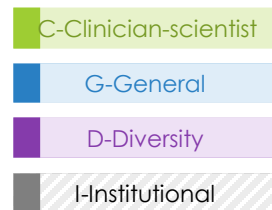




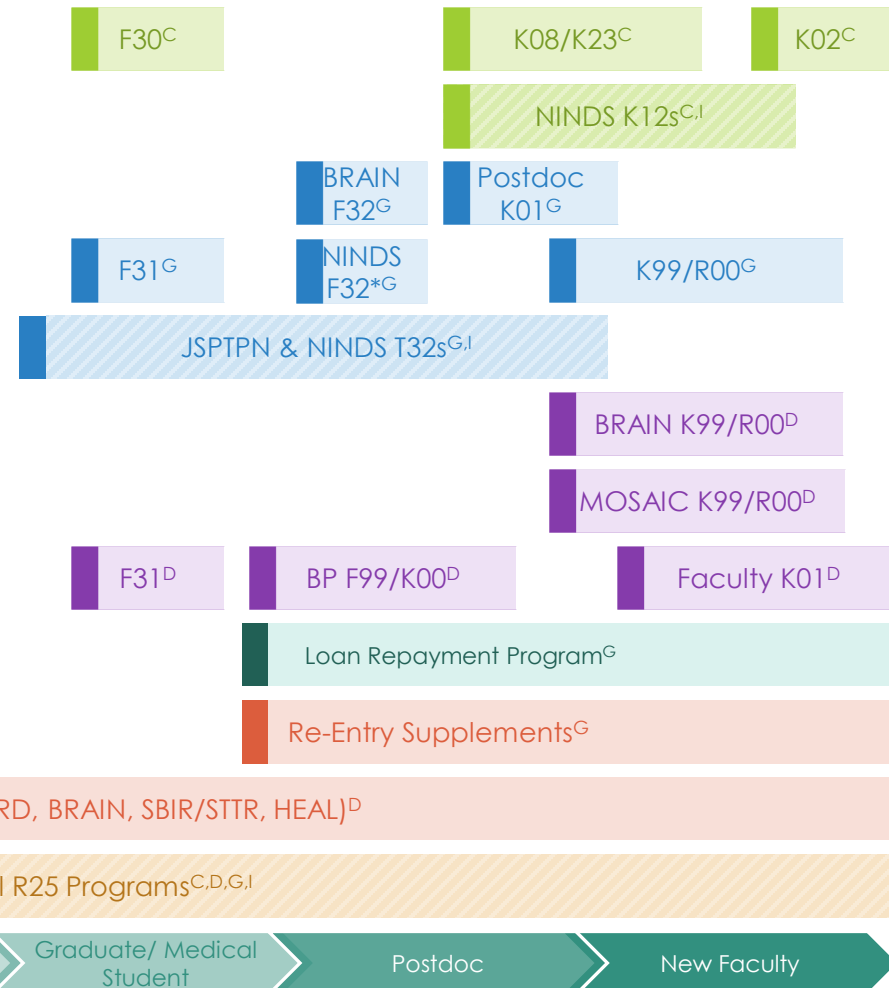
# NINDS Strategies for Enhancing the Diversity of Neuroscience Researchers

Michelle Jones-London, Ph.D.  
Chief, Office of Programs to Enhance Neuroscience Workforce  
Diversity (OPEN)  
National Institute of Neurological Disorders and Stroke  
(NINDS)  
[jonesmiche@ninds.nih.gov](mailto:jonesmiche@ninds.nih.gov)

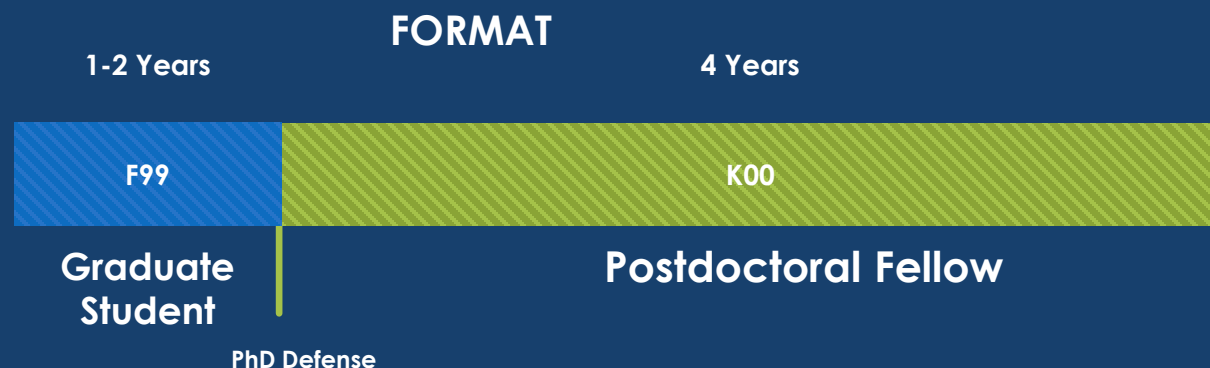
## NINDS Extramural Training and Career Development Programs



\*Eligibility measured  
from date joined lab



# NIH Blueprint Diversity Specialized Predoctoral to Postdoctoral Advancement in Neuroscience Award (F99/K00)



**Future Due Date for Applications**  
April 15, 2021

## PARTICIPATING INSTITUTES

- NEI
- NIA
- NIAAA
- NIBIB
- NICHD
- NIDCR
- NIDA
- NIEHS
- NIMH
- NINDS
- NINR
- NCCIH

## INTENDED FOR



PhD students with 1-2 years left in a research doctoral degree program;



From diverse backgrounds, including:  
- Individuals from nationally underrepresented racial and ethnic groups (African Americans, Hispanic/Latinx, American Indians, Alaska Natives, Native Hawaiians, and other Pacific Islanders), and  
- Individuals with disabilities (NOT-OD-18-210);



Performing neuroscience research within the BRAIN or Blueprint missions;



At a U.S. domestic institution; and are



U.S. citizens or permanent residents by time of award

# Maximizing Opportunities for Scientific and Academic Independent Careers (MOSAIC)

Postdoctoral Career Transition Award to Promote Diversity (K99/R00) – [PAR-19-343](#)

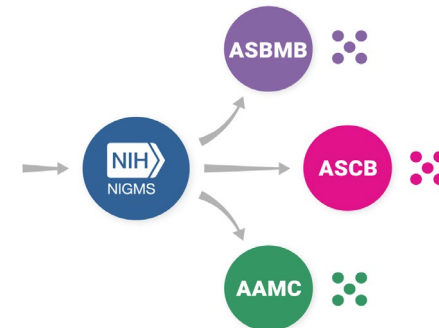
Institutionally Focused Research Education Cooperative Agreement to Promote Diversity (UE5) – [PAR-19-342](#)

- K99/R00 awards will provide up to 5 years of support in two phases:
  - The initial (**K99**) phase provides support for up to 2 years of mentored **postdoctoral** research training and career development.
  - The second (**R00**) phase provides up to 3 years of independent research support, which is contingent on satisfactory progress during the K99 phase and an approved, independent, **tenure-track (or equivalent) faculty position**.

## MOSAIC K99/R00 Applicants Compete



## MOSAIC K99/R00 Scholars Participate in Cohorts Organized by UE5



*Other ICs Participating in MOSAIC K99/R00: NIBIB, NINR, NIMHD, NHGRI, NIA, NLM, NIMH, NIDA, NHLBI, NIAAA, NIEHS, NIDCD, NIDCR, NCCIH, NIAID, NINDS*  
<https://www.ninds.nih.gov/Funding/Training-Career-Development/Award/K99R00-MOSAIC-Postdoctoral-Career-Transition-Award-Promote>

# BRAIN Initiative® Advanced Postdoctoral Career Transition Award to Promote Diversity (K99/R00)

**Purpose:** The BRAIN K99/R00 is designed to increase biomedical research workforce diversity and foster a strong cohort of new, highly skilled and well trained, NIH-supported, independent investigators from diverse backgrounds (including nationally underrepresented groups) working in research areas supported by the BRAIN Initiative, as highlighted in BRAIN 2025: A Scientific Vision.



## Postdoctoral fellow

- Less than 5 years experience
- Require 1 – 2 years of additional training



From diverse backgrounds including:

- Individuals from underrepresented racial and ethnic groups (NOT-OD-20-031)
- Individuals with disabilities
- Women



## BRAIN Initiative research

- Must be relevant to the scientific goals of the BRAIN 2025 Report, in areas including but not limited to: engineering, computer science, statistics, mathematics, physics, chemistry, and neuroethics



U.S. citizen or permanent resident by time of award



U.S. domestic institution

# NINDS Faculty Development Award to Promote Diversity in Neuroscience Research (K01)

**Goal:** Expectation is that through sustained period of protected research time and career development (5 years, with checkpoint at 3 years), awardees will be able to accelerate their independent research careers and become competitive for new research project grant (R01) funding



## Junior Faculty

In the first 3 years of a faculty tenure track or equivalent position



From diverse backgrounds including:

- Individuals from underrepresented racial and ethnic groups (NOT-OD-20-031)
- Individuals with disabilities



## NINDS research

- Must be relevant to the mission of NINDS



U.S. citizen or permanent resident by time of award



U.S. domestic institution

[NINDS K01 - No Independent Clinical Trials - PAR-18-490](#)

[NINDS K01 - Clinical Trial Required - PAR-18-486](#)

# NIH Extramural Cohort Hiring: The NIH FIRST Program



- NIH Common Fund's [Faculty Institutional Recruitment for Sustainable Transformation \(FIRST\)](#) program aims to enhance and maintain cultures of inclusive excellence in the biomedical research community
- The NIH FIRST Cohort Program is expected to
  - Fund 12 awards over the next 3 years
  - 1<sup>st</sup> round due March 1, 2021, with awards to be announced in late 2021
- **As a Postdoc Fellow** – stay tuned and be aware of future awardee Institutions, the programs will recruit your talent BUT also are required to provide environments for “inclusive excellence” and a Faculty Development Core (mentorship, retention plan, protected research time, etc.)

# Research Supplements to Promote Diversity: Feeder Program and Bridge to Transition

Supplements to active NIH research grants to **support the training of underrepresented individuals and enhance the diversity of the research workforce**

- NIH Parent FOA (PA-21-071)
- Alzheimer's Disease and Alzheimer's Disease-Related Dementias (NOT-NS-20-089)
- HEAL (NOT-NS-20-023)
- BRAIN Initiative (NOT-MH-19-038)
- Supplements to Promote Diversity in Research and Development Small Businesses (PA-18-837)
- Research Supplements to Promote Re-Entry into Research Careers (PA-18-592)
  
- Administrative supplements to existing NIH research grants (R,P,U, etc.) - high school to faculty level
- Supplements provide salary and fringe benefits; funds for supplies and travel
- Sets up mentoring relationships with individual development plans
- Typically 2-3 years of funding to provide "bridge funds" while the supplementee gains the research experience, preliminary data, and other requirements to develop an application for more traditional NIH funding.
- Feeder program for our Diversity Fs and Ks

# New Programs for Life Critical Events

- Early Stage Investigator (ESI) extension for one year for childbirth
- K99/R00 one year extension for childbirth (not per child)
- For the purposes of these programs below - childbirth, adoption, and emergent critical health issue for self or primary caregiving responsibilities of an ailing spouse, child, partner, or a member of the immediate family **during the project period** are critical life events that would qualify for consideration. A description of how the critical life event will affect advancement of the award or productivity must be provided.
  - **Administrative Supplements to Promote Research Continuity and Retention of NIH Mentored Career Development (K) Award Recipients**  
NOSI: <https://grants.nih.gov/grants/guide/notice-files/NOT-OD-20-054.html>
  - **Administrative Supplement for Continuity of Biomedical and Behavioral Research Among First-Time Recipients of NIH Research Project Grant Awards**  
NOSI: <https://grants.nih.gov/grants/guide/notice-files/NOT-OD-20-055.html>

# Announcement of Childcare Costs for NRSA Supported Individual Fellows

- <https://grants.nih.gov/grants/guide/notice-files/NOT-OD-21-075.html>
- NIH will begin providing an option for NRSA fellows to request support for childcare costs in new and continuation applications or as [administrative supplements to existing awards](#) effective April 8, 2021.
- The NRSA childcare costs apply to full-time NIH-NRSA supported fellowship positions. Each fellow is eligible to receive \$2,500 per budget period to defray childcare costs. The NRSA childcare costs are not tied to any [payback obligations](#).
- NRSA fellows are encouraged to carefully review the Guide Notice for more information, and contact relevant NIH staff with any questions if needed.

# NIH UNITE – Ending Structural Racism

NIH established the [UNITE initiative](#) to address structural racism and promote racial equity and inclusion at NIH and within the larger biomedical research enterprise. UNITE has five committees with the following specific aims ([Promoting Diversity, Equity, and Inclusion in Biomedical Research—The NIH UNITE Initiative\\*](#) (PDF, 1.39 MB) ):

- U — Understanding stakeholder experiences through listening and learning
- N — New research on health disparities, minority health, and health equity
- I — Improving the NIH culture and structure for equity, inclusion, and excellence
- T — Transparency, communication, and accountability with our internal and external stakeholders
- E — Extramural research ecosystem: changing policy, culture, and structure to promote workforce diversity

UNITE RFI due April 9<sup>th</sup> : Request for Information (RFI) inviting feedback on the approaches NIH can take to advance racial equity, diversity, and inclusion within all facets of the biomedical research workforce and expand research to eliminate or lessen health disparities and inequities.

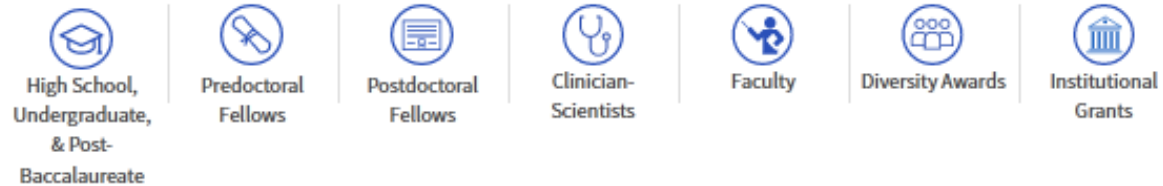
<https://rfi.grants.nih.gov/?s=601d737cb50a0000740038a2>

# OPEN Resources

<https://www.ninds.nih.gov/Funding/Training-Career-Development>

- Archived webinars:
  - F99/K00
  - K22
  - K01
  - BRAIN K99/R00
- Tip sheets:
  - K22
  - K01
  - F99/K00

## Find Training Grants by Eligibility



## Find Training Grants by Mechanism

### Individual Fellowships

F30 F99/K00 F31 F32

Research training opportunities for trainees at the graduate and postdoctoral levels

### Institutional Grants

T32 K12 R25

Research training opportunities on an institutional level to support multiple scientists and clinician-researchers at all levels of training

### Career Development Awards

K99/R00 K01 K22 K02 K23 K08

Research training opportunities for scientists and clinical-researchers at the postdoctoral and early career faculty levels

### Other Training-Related Programs

SC3 SC2 SC1 SUP

These programs have unique elements including specific institutional eligibility, or supplementation of an existing NINDS award.

# Building Up the Nerve Podcast



Subscribe to a new podcast from the National Institute of Neurological Disorders and Stroke (NINDS) for trainees.

The podcast will help you navigate through the life cycle of a grant from idea to award with the help of NINDS staff who do the work and can provide the insight.

We know that applying for NIH funding can be daunting; if you want to submit an NINDS training application or just want to hear some great career advice, this is the podcast for you!

Subscribe at <http://ninds.buzzsprout.com/>

Email us questions to be answered on the podcast: [NINDSNervePod@nih.gov](mailto:NINDSNervePod@nih.gov)

# OPEN Connections ....



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Podcast: Building Up the Nerve  
Subscribe at [ninds.buzzsprout.com](http://ninds.buzzsprout.com)

# Diversity is not a problem

# It's the solution.

**NINDS, Office of Programs to Enhance  
Workforce Diversity**

**Dr. Michelle Jones-London**

**[jonesmiche@ninds.nih.gov](mailto:jonesmiche@ninds.nih.gov)**

**Twitter: [@NINDSDiversity](https://twitter.com/NINDSDiversity)**

**From Potential to Action: NINDS Trainees  
Navigate Diverse Paths to Success**



**[https://www.ninds.nih.gov/About-  
NINDS/Workforce-Diversity/Success-Stories](https://www.ninds.nih.gov/About-NINDS/Workforce-Diversity/Success-Stories)**