the overall vision for the project?</p>	<p>What is the organizational structure of the project?</p>	<p>What infrastructure improvements are needed to enhance the research training environment?</p>	<p>What are the proposed activities for student development & how will those activities enhance institutional capacity for research training?</p>	<p>What innovative approaches will be implemented to engage students and sustain their interest in biomedical research careers?</p>
<ul style="list-style-type: none"> • Baseline data • Existing resources • Expected impact • Partner contributions • Long-term plans for transformation & sustainability 	<ul style="list-style-type: none"> • Management plan • Roles and responsibilities • Fiscal priorities • Communication procedures • Composition of advisory boards • Interaction with Steering Committee 	<ul style="list-style-type: none"> • Benefits to faculty mentors, research staff, and students • Strategies to enhance faculty development • Potential research projects appropriate for student participation • Pilot program (optional) 	<ul style="list-style-type: none"> • Rationale and timeline for activities • Faculty research mentors • Trainee candidates • Objectives of proposed training • Plan for RCR instruction 	<ul style="list-style-type: none"> • Faculty characteristics • Mentoring plan • Outreach plans • Participant selection strategies • Pilot program (optional) • Plan for RCR instruction

Part IV: Application Instructions

- Responsiveness Criteria
 - Focusing exclusively on a particular scientific discipline, research topic area, or restricting eligibility for participation to a particular demographic group is not responsive to this FOA
 - Focusing on general science, technology, engineering, and mathematics (STEM) education, or on the preparation of individuals exclusively for clinical, teaching, and other non-research careers is not responsive to this FOA
 - Non-responsive applications will not be peer reviewed



Part V: BUILD Timeline

Activity	Due Date
Letter of Intent	March 2, 2014 <i>UPDATED</i>
Application Receipt Date	April 2, 2014* <i>UPDATED</i>
CSR Peer Review	June/July 2014
NIMHD Advisory Council Review	September 2014
NIH Common Fund Review	September 2014
Earliest Start Date	September 2014
Kick-off Meeting	October/November 2014

* Refer to Notice Number: NOT-RM-14-003



Part VI: Application Review Information

Presenter: Dr. Karyl B. Swartz
NIH Center for Scientific Review

Part VI: Application Review Information

- 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.
- A Scientific Review Officer from CSR assembles a panel of experts from the extramural scientific community to perform review.
- Assigned reviewers (at least 3 per application) assess applications based on established review criteria
 - Significance, Investigators, Innovation, Approach, Environment

Part VI: Application Review Information

- **Peer Review Meeting**

- Applications undergo a selection process in which only those deemed to have the highest scientific and technical merit (generally the top half of applications) will be discussed and assigned an overall impact score.
- For discussed applications, assigned reviewers summarize their prepared critiques for the group and an open discussion follows.
- Final scoring of Overall Impact is conducted by private ballot.
- The final overall impact score is based on the average of all voting reviewers.
- Scores range from 10 (Exceptional) to 90 (Poor).



Part VI: Application Review Information

- **Overall Impact**
 - Likelihood that project will exert sustained, transformative influence on the field
 - This evaluation is based on consideration of
 - The five core review criteria: Significance, Investigators, Innovation, Approach, Environment
 - And additional review criteria as applicable for the project proposed (as specified in the FOA)

VI. Application Review Information

Scored Review Criteria

Significance

Investigators

Innovation

Approach

Environment

Examples – Standard Review Criteria

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

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

Does the project employ novel concepts, approaches or methods?

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

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

Examples – Specific for the BUILD FOA

Is the project likely to substantially enhance the engagement of undergraduate students in biomedical research training and prepare them to pursue research careers?

Do the investigators show evidence of the ability to lead institutional transformation, develop, and direct a program focused on biomedical research, research training, and mentorship?

Are the approaches to be used innovative in the ways in which students from diverse backgrounds are engaged and trained?

Is the overarching vision for development of transformative approaches to biomedical research training compelling, and are the activities well suited to address this vision?

Are the combined environments of all partner institutions likely to foster effective collaborations for teaching and mentoring diverse students in coursework and in research?

The criteria above serve as examples only. Applicants should consider the entire list of questions for each criterion.

Part VI: Application Review Information

- In addition to the five core criteria, reviewers will consider these **Additional Review Criteria**:
 - Overall Component, Administrative Core, Institutional Development Core, Student Training Core, and Research Enrichment Core
 - Protections of Human Subjects, Vertebrate Animals, and Biohazards
- Reviewers will factor these additional review criteria into the overall impact score.

VI. Application Review Information

BUILD

- Examples - Additional Review Criteria - Overall

Overall Core	Administrative Core	Institutional Development Core	Student Training Core	Research Enrichment Core
<p>Does the application articulate a compelling and well-grounded vision for successful research career paths and predictors of success at multiple stages?</p>	<p>Is the organizational and governance structure likely to support timely execution of the project and attainment of proposed priorities and objectives?</p>	<p>Is the need for institutional development adequately described and justified in the context of enhancing undergraduate research training?</p>	<p>Are the research facilities and research environment conducive to preparing trainees for successful careers as biomedical research scientists?</p> <p>Are the selection processes and criteria for BUILD trainees clearly stated, and likely to engage broad range of students at participating institutions?</p>	<p>Are planned research enrichment and mentoring activities clearly described and likely to be successful?</p>

The criteria above serve as examples only. Applicants should consider the entire list of questions for each core.

Part VII: QUESTIONS

Frequently Asked Questions (FAQs)

- **Can you apply for the BUILD multi-year award if you are not a BUILD planning grant awardee?**
 - Yes. The BUILD multi-year funding announcement is an open competition and all eligible institutions may apply.
- **Does the \$3 million cap apply to years 1 and 5? Is the \$5.3M million an annual cap for years 2 through 4?**
 - The \$3M cap in total costs applies to year 1. The \$5.3M cap in total costs applies annually to years 2-5. The expectation is that awardees will ramp up spending on students in years 2-4 to attain maximum participation by year 4 (if not earlier) and continue at that level through year 5.

FAQs

- **What are the RL5 and TL4 linked awards?**
 - The RL5 and the TL4 are linked equivalents to existing NIH award mechanisms.
 - The RL5 is the linked equivalent to the R25, the Research Initiative for Scientific Enhancement or RISE.
 - The TL4 is the linked equivalent to the T34, the MARC Undergraduate Student Training in Academic Research (U-STAR) National Research Service Award (NRSA) Institutional Research Training Grant.

FAQs

- **Can non-academic institutions be partners?**
 - Yes. In addition to academic research universities, partnerships with industry, NIH intramural research laboratories, or other research institutions may be established.
- **If a Research Partner has an existing training award, will they have to transfer that program to the Primary Institution?**
 - No. The BUILD initiative is not intended to replicate or expand existing programs at applicant institutions. Applicants must clearly distinguish the proposed activities from existing programs at the Primary and/or Partner institutions.

FAQs

- **Are there limits on the funding that faculty from Research Intensive Institutions can get to support BUILD activities?**
 - The FOA does not state specific dollar amounts. The Primary Institution will be responsible for determining the amount of funds that will be sub-awarded to partner institutions, which should be fully justified in the application.
- **Can faculty at Partner Institutions receive financial support?**
 - Yes. Funding may be requested for faculty members.
- **What are the limits of BUILD support to faculty members at Research Institutions who are participating in the TL4 or RL5 activities?**
 - The funding announcement does not state specific dollar amounts.

FAQs

- **What activities may BUILD students from the various institutions participate in?**
 - Eligible students at all participating institutions (including Primary, Research Partners, Pipeline Partners, and Graduate/Medical Partners) may participate in BUILD-supported activities such as seminars, mentor training, and/or research experiences.
 - Eligible students at the Primary (Applicant) Institution may receive BUILD financial support through a TL4 Linked Training award.
 - Eligible students at the Primary Institution, Pipeline Partners and Grad/Med Partners may receive BUILD financial support through a RL5 Linked Education Project award.
 - Students at Research Partner Institutions are NOT eligible to receive financial support through BUILD awards.

FAQs

- **How flexible is BUILD funding? Can it be used to support high school students?**
 - BUILD funding cannot be used for financial support of high school students. High school seniors who are enrolled in college bridge programs may participate in enrichment activities such as research training.
- **Are there any limits on budget items not used for financial support of students?**
 - The FOA states specific dollar limits only for the Student Training Core and for alterations and renovations in the Institutional Development Core.

FAQs

- **If using the multiple PI option for the application, which institution(s) will be considered the Applicant Institution?**
 - The multiple PI option is allowed for this application. However, only one institution will be considered the Applicant Institution. The Applicant Institution should be the contact PI's institutional home/employer.
 - Collaborators from other institutions do not count against the application limit of those institutions.
 - Which institution is designated the Applicant Institution, and the number of collaborators and their roles are decided by the collaborators and the Applicant Institution. The NIH does not make these decisions.

FAQs

- **Will funding end in 5 years, or will there be an opportunity for renewal?**
 - The NIH Common Fund has committed to support this Diversity Program for 10 years with the expectation that this timeframe will be required to develop and assess new approaches to training and mentoring. All awards will have a 5 year project period. Progress of the program will be assessed throughout the 5 year period. Provided that innovative and potentially transformative approaches are being developed, an FOA for continuation of the program will be released. Competition for the second phase of the program will be open to new applicants as well as continuing awardees.
 - Applicants should consider sustainability beyond the external funding.

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Enhancing the Diversity of the NIH-Funded Workforce

The National Research Mentoring Network (NRMN) Initiative Webinar

RFA-RM-13-017

Speaker: Dr. Pamela L. Thornton, Program Official

Email your questions to:

BUILDNRMNCEC@nih.gov

January 14, 2014



Webinar Tips

Participants will be in Listening Mode and will not be able to ask questions verbally or via chat. Please email any questions to: BUILDNRMNCEC@nih.gov

Questions will be de-identified and answered during the webinar time permitting.

These slides and a recording of today's webinar will be available on our website:

<https://commonfund.nih.gov/diversity/>

NRMN Initiative

- I. Purpose**
- II. Award Information**
- III. Eligibility Information**
- IV. Application Instructions**
- V. Timeline**
- VI. Application Review Information**
- VII. Questions**



Part I: Purpose

The primary purpose of the NRMN Initiative is to develop a national consortium to enhance the training and career development of individuals from diverse backgrounds who are pursuing biomedical, clinical, and social science research careers (collectively termed biomedical research careers), through enhanced networking and mentorship experiences.

Diversity Initiatives: Overarching Strategy

NIH will implement three interrelated approaches:

- Building Infrastructure Leading to Diversity (BUILD) Initiative
- **National Research Mentoring Network (NRMN)**
- Coordination and Evaluation Center (CEC)

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

Part I: Purpose

NRMN goals include:

- Working with the Diversity Program Consortium to establish core competencies and hallmarks of success at each stage of biomedical research careers (i.e., undergraduate, graduate, postdoctoral, early career faculty)
- Developing standards and metrics for effective face-to-face and online mentoring
- Connecting mentees (students, postdoctoral fellows and early career faculty) in the biomedical research workforce with experienced mentors, including those with NIH funding
- Developing innovative and novel methods to teach effective mentoring skills

Part I: Purpose

NRMN goals continued:

- Providing professional development activities to mentees (e.g., training opportunities in grantsmanship and career ‘survival’ strategies), and/or facilitating participation in existing development opportunities outside the NRMN
- Enhancing mentee access to information and perceptions about biomedical research careers, and increasing understanding of the requirements and strategies for success in biomedical careers
- Creating effective networking opportunities for mentees from diverse backgrounds with the larger biomedical research community
- Enhancing the ability of mentees to attain NIH funding

Part II: Award Information

Award Mechanism: Cooperative Agreement (U54)

- The U54 is a specialized center grant that allows various coordinated activities to take place within an award
- NIH staff will have substantial scientific or programmatic involvement that is above and beyond the normal stewardship role in awards
- The NRMN awardee will collaborate with the BUILD and CEC awardees through the Diversity Program Consortium to achieve program goals

Part II: Award Information

- The NIH Common Fund intends to commit \$2,225,000 in FY 2014 for a **single NRMN award**, contingent upon availability of funds
- Application budgets are limited to \$2,225,000 in total costs annually
 - Includes institutional or consortia F&A (indirects)
 - Note: Allowable indirect rates vary and are based on institutions' negotiated cost rate agreement with the federal government
- Project period is 5 years

An evaluation of the NRMN over the five years of the program will determine whether the initiative will be continued for an additional five years as configured, continued with modifications, or discontinued. If warranted, a funding opportunity announcement may be issued for the second five year period, which may be subject to an open competition.

Part III: Eligibility Information

Institutions/Organizations

- Academic institutions, professional societies, student organizations, or other relevant organizations
- Demonstrated track record in providing mentorship or coordinating mentorship activities for diverse mentees (level of training, biomedical discipline, background)
- Non-domestic (non-U.S.) entities (Foreign Institutions) or non-domestic (non-U.S.) components of U.S. Organizations **are not** eligible to apply
- Applications may include foreign components, as defined in the NIH Grants Policy Statement

Note: Applicants are not required to be recipients of a planning grant to apply for or be funded an NRMN U54 award.

Part III: Eligibility Information



■ Mentees

- The NRMN will collaborate with BUILD institutions to provide mentorship to BUILD trainees and participants
- The NRMN is also expected to provide mentorship and networking opportunities to undergraduates, graduate students, post-doctoral fellows, and early career faculty who are at institutions not in the BUILD program

■ Mentors

- Individuals with academic, research, or professional expertise and an interest in mentoring biomedical scientists
- Mentors from foreign institutions may be included; however, most mentors are expected to be from U.S. institutions

Although the NRMN is expected to be a national network, beyond the inclusion of BUILD trainees and participants, the number of mentees and mentors included in the network is to be determined by the applicant and described in the application.

Part IV: Application Instructions

- **Each NRMN application must include the following five components:**
 - Overall Component
 - Administrative Core
 - Mentorship and Networking Core
 - Mentor Training Core
 - Professional Development Core
- **The Research Strategy section for each component is limited to 12 pages.**

Part IV: Application Instructions

Refer to RFA-RM-13-017 for detailed requirements of each Core.

Overall Component	Administrative Core	Mentorship and Networking Core	Mentor Training Core	Professional Development Core
				
<ul style="list-style-type: none"> ▪ Describe the overall vision of the network ▪ Address potential for sustainability beyond the NIH-funding period 	<ul style="list-style-type: none"> ▪ Organizational / Governance structure ▪ Roles and responsibility of personnel ▪ Communication procedures across the network ▪ Management plan of the steering committee, and other committees ▪ Infrastructure for data collection, storing, and reporting 	<ul style="list-style-type: none"> ▪ Strategic structure and operation of the network ▪ Innovative mentoring approaches ▪ Eligibility, identification, recruitment, retention for mentors/mentees ▪ Tailored mentoring plan for each career stage ▪ Pilot project program (optional) 	<ul style="list-style-type: none"> ▪ Conceptual model for mentoring activities ▪ Framework for standards/metrics of face-to-face and in-person mentoring ▪ Tailored mentoring training / strategies for each career stage ▪ Cultural competence training ▪ Pilot project program (optional) 	<ul style="list-style-type: none"> ▪ Tailored professional development activities for each career stage ▪ Eligibility/selection for mentees/mentors ▪ Facilitation of mentees' participation in additional activities ▪ Expected impact ▪ Pilot project program (optional)

Part IV: Application Instructions

Responsiveness Criteria

- Focusing exclusively on a particular scientific discipline, research topic area, career stage (e.g., early career faculty), or demographic group is **not responsive to this FOA**
- Focusing on general science, technology, engineering, and mathematics (STEM) education, or on the preparation of individuals exclusively for clinical, teaching, and other non-research careers is **not responsive to this FOA**

Non-responsive applications **will not be peer reviewed.**



Part V: Timeline

Activity	Due Date
Letter of Intent	March 2, 2014* <i>UPDATED</i>
Application Receipt Date	April 2, 2014 * <i>UPDATED</i>
CSR Peer Review	June/July 2014
NIMHD Advisory Council Review	September 2014
NIH Common Fund Review	September 2014
Earliest Start Date	September 2014
Kick-off Meeting	October/November 2014

* Refer to Notice Number: NOT-RM-14-004

VI. Application Review Information

**Presenter: Dr. Karyl B. Swartz,
NIH Center for Scientific Review**

Part VI: Application Review Information

- 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.
- A Scientific Review Officer from CSR assembles a panel of experts from the extramural scientific community to perform review.
- Assigned reviewers (at least 3 per application) assess applications based on established review criteria
 - Significance, Investigators, Innovation, Approach, Environment

Part VI: Application Review Information

- **Peer Review Meeting**

- Applications undergo a selection process in which only those deemed to have the highest scientific and technical merit (generally the top half of applications) will be discussed and assigned an overall impact score.
- For discussed applications, assigned reviewers summarize their prepared critiques for the group and an open discussion follows.
- Final scoring of Overall Impact is conducted by private ballot.
- The final overall impact score is based on the average of all voting reviewers.
- Scores range from 10 (Exceptional) to 90 (Poor).



Part VI: Application Review Information

■ Overall Impact

- Likelihood that project will exert sustained, transformative influence on the field
- This evaluation is based on consideration of
 - The five core review criteria: Significance, Investigators, Innovation, Approach, Environment
 - And additional review criteria as applicable for the project proposed (as specified in the FOA)

VI. Application Review Information

Scored Review Criteria

Significance

Investigators

Innovation

Approach

Environment

Examples – Standard Review Criteria

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

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

Is a refinement, improvement, or new application of theoretical concepts, approaches or methodologies, instrumentation, or interventions proposed?

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

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

Examples – Specific for the NRMN FOA

Does the vision established by the PI/PD(s) represent a significant advance over current mentoring strategies?

Do the investigators show evidence of the ability to lead, develop, and direct a national network of collaborative mentorship efforts?

Does the application describe novel and innovative mentorship, networking, and professional development strategies?

Will all career stages and disciplines be well served?

N/A

The criteria above serve as examples only. Applicants should consider the entire list of questions for each criterion.

VI. Application Review Information

- In addition to the five core criteria, reviewers will consider these **Additional Review Criteria**:
 - Administrative Core; Mentorship and Networking Core; Mentor Training Core; and Professional Development Core
 - Protections for Human Subjects; Inclusion of Women, Minorities, and Children; Vertebrate Animals; and Biohazards
- Reviewers will factor these additional review criteria into the overall impact score.

VI. Application Review Information

- Examples - Additional Review Criteria - Overall

Administrative Core	Mentorship & Networking Core	Mentor Training Core	Professional Development Core
<p>Is the organizational and governance structure well described and appropriate to manage and oversee the proposed NRMN strategy?</p>	<p>Are the structure and operation of the network described, including any specific eligibility criteria for mentees/mentors, how mentees and mentors will be identified and recruited for inclusion in the network, and how mentees will be connected with mentors?</p>	<p>Is an appropriate conceptual model for effective mentoring well described and is it compelling? Is an appropriate description of how it guides proposed mentoring activities included?</p>	<p>Are proposed professional development activities (such as grant writing, seminars, mock grant reviews, professional shadowing, etc.) that will be offered through the NRMN appropriate?</p>

The criteria above serve as examples only. Applicants should consider the entire list of questions for each core.

VII. QUESTIONS

Frequently Asked Questions (FAQs)

- **Can institutions apply for the NRMN cooperative agreement award if they did not receive an NRMN planning grant?**
 - Yes. The NRMN funding opportunity announcement is an open competition and all eligible institutions may apply.
- **Will the planning grantees be given an advantage in the competition for the NRMN cooperative agreement award?**
 - No. Applications for the NRMN cooperative agreement award will be reviewed based on their own merits, not on whether or not the applicant is a planning grant recipient.
- **Will multiple NRMN awards be issued similar to the planning grants?**
 - No. The NIH Common Fund intends to fund one NRMN cooperative agreement award for this program.

FAQs

- **Is the network only for those mentees from backgrounds traditionally underrepresented in the biomedical research workforce?**
 - No. The NRMN is intended to serve any eligible mentee (U.S. citizens or non-citizen nationals or permanent residents as described more fully in the Funding Opportunity Announcement) 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 from backgrounds underrepresented in the biomedical research workforce.

FAQs

- **How can the application describe what will be done with BUILD trainees and participants without knowing what the BUILD awardees will be doing for training and/or mentoring activities?**
 - Applicants should explain how NRMN activities would be designed to complement rather than duplicate activities provided by the BUILD sites. Because details about BUILD activities at specific sites will not be available until after the BUILD awards are made, applicants should refer to the BUILD FOA (RFA-RM-13-016) to identify the broad categories of activities in which BUILD sites are expected to engage and summarize a strategy for meeting the complementary mentoring needs of BUILD trainees and participants.

FAQs

- **Can mentors receive salary support for their mentoring services?**
 - In general, it is not expected that mentors will receive salary support for their participation in the network.
 - Salary support should only be provided for individuals who are substantially involved in the leadership, development, or conduct of the network.
- **Which career stage should receive the most mentoring support?**
 - All career stages from undergraduate to early career faculty must be included in the network and must receive mentoring support in some way.
 - Applicants will make their own determination about the level of emphasis that mentees from each career stage receive.

- **How many mentees and mentors should be included in the proposed network?**
 - Beyond the inclusion of BUILD trainees and participants, the number of mentee and mentors included in the network is to be determined by the applicant and described in the application.
 - Applicants will make their own determination about the right balance between the size and/or scale of the network and the range and/or intensity of mentoring activities offered.
 - Although the NRMN awardee will ultimately determine the size/scope of the network, the NRMN must have a nationwide focus providing mentoring services across the 'biomedical disciplines' and career stages.

FAQs

- **Is a pilot project program required?**
 - No, including a pilot project program(s) in the application is not required.
 - Though not required, a pilot project program may be used to provide seed funding to pilot or evaluate new mentoring and/or network activities for the Mentorship and Networking Core, Mentor Training Core, and Professional Development Core.
- **Can a collaborator on an NRMN application also be included on a BUILD or CEC application?**
 - Yes. Eligible collaborators may be included in multiple applications, including BUILD, NRMN, and CEC.
 - However, the CEC awardee may not receive funds from a BUILD or NRMN award. If a BUILD/NRMN awardee includes a partnership with a CEC awardee, the CEC awardees to the BUILD/NRMN project(s) may be required to withdraw participation.

FAQs

- **Is it necessary for NRMN applicants to collaborate with specific CEC or BUILD applicants as part of their application?**
 - No. The coordination among the NRMN, BUILD and CEC programs will be established after the awards are made.
 - NRMN applicants should identify plans to work with BUILD institutions in a general sense rather than identifying particular institutions.
- **Is an evaluation component required in the NRMN application?**
 - No. Including an evaluation of the NRMN in the application is not required. The NRMN awardee will work collaboratively with the CEC to evaluate the program.

FAQs

- **If using the multiple PI option for the application, which institution(s) will be considered the Applicant Institution?**
 - The multiple PI option is allowed for this application. However, only one institution will be considered the Applicant Institution. The Applicant Institution should be the contact PI's institutional home/employer.
 - Collaborators from other institutions do not count against the application limit of those institutions.
 - Which institution is designated the Applicant Institution, and the number of collaborators and their roles are decided by the collaborators and the Applicant Institution. The NIH does not make these decisions.

FAQs

- **Is the funding going to end in 5 years, or will there be an opportunity for renewal?**
 - The NIH Common Fund has committed to support this Diversity Program for 10 years with the expectation that this timeframe will be required to develop and assess new approaches to training and mentoring. All awards will have a 5 year project period. Progress of the program will be assessed throughout the 5 year period. Provided that innovative and potentially transformative approaches are being developed, an FOA for continuation of the program will be released. Competition for the second phase of the program may be open to new applicants as well as continuing awardees.
 - Applicants should consider sustainability beyond the external funding.

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Enhancing the Diversity of the NIH-Funded Workforce

The Coordination and Evaluation Center (CEC) Webinar

RFA-RM-13-015

Speaker: Dr. Pamela L. Thornton, Program Official

Email your questions to:
BUILDNRMNCEC@nih.gov

January 14, 2014



Webinar Tips

Participants will be in Listening Mode and will not be able to ask questions verbally or via chat. Please email any questions to: BUILDNRMNCEC@nih.gov

Questions will be de-identified and answered during the webinar time permitting.

These slides and a recording of today's webinar will be available on our website:

<https://commonfund.nih.gov/diversity/>

Coordination and Evaluation Center (CEC)

- I. Purpose**
- II. Award Information**
- III. Eligibility Information**
- IV. Application Instructions**
- V. Timeline**
- VI. Scientific Review Process**
- VII. Questions**



Part I: Purpose

The CEC will coordinate consortium-wide activities and evaluate BUILD and NRMN programs. The CEC will facilitate the development of consortium-wide hallmarks, including core competencies, of successful biomedical research career progression and examination of the impact of BUILD and NRMN programs according to these hallmarks. The CEC will also facilitate consortium-wide discussions of approaches, progress, and lessons learned, and will serve as the focal point for dissemination of information to the broader research training and mentoring communities.

Diversity Initiatives: Overarching Strategy

NIH will implement three interrelated approaches:

- Building Infrastructure Leading to Diversity (BUILD) Initiative
- National Research Mentoring Network (NRMN)
- **Coordination and Evaluation Center (CEC)**

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

Part I: Purpose

CEC goals include:

- Identifying fundamental attributes of successful biomedical researchers (i.e., hallmarks of success, including core competencies, for each career stage)
- Identifying metrics for site-specific goals
- Assessing the impact of approaches used by each site on the attainment of hallmarks of success by participants
- Coordinating data acquisition across sites
- Disseminating consortium-endorsed practices and lessons learned to transform training and mentoring programs across the nation
- Providing administrative support for the Executive Steering Committee and its subcommittees, and coordinating the annual grantees meeting and other consortium-wide activities as required

Part I: Purpose

Examples of CEC activities include:

- Establishing standardized evaluation approaches and data collection protocols for the BUILD and NRMN Initiatives
- Collaborating with BUILD and NRMN awardees to iteratively assess the impact of new approaches on participants' perceptions and attitudes towards biomedical research careers and the impact of the approaches on attainment of hallmarks of success
- Conducting an outcome evaluation of BUILD and NRMN according to consortium-specified metrics, including an evaluation of interim milestones when applicable
- Developing novel and innovative quantitative or qualitative approaches to identify the unique impact of BUILD and NRMN Initiatives on participant outcomes, through the use of appropriate comparison groups, statistical techniques, or other evaluation strategies

Part I: Purpose

Examples of CEC activities include (continued):

- Enabling effective communications across BUILD and NRMN institutions to facilitate CEC objectives
- Organizing and coordinating Executive Steering Committee Meetings; and assisting the Executive Steering Committee in organizing appropriate subcommittees
- Disseminating evaluation results to relevant stakeholders

Part I: Purpose

The CEC will serve a critical organizing function for the Diversity Program Consortium as a whole, facilitate the development of consortium-wide goals, design instruments and measures of success toward individual initiative and consortium-wide goals, and serve as a focal point for communication and dissemination.

Part II: Award Information

Award Mechanism: Cooperative Agreement (U54)

- The U54 is a specialized center grant that allows various coordinated activities to take place within an award
- NIH staff will have substantial scientific or programmatic involvement that is above and beyond normal stewardship role in awards
- The CEC awardee will collaborate with the BUILD and NRMN awardees through the Diversity Program Consortium to achieve program goals

Part II: Award Information

Funding and Project Period

- NIH Common Fund intends to commit \$1.75 Million in FY 2014 for a **single CEC award**, contingent upon availability of funds.
- Application budgets may not exceed \$1.75 Million in total costs annually
 - Includes institutional or consortia F&A (indirects)
- Project period is 5 years

An evaluation of the CEC over the five years of the program will determine whether the initiative will be continued for an additional five years as configured, continued with modifications, or discontinued. If warranted, a funding opportunity announcement may be issued for the second five year period, which may be subject to an open competition.

Part II: Award Information

- The CEC applications are expected to provide a compelling description of an evaluation and coordination framework that takes into consideration the initiative-specific outcomes in addition to the collective goals/outcomes of the program
- Since the BUILD and NRMN awardees have not yet been identified, the CEC applications are not expected to provide a detailed plan involving specific institutions, sites, networks, and/or projects

Part III: Eligibility Information

Institutions/Organizations

- Academic institutions, professional societies, student organizations, or other relevant organizations
- Non-domestic (non-U.S.) entities (Foreign Institutions) or non-domestic (non-U.S.) components of U.S. Organizations **are not** eligible to apply
- Applications **may not** include Foreign Components, as defined in the NIH Grants Policy Statement

Eligible Individuals (Program Director/Principal Investigator)

- Any individual with the skills, knowledge, and resources necessary to carry out the proposed research as the PD/PI is invited to work with his/her organization to develop an application for support

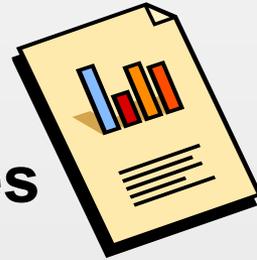
Part IV: Application Instructions

Refer to RFA-RM-13-015 for detailed requirements of each Core.

Overall Component	Administrative Core	Data Coordination Core	Evaluation Core
			
<ul style="list-style-type: none"> ▪ Describe the overall model and vision to assess efficacy of diverse training and mentoring approaches ▪ Address inclusion of human subjects 	<ul style="list-style-type: none"> ▪ Organizational and governance structure ▪ Roles and Responsibilities ▪ Plans to develop consortium agreements, hallmarks of success, measures for each career stage ▪ Consortium communication plans, including website tools, etc. ▪ Management plan with descriptions for the required CEC Steering committee, and other committees/boards to help manage CEC activities 	<ul style="list-style-type: none"> ▪ Framework for data coordination activities across BUILD and NRMN ▪ Strategies to promote standardization of data ▪ Data monitoring and oversight plan (data quality, missing data, privacy, security) ▪ Planned committees, workgroups to guide, support or implement data coordination activities ▪ Personnel, committees, etc. 	<ul style="list-style-type: none"> ▪ Theoretical model or conceptual framework guiding evaluation activities ▪ Likely comparison groups and methods ▪ Preliminary description of attributes of successful biomedical researchers ▪ Evaluation strategies ▪ Data analysis strategies ▪ Planned committees or workgroups to guide, support, or implement evaluation activities

Part IV: Application Instructions

CEC



CEC Evaluation of the BUILD and NRMN Initiatives

- The CEC is expected to develop evaluation metrics and methods to assess the attainment of hallmarks of career success, including core competencies, by BUILD and NRMN participants at multiple career stages
- This effort will include identifying Consortium-wide evaluation questions, and short-, intermediate-, and long-term metrics deemed appropriate for conducting assessments during various timeframes of the award period
- **At minimum, core data will include**
 - Completion of degrees, postdoctoral research training, and entrance into graduate programs, postdoctoral research training, or obtaining a faculty position in a biomedical field
 - Involvement in biomedical research appropriate to the given career stage
 - Authorship on publications in peer-reviewed journals
 - Receipt of NIH or other peer-reviewed grants or fellowships

Refer to [RFA-RM-13-015](#) for additional data collection examples

Part IV: Application Instructions

Evaluation of the CEC

- **The NIH will conduct an evaluation of the CEC continuously over the first five years of the program. Key metrics the NIH may use to help determine whether the CEC goals or outcomes have been met include, but are not limited to:**
 - Effectiveness of organizational and oversight of consortia-wide meetings
 - Provision of expert assistance in supporting the development of consortium-wide evaluation protocols and common evaluation measures
 - Demonstration of expertise in developing and maintaining data management systems for the collection of evaluation data
 - Effective promotion of collaborations across program sites to support common constructs and instruments and standard procedures
 - Utilization of strategies to facilitate effective communication consortium-wide
 - Development of high impact ways to disseminate new consortia-wide research findings to key stakeholders

Refer to RFA-RM-13-015 for additional data collection examples



Part V: Timeline

Activity	Due Date
Letter of Intent	March 2, 2014* <i>UPDATED</i>
Application Receipt Date	April 2, 2014 * <i>UPDATED</i>
CSR Peer Review	June/July 2014
NIMHD Advisory Council Review	September 2014
NIH Common Fund Review	September 2014
Earliest Start Date	September 2014
Kick-off Meeting	October/November 2014

* Refer to Notice Number: NOT-RM-14-005



Part VI: Application Review Information

**Presenter: Dr. Karyl B. Swartz,
NIH Center for Scientific Review**

Part VI: Application Review Information

- 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.
- A Scientific Review Officer from CSR assembles a panel of experts from the extramural scientific community to perform review.
- Assigned reviewers (at least 3 per application) assess applications based on established review criteria
 - Significance, Investigators, Innovation, Approach, Environment

Part VI: Application Review Information

- **Peer Review Meeting**

- Applications undergo a selection process in which only those deemed to have the highest scientific and technical merit (generally the top half of applications) will be discussed and assigned an overall impact score.
- For discussed applications, assigned reviewers summarize their prepared critiques for the group and an open discussion follows.
- Final scoring of Overall Impact is conducted by private ballot.
- The final overall impact score is based on the average of all voting reviewers.
- Scores range from 10 (Exceptional) to 90 (Poor).



Part VI: Application Review Information

■ Overall Impact

- Likelihood that project will exert sustained, transformative influence on the field
- This evaluation is based on consideration of
 - The five core review criteria: Significance, Investigators, Innovation, Approach, Environment
 - And additional review criteria as applicable for the project proposed (as specified in the FOA)

VI. Application Review Information

Scored Review Criteria

Significance

Investigators

Innovation

Approach

Environment

Examples – Standard Review Criteria

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

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

Is a refinement, improvement, or new application of theoretical concepts, approaches or methodologies, instrumentation, or interventions proposed?

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

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

Examples – Specific for the CEC FOA

Are the overall plans for the coordination and evaluation to be conducted by the CEC likely to foster a collaborative environment across the consortium?

Has the PD/PI demonstrated the ability to coordinate complex consortia to establish and implement joint goals?

Does the application include innovative quantitative or qualitative approaches, methodologies, or study designs to evaluate the effectiveness or impact of the BUILD and NRMN programs?

Are potential evaluation methods robust and is the vision for comparing across BUILD and NRMN sites compelling?

Is the environment of the awardee institution adequate to support the CEC in accomplishing its goal of managing and evaluating the diverse BUILD and NRMN activities?

The criteria above serve as examples only. Applicants should consider the entire list of questions for each criterion.

Part VI: Application Review Information

- In addition to the five core criteria, reviewers will consider these **Additional Review Criteria**:
 - Administrative Core; Data Coordination Core; and Evaluation Core
 - Protections for Human Subjects; Inclusion of Women, Minorities, and Children; Vertebrate Animals; and Biohazards
- Reviewers will factor these additional review criteria into the overall impact score.

VI. Application Review Information

– Examples – Additional Review Criteria - Overall

Administrative Core	Data Coordination Core	Evaluation Core
<p>Does the vision for coordination across BUILD and NRMN sites promote a collaborative environment?</p> <p>Are key administrative personnel experienced in the organization of meetings, workshops, and other networking activities, and are the personnel appropriate for record keeping, website development, and other communications tasks?</p>	<p>Is a clear and logical framework or conceptual model for the coordination of data collection across BUILD sites and the NRMN provided?</p> <p>Are planned committees or workshops involved in data coordination activities appropriate?</p>	<p>Is the theoretical model or conceptual framework guiding evaluation?</p> <p>Are appropriate data analytic strategies proposed to understand factors associated with entry and success in biomedical research careers?</p>

The criteria above serve as examples only. Applicants should consider the entire list of questions for each core.

Part VII: QUESTIONS

Frequently Asked Questions (FAQs)

- **If using the multiple PI option for the application, which institution(s) will be considered the Applicant Institution?**
 - The multiple PI option is allowed for this application. However, only one institution will be considered the Applicant Institution. The applicant institution will be identified as the contact PI's institutional home/employer.
 - Collaborators from other institutions do not count against the application limit of those institutions.
 - Approvals to determine issues such as which institution is designated the Applicant Institution, as well as the number of collaborators and their roles are based in part on decisions made by the collaborators and the Applicant Institution's decisions or policies. The NIH does not make these decisions.

- **How specifically should the plans for coordination and evaluation be described in the application if the BUILD and NRMN projects are unknown?**
 - The applicant should describe a compelling vision, as well as potential approaches and strategies regarding coordination and evaluation of the BUILD and NRMN initiatives.
- **Can a CEC applicant also be listed on a BUILD or NRMN application?**
 - Yes. Eligible collaborators may be included in multiple applications, including CEC, BUILD, and NRMN.
 - However, the CEC awardee may not receive funds from a BUILD or NRMN award. If a BUILD/NRMN awardee includes a partnership with a CEC awardee, the CEC awardees to the BUILD/NRMN project(s) may be required to withdraw participation.

FAQs

- **Is the funding going to end in 5 years, or will there be an opportunity for renewal?**
 - The NIH Common Fund has committed to support this Diversity Program for 10 years with the expectation that this timeframe will be required to develop and assess new approaches to training and mentoring. All awards will have a 5 year project period. Progress of the program will be assessed throughout the 5 year period. Provided that innovative and potentially transformative approaches are being developed, an FOA for continuation of the program will be released. Competition for the second phase of the program may be open to new applicants as well as continuing awardees.
 - Applicants should consider sustainability beyond the external funding.

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