Recommendations

- Rephrased *slightly* in this presentation to give background and context

- Full Report: https://nigms.nih.gov/about/dima/Pages/reports.aspx

Responses to Recommendations #1

Identify successful practices for Bridges to the Baccalaureate through case studies or qualitative analysis and from data collected through new reporting requirements. Track how these practices are affected by the transition from the Research Education (R25) to the Institutional Training Grant (T34) program structure and use the data to inform the administration and implementation of the program.

- NIGMS is building qualitative analysis capacity (for example, recent evaluations and program dashboards based on progress report data).
- *Example:* Programs that provided enriching activities beyond a summer research experience were correlated with successful outcomes. NIGMS incorporated language into the notice of funding opportunity to encourage such activities on both sides of the transition.
- Will share outcomes and effective practices, but not be overly prescriptive - allow for innovation and context specific interventions.

Responses to Recommendations #2

Communicate any identified successful practices and allowable budgetary approaches to applicants and current awardees.

- Results from evaluations and outcome analyses are posted on the NIGMS website: https://nigms.nih.gov/about/dima/Pages/reports.aspx
- For relevant NIGMS programs, plan to publish clarifying language for the use of Training Related Expenses (through re-issuances of notices of funding opportunities and issuances of related notices).
- Continue to provide yearly information sharing opportunities for applicants. *Recent example*: Question and Answer Office Hours for Bridges Programs on August 16, 2023.
- NIGMS staff meets regularly with the TWD Grantee Organization Leadership (most recently in June 2023).
- Notice of Special Interest (NOSI) in Applications to Support Training, Workforce Development, and Diversity Conferences (R13): NOT-GM-23-028.

Responses to Recommendations #3

Include the explicit goal of enhancing diversity in the biomedical workforce and collect data on metrics that will help examine progress toward that goal, such as STEM degrees earned and students' activities after graduation (further degrees or entry into the biomedical workforce).

- Such language is in the overarching goal of current notices of Training, Workforce Development, and Diversity funding opportunities except that the focus is on the biomedical _research_ workforce. The language will be retained going forward.
- Working with the Office of Extramural Research and eRA Commons to phase in the use of Extramural Trainee Reporting and Career Tracking (xTRACT) for annual progress reports for undergraduate training grants (already required at predoctoral/postdoctoral training grant level).

Responses to Recommendations

Broader Recommendation: Assess the feasibility of conducting a broader examination of the biomedical research workforce and need for community college-prepared employees (a skilled technical workforce) to generally inform NIGMS diversity efforts.

- The Office of Extramural Research Division of the Biomedical Research Workforce typically conducts this type of analysis: https://researchtraining.nih.gov/dbrw/reports. We have shared the recommendation with our colleagues.
- NIGMS is exploring other models for building the workforce from the community college level to support the skilled technical research workforce.
- Note: the xTRACT system discussed on the previous slide will capture the outcome data.
- Science of Science Approach to Analyzing and Innovating the Biomedical Research Enterprise (SoS:BIO): NOT-GM-23-038
  - Jointly supported by NIGMS and the National Science Foundation.
  - Supports scientific analysis of the biomedical research enterprise, and efforts to foster a diverse, innovative, productive and efficient scientific workforce from which future research discoveries and scientific leaders will emerge.