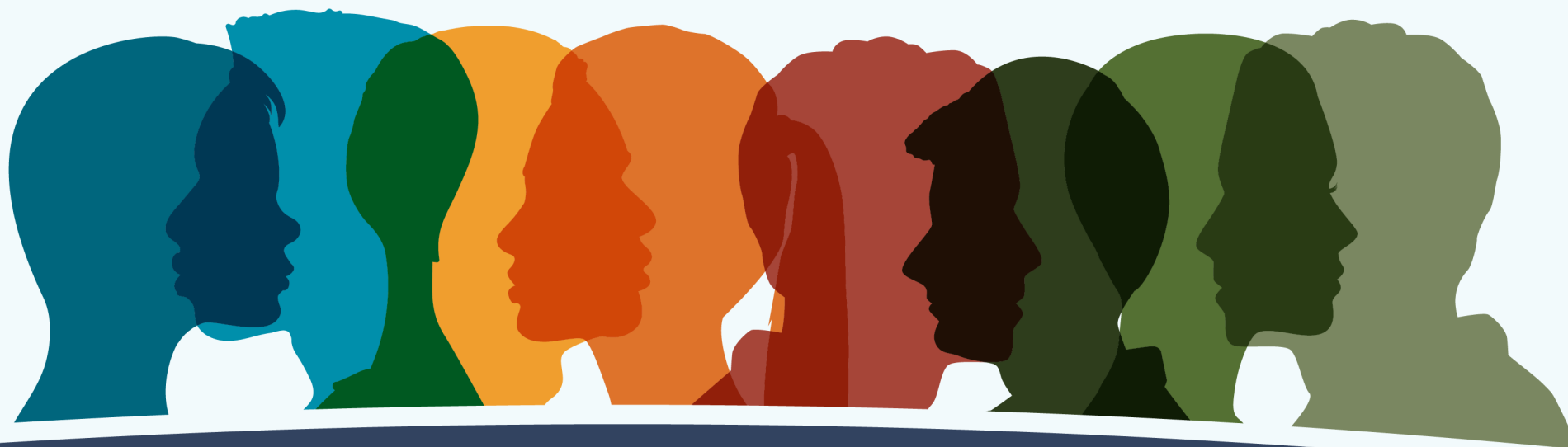


#SWDSS



NIH Scientific Workforce Diversity Seminar Series

NIDA Diversity Supplement Program Overview and Goals

Albert Avila, PhD

Angela Holmes, PhD

Isabela Lopes, MPH

November 17, 2022

NIDA Diversity Supplement Program Goal: Bridge to Independent Funding

Goal

Enhance the addiction research workforce diversity by recruiting and retaining postbaccalaureate, pre-doctorate, post-doctorate, and early-career investigators from groups that have been shown to be underrepresented in biomedical research

Approach

- Administrative supplements to existing NIH research grants
- Typically 2-3 years of funding to provide support while scholars gain the research experience, preliminary data, and other needed training to **apply for independent grant funding**
- Supplements provide salary, fringe benefits, funds for supplies and travel

Sustained Support

- Two-day grant application and professional development workshop
- Interact with ODHD Staff
- Scientific society travel award and other opportunities
- **Program emphasizes applying for NIH fellowships, career development awards, and research grants and helps scholars navigate the NIH grant application process**

NIDA Diversity Supplement Program Framework

- Framework:
 - Sponsoring PIs and Scholars are encouraged to meet with the DS coordinator as well as the Program Official of the parent grant prior to submitting an application
 - Submitted applications receive two levels of review:
 - Division Level
 - NIDA Diversity Supplement Committee Level
 - Evaluation and Reviews inform the final decision regarding funding the application
 - PI & Scholar receive detailed feedback on their diversity supplement application, and if not selected for funding, they have the opportunity to resubmit.

NIDA Diversity Supplement Program Goal: Bridge to Independent Funding

- Notice of Award language:
 - The grantee is required to report on the specific aims and accomplishments of this administrative supplement...as part of the progress report of the parent grant. It is highly recommended that the diversity supplement portion of the progress report detail the career development progress of the candidate as well as sufficiently document that the candidate has applied for is in the process of applying for independent funding support (public or private funding sources). **Prior to the end of the first year of the diversity supplement period, ‘*Scholar Name*’ is strongly encouraged to submit an independent application for a fellowship or similar support.**
- Follow-up calls with newly awarded mentors and scholars
- Periodic follow-up emails with scholar

Diversity Supplement Scholar and Grant Tracking

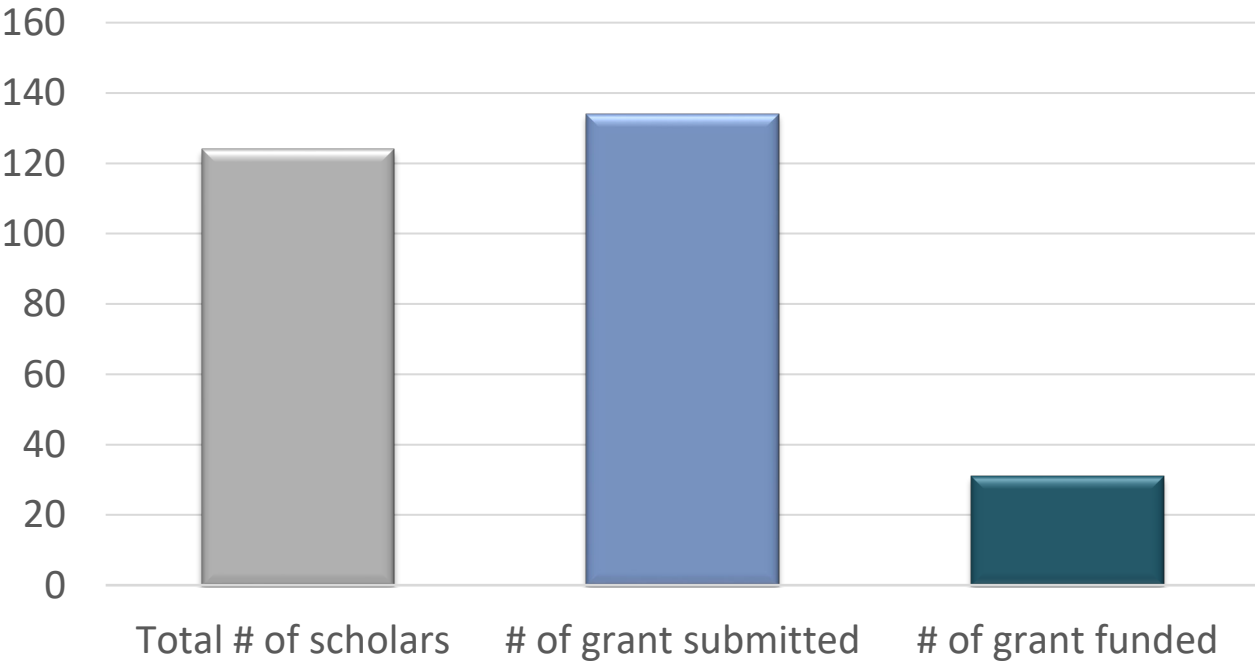
		Candidate Information			Candidate Education				Diversity Supplement Institution				
Supplement Award Year	Candidate PI profile ID number	Name	Candidate Degree	Current Institution	Degree	Year non-terminal degree conferred	Degree	Year Terminal Degree conferred	Diversity Supplement Institution	City, State	PI	PI email	Mechanism
2016	[REDACTED]	[REDACTED]	Ph.D.	[REDACTED]	NA	NA	Ph.D.	2014	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED] u	F
2016	[REDACTED]	[REDACTED]	Ph.D. Student	[REDACTED]	NA	NA	Ph.D.	2022	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	F
2016	[REDACTED]	[REDACTED]	Ph.D. Student	[REDACTED]	NA	NA	Ph.D.	2019	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED] t	F
2016	[REDACTED]	[REDACTED]	MD	[REDACTED]	MD	2010	MS	2015	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED] g	F
2016	[REDACTED]	[REDACTED]	BA	[REDACTED]	NA	NA	Ph.D.	2021	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED] m	F
2016	[REDACTED]	[REDACTED]	Ph.D.	[REDACTED]	MA	2003	Ph.D.	2010	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	F

Diversity Supplement Scholar and Grant Tracking

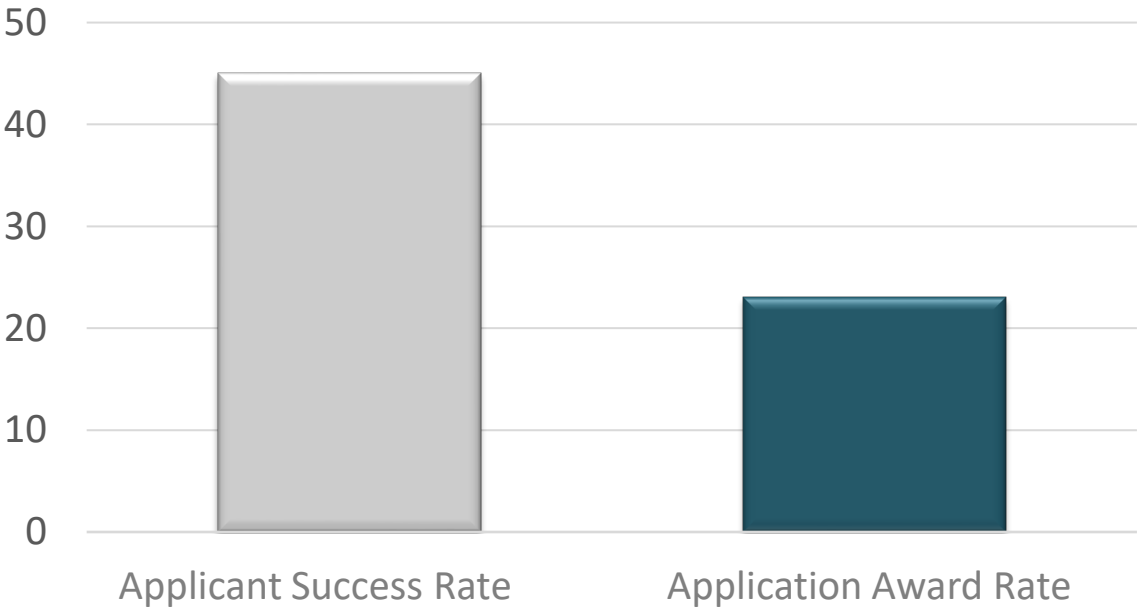
A	B	C	D	E	AR	AS	AT	AU	AV	AW	AX	AY	DU	DV	DW	DX
Candidate Information					Post-Supplement Awarded Grant(s)											
Supplement Award Year	Candidate PI profile ID number	Name	Candidate Degree	Current Institution	Year Subsequent Awarded	Type	Activity Code	Grant Number	Grant year	Title	Academic Standing	Funding Outcome	Number of post Supplement Grant Applications (non-LRP)	Number of post supplement Grant Applicants (non-LRP)	Number of Post-Supplement Awards (non-LRP)	Number of Awarded grant recipients (non-LRP)
2016	[REDACTED]	[REDACTED]	Ph.D.	[REDACTED]	[REDACTED]	1, 1	[REDACTED]	[REDACTED]	01 : 01A1	[REDACTED]	PhD	Awarded	9	1	2	1
2016	[REDACTED]	[REDACTED]	Ph.D. Student	[REDACTED]	[REDACTED]	1	[REDACTED]	[REDACTED]	01A1	[REDACTED]	PhD	Awarded	2	1	1	1
2016		[REDACTED]	Ph.D. Student	[REDACTED]												
2016	[REDACTED]	[REDACTED]	MD	[REDACTED]	[REDACTED]	1	[REDACTED]	[REDACTED]	01A1	[REDACTED]	Ph.D.	Awarded	2	1	1	1
2016	[REDACTED]	[REDACTED]	BA	[REDACTED]									2	1		
2016	[REDACTED]	[REDACTED]	Ph.D.	[REDACTED]	[REDACTED]	1	[REDACTED]	[REDACTED]	01A1	[REDACTED]	Ph.D.	Awarded	4	1	1	1

Grant Activity and Outcome (2016-2020)

Diversity Scholars Subsequent Grant Activity (2016-2020)



Applicant Success Rate and Application Award Rate: Percent of Total (2016-2020)



NIDA Diversity Supplement Program Goal: Networking, Support, & Navigating the NIH Grant System

- Scholars are encouraged to join the NIDA Diversity Listserv for regular communications
- Scholars are contacted regarding travel awards, job opportunities, and scientific society awards
- Scholars are invited to attend and present at the NIH Diversity Supplement Professional Development and Networking Workshop

NIH Diversity Supplement Professional Development and Networking Workshop

- On August 30th and 31st, 2022, NIH held the **inaugural [NIH Diversity Supplement Professional Development and Networking Workshop](#)**. (*Virtual via Zoom and Gather*)
- Over 600 diversity scholars from over 20 NIH Institutes, Centers, and Programs including NCCIH, NCATS, NEI, NHLBI, NHGRI, NIA, NIAAA, NIAID, NIAMS, NIBIB, NICHD, NIDCR, NIDDK, NIDA, NIEHS, NIMH, NIGMS, NIMHD, NINDS, NINR, NCI SBIR, BRAIN, and ECHO/OD participated in the two-day event.
- Over 200 NIH staff participated in sessions over the two days which included professional development and breakout sessions.
- Fostering a diverse, supported, and informed scientific workforce is a central goal of the workshop.

NIH Diversity Supplement Professional Development and Networking Workshop

- Program included topics/activities on:
 - NIH DEIA Priorities and Initiatives
 - Demystifying NIH Grant Application and Review Process, *breakout sessions by career stage*
 - Small group discussion with program officials
 - Resubmissions, Resources and Resilience
 - Panel discussion- previous diversity supplement scholars
 - Panel discussion- science careers
 - How to Choose a Mentor and Navigate the Relationship
 - Cultivating Curiosity: On Becoming and Being a Scientist
 - “Get to Know Your NIH Institute/Center” session with IC leadership
 - Networking Opportunities
- Scientific Poster Sessions via Gather Town



NIH Diversity Supplement Professional Development and Networking Gather Town Environment

Main Area

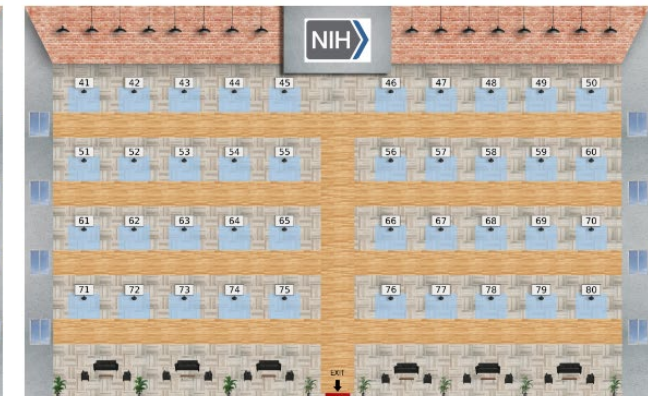


Poster Halls

Hall A



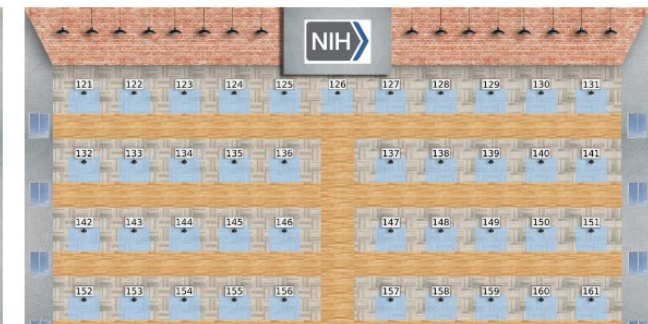
Hall B



Hall C



Hall D



NIH Diversity Supplement Professional Development and Networking Live Poster Session

NIHDiversity

Search

- Supriya Arora
- Tammy
- Teresa Lopez-Castro
- Tone-E (Toni)
- Trina Johnson
- Verlin
- Yaa
- Zoe

83

Invite

Poster Directory

Press X for poster

Investigating the effect of methamphetamine on social behavior in male and female rats.
Ivette Gonzalez, and Jil B. Becker, PhD
Michigan Neuroscience Institute, University of Michigan, Ann Arbor, MI 48109

Behavioral Results	Social Play - Overall		Social Play Behaviors - Male	
	Female Prg	Female Prg	Female Prg	Female Prg
Mean Play	10.0	10.0	10.0	10.0
Mean Play	10.0	10.0	10.0	10.0
Mean Play	10.0	10.0	10.0	10.0
Mean Play	10.0	10.0	10.0	10.0

BACK TO MAIN SPACE

Albert Avila Online

NIH Diversity Supplement Professional Development & Networking Workshop Feedback

- “Overall, I feel like this conference—as a person of color in research—really empowers me to keep going and stay motivated and do the work that I do. A lot of what I research is around access to services and health disparities. Seeing other people from similar backgrounds doing work to empower our communities is really motivating.”

-- Rocio

- “The format is amazing. I’ve attended other conferences where it’s just all zoom links. I like that it was meant to feel like a real conference where you can walk up to someone and introduce ourselves—it mimics the experience that we hope to get in person.”

- “These workshops are great. It’s awesome hearing about the grant and fellowship application process—especially advice on how to apply. I’ve even received advice on graduate school applications. I’m very happy to be part of this workshop.”

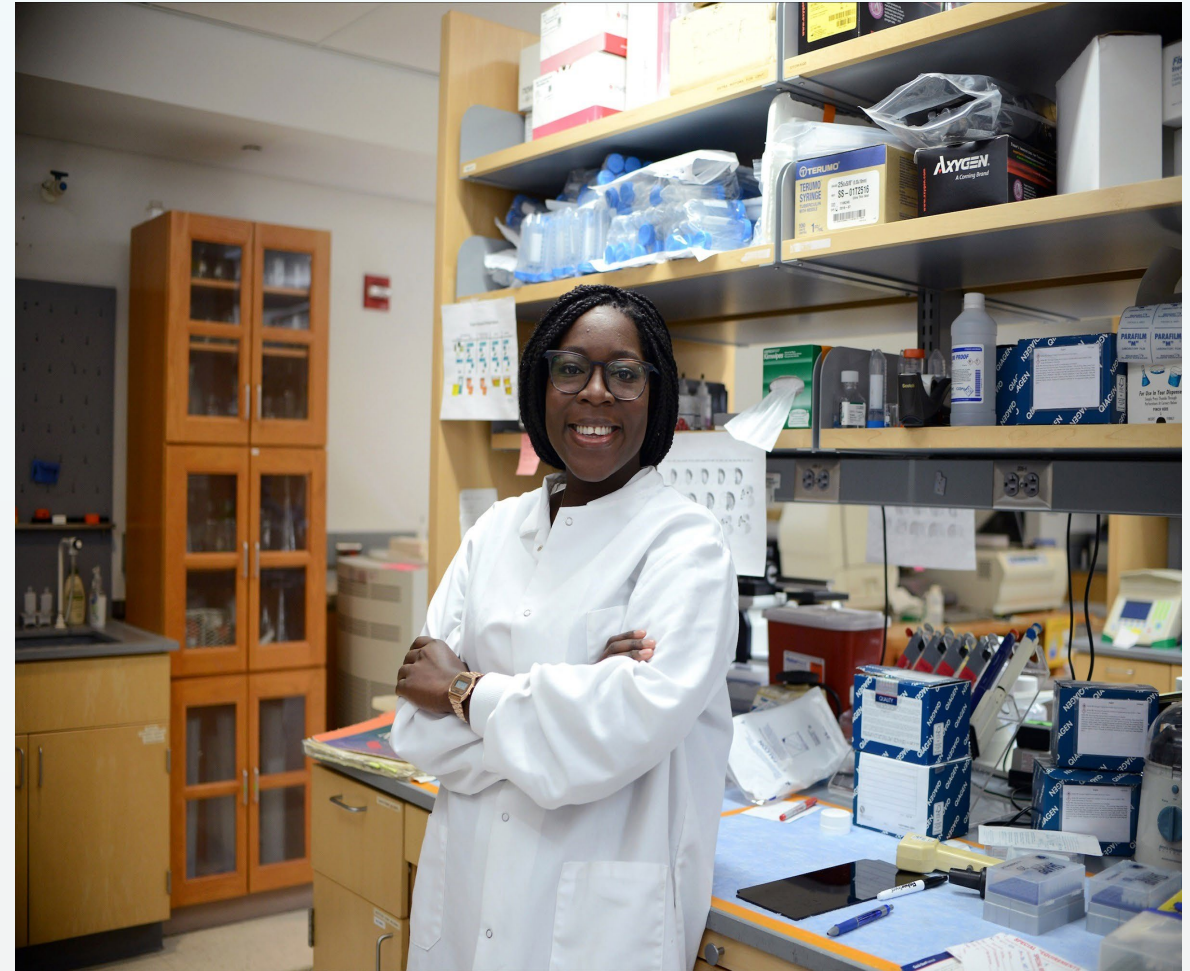
--Alejandro

- “Stepping away from research to move closer to my family made it difficult to get back in—until the Diversity Supplement opportunity came up. The time is the biggest deal, because there are many funding opportunities I missed earlier because I was engaged with clinical work. The Diversity Supplement has led to so many other endeavors and helped provide access to other projects. It’s brought me back into research in a way that was not going to happen otherwise. For me, that’s awesome.”

--Gabriele

NIDA Diversity Supplement Recipient Success Story: *Crystal Lemchi*

- 2022 NIDA Diversity Supplement Scholar: “Neonatal Opioid Exposure and Withdrawal: Molecular and Behavioral Consequences”
- Goal of supplement project: Was to refine their preliminary findings on HCV-related care and outcomes by focusing on outcomes in young adults.
- Research led by Crystal as part of the diversity supplement revealed deficits in sociability (observations) but not in any other adult behaviors. Neuroimmune dysregulation was found in NOWS morphine-exposed adults, suggesting future sensitivity to autoimmune diseases or infections and help to identify crucial targets for NOWS therapeutic research.
- Led to two co-authorships (with the primary NOWS project currently in submission).
- Supplement: Provided time for publications, conference presentations, gaining experience in grant writing, and the skill acquisition needed to make her a competitive graduate school applicant.
- **Received acceptances to Neuroscience PhD programs at the University of Michigan, Oregon Health & Sciences University, and the University of Minnesota (UMN). Selected UMN based on her interest in continuing substance use-related research.**





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