



National Institute of
General Medical Sciences



NIGMS Training and Workforce Diversity Programs

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NIGMS Training Programs to Promote Broad Participation

- NIGMS supports several cross-disciplinary institutional training programs as well as individual awards to **promote broad participation** in the biomedical workforce
- Many of these awards support trainees with:
 - research training & research experiences
 - career development & support
 - a portion of tuition & fees
 - stipends to help defray cost of living



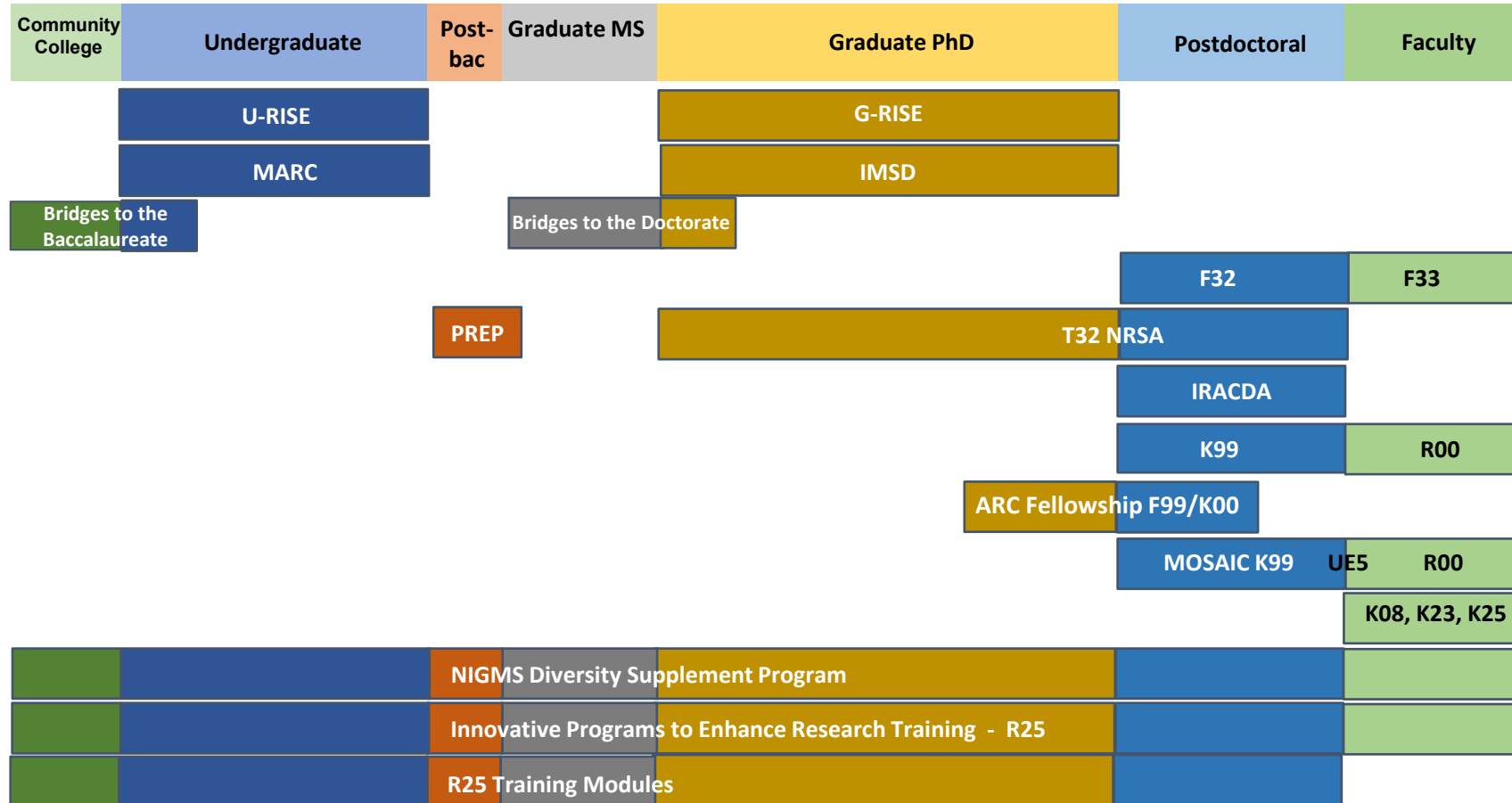
**NIGMS Administers ~1,900 Training, Workforce
Development, Diversity and Capacity Building Awards
at ~400 institutions
~\$900 million per year**

Institutional Eligibility Research Tracks

| Research Active | Research Intensive |
|---|--|
| Average < \$7.5M NIH Research Project Grant (RPG) funding per year over the past three fiscal years | Average \geq \$7.5M NIH Research Project Grant (RPG) funding per year over the past three fiscal years |

- Separate tracks allow NIGMS to support rigorous research training in a broad variety of institution types

NIGMS Training Programs



Major Themes of NIGMS Training Programs

- **Tailored** to the organizational context – using data to identify specific needs and leveraging organizational strengths.
- Commitment to **inclusive, safe, supportive and accessible research training environments** that promote the development of trainees from all backgrounds.
- **More than financial aid** for students to conduct research:
 - Provide rigorous, well-designed mentored research experiences.
 - Include additional opportunities that will build a **strong cohort** of research-oriented individuals and promote trainee skill development.
- Use **evidence-informed**, creative, and transformational approaches to training and promoting broad participation.
- **Rigor and transparency, responsible & safe conduct** of research throughout the training experience.
- Demonstrate effective oversight of trainee development and promote retention.
- Strong program evaluation – includes, for example, trainee feedback and climate evaluation.

Brief Overview of Select Programs

- **Undergraduate**
 - Undergraduate Research Training Initiative for Student Enhancement (U-RISE)
- **Graduate**
 - Bridges to the Doctorate
 - Graduate Research Training Initiative for Student Enhancement (G-RISE)
- **Graduate/Postdoc Transition**
 - Advancing Research Careers (ARC)
- **Postdoc/Faculty Transition**
 - Maximizing Opportunities for Scientific and Academic Independent Careers (MOSAIC)
- **Postdoctoral**
 - Institutional Research and Academic Career Development (IRACDA)
- **All Stages**
 - Diversity Supplements

Undergraduate Research Training Initiative for Student Enhancement (U-RISE) (T34)

- **Goal:** To promote broad participation in the biomedical research workforce by strengthening research training environments and expanding the pool of well-trained students who:
 - complete their baccalaureate degree, and
 - transition into and complete biomedical, research-focused higher degree programs (such as Ph.D. or M.D./Ph.D.)
- Provides support to institutions to develop and implement effective, evidence-informed approaches to biomedical undergraduate training and mentoring to support the development of a biomedical research workforce

[PAR-24-137](#)

U-RISE (T34)

- Research active, institutional award with one receipt date per year (typically May)
- U-RISE trainees are typically supported for 2-3 years
- Program provides:
 - Tuition remission
 - Stipend
 - Training related expenses
 - Trainee travel

Program Contacts



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Graduate Research Training Initiative for Student Enhancement (G-RISE) (T32)

- **Goal:** To strengthen research training environments and promote broad participation in the biomedical research workforce by expanding the pool of well-trained scientists earning a Ph.D., for example, encouraging the inclusion of individuals from underrepresented groups

[PAR-24-032](#)

G-RISE (T32)

- Research active, institutional award with one receipt date per year (typically January)
- G-RISE trainees are typically supported for 2-3 years
- Program provides:
 - Tuition remission
 - Stipend
 - Training related expenses
 - Trainee travel

Program Contacts



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Leading Equity and Diversity in the Medical Scientist Training Program (LEAD MSTP) (T32)

- **Goal:** To develop a diverse pool of highly trained clinician-scientist leaders available to meet the Nation's biomedical research needs by providing support for dual-degree clinician scientist training at institutions that have historically not been well represented among NIGMS-funded MSTPs
- Supports institutions to develop and implement effective, evidence-informed approaches to fully integrate the transitional phases of dual-degree training and mentoring that will lead to the completion of both clinical degrees, and research doctorate degrees
- Limited to dual-degree training programs at:
 - (1) Historically Black Colleges and Universities (HBCUs),
 - (2) Tribal Colleges and Universities (TCUs), and
 - (3) institutions within Institutional Development Award (IDeA)-eligible states

[PAR-23-030](#)

LEAD MSTP (T32)

- Institutional award with one receipt date per year (typically January)
- Program provides:
 - Tuition remission
 - Stipend
 - Training related expenses
 - Trainee travel

**Program
Contact**



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Advancing Research Careers (ARC) Program (F99/K00)

- **Goal:** To enhance participation of trainees from diverse backgrounds, for example individuals from underrepresented groups as they **transition** from predoctoral research training to postdoctoral research and career development
- Funds up to two years of pre-doc training and three years of postdoc training
- Matched with UE5 site where they receive additional mentoring networking and career development

[PAR-23-222](#)

ARC (F99/K00)

- Individual award with three receipt dates per year (typically June, October, February)
- Awardees receive:
 - Tuition remission
 - Stipend
 - Training related expenses
 - Travel funds

Program Contacts



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Maximizing Opportunities for Scientific and Academic Independent Careers (MOSAIC) (K99/R00)

- **Goal:** To facilitate the transition of promising postdoctoral researchers from diverse backgrounds, for example individuals from groups underrepresented in the biomedical research workforce at the faculty level, into independent, tenure-track or equivalent research-intensive faculty positions
- Additional mentoring, networking and career development through UE5 sites:
 - American Society for Cell Biology
 - American Society for Biochemistry and Molecular Biology
 - Association of American Medical Colleges
 - American Society for Microbiology

[PAR-21-271](#)

MOSAIC (K99/R00)

- Individual award, three receipt dates per year (typically February, June, October for new applications)
- Awardees receive:
 - Salary and fringe benefits
 - Research development support
 - Research costs and applicable indirect costs in R00 phase

Program Contacts



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Institutional Research and Academic Career Development Award (IRACDA) (K12)

- **Goal:** To develop highly trained biomedical scientists with the necessary knowledge and skills to pursue independent research and teaching careers in academia. Other goals are to promote linkages between and partner institutions that can lead to further collaborations in research and teaching
- The program promotes consortia between research-intensive institutions and partner institutions that have a historical mission and a demonstrated commitment to providing training, encouragement and assistance to students from groups underrepresented in biomedical research
- Combines a traditional mentored postdoctoral research experience with an opportunity to develop academic skills, including teaching, through workshops and mentored teaching assignments at a partner institution

[PAR-22-212](#)

IRACDA (K12)

- Applications are submitted on behalf of a consortium of domestic, private or public educational institutions
 - One receipt date per year (typically October)
- Lead applicant must be research intensive and it must serve as the primary site of the postdoctoral research experience
- Scholars receive up to 3 years of support for:
 - Salary/wages and fringe benefits
 - Teaching supplies
 - Scholar travel

Program Contacts



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Bridges to the Doctorate (T32)

- **Goal:** To develop a diverse pool of well-trained biomedical scientists who will transition from master's degree programs and complete rigorous biomedical, research-focused doctoral degree programs (e.g., Ph.D. or M.D./Ph.D.) in biomedical fields relevant to the NIGMS mission
- Currently, there is no active Notice of Funding Opportunity (NOFO)
 - Intent to reissue with proposed expanded institutional eligibility for master's degree partner institutions to include all historically Black colleges and universities and Tribal colleges and universities.
 - It will also likely eliminate the requirement for the Ph.D.-granting organization to be research intensive

Bridges to the Doctorate (T32)

- One receipt date per year (typically September)
- Program provides:
 - Tuition remission
 - Stipend
 - Training related expenses
 - Trainee travel

Program Contacts



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Diversity Supplements

- **Goal:** To increase the nation's pool of students from underrepresented groups by preparing them to continue their training in biomedical research
- Supplement uses the research project grant as the platform for intensive mentored research experiences within the scope of the grant during the continuum from high school to the faculty level
 - PIs at domestic institutions who have an active NIGMS research grant, program project grant, center grant, or cooperative agreement research program are eligible to submit a request to NIGMS for an administrative diversity supplement to the grant

[PA-23-189](#)

Diversity Supplements

- Support for 1-2 years at multiple career levels (HS to ECR Faculty)
- Applications accepted on a rolling basis between Oct 1-May 31 in any fiscal year

Program Contacts



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TWD Dashboard

BY PROGRAM

BY STATE/TERRITORY

ALL ACTIVE AWARDS

FILTER BY STATE

Programs **1288** total awards **\$409,087,614** total awarded dollars

| Program | Award Count | Total Dollars |
|--|-------------|---------------|
| Diversity Program Consortium Programs, NIH Common Fund Initiative: Enhancing the Diversity of the NIH-Funded Workforce | 61 | \$45,466,500 |
| Postdoctoral, Early Career, and Workforce Development Programs | 534 | \$101,680,345 |
| Predoctoral Basic Biomedical and Medical Science Training Programs | 397 | \$170,927,102 |
| Undergraduate and Predoctoral Cross-Disciplinary Training Programs | 296 | \$91,013,667 |

- Visit: <https://www.nigms.nih.gov/training/Pages/TWD-Dashboard.aspx>
- Displays the categories of programs we have by training stage
- You can also search for programs by state

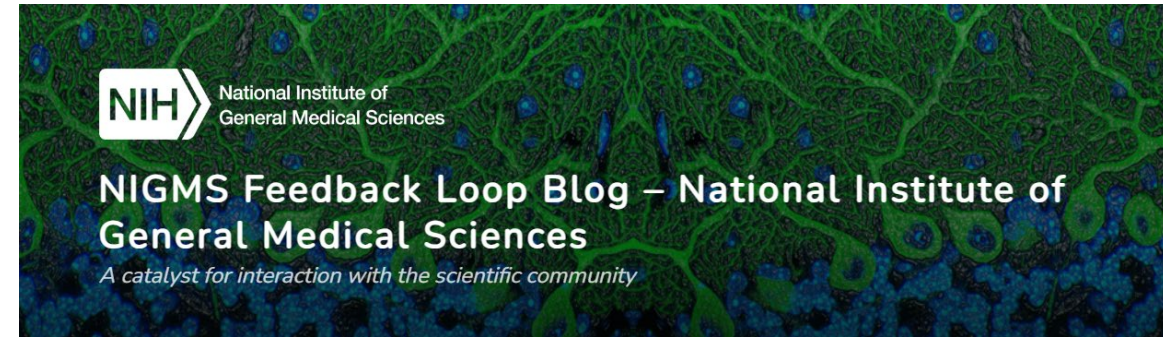
Questions?

Connect with NIGMS Program Officers!

Consult our website:
<https://www.nigms.nih.gov>

Subscribe to Feedback Loop blog: <https://loop.nigms.nih.gov>

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Promote Broad Participation in the Biomedical Workforce

- NIGMS expects organizations to engage in **outreach and recruitment activities** to encourage individuals from [underrepresented groups](#) to participate in the program.
- Consistent with existing NIGMS practices and applicable law:
 - Funded programs may not use the race, ethnicity, or sex (including gender identity, sexual orientation, or transgender status) of a trainee or faculty candidate as an eligibility or selection criteria.
 - NIGMS does not use the race, ethnicity, or sex of trainee candidates, trainees, or faculty in the application review process or funding decisions.

Examples of Activities to Promote Broad Participation

- Outreach activities to foster awareness of research training opportunities for potential trainees from all backgrounds.
- Targeted recruitment activities to diversify program applicant pools.
- Program admissions processes that consider factors beyond grade point average and standardized test scores – such as how a trainee candidate's lived experiences and perspectives further their commitment to program goals and a biomedical research career.
- Efforts to create and sustain inclusive research training environments for trainees from diverse backgrounds, for example strengthening faculty skills to work effectively with trainees from various cultural and neurodiverse groups.
- Updating curricula, pedagogy, and academic supports to enhance student success and engagement.
- Expanding mentoring, networking, and skills development opportunities, and financial support for trainees.
- Utilizing data to identify, and as appropriate, feasibly address biases and barriers in the research training environment that impede trainee success.

Applicants are encouraged to consult with their General Counsel to ensure all applicable laws and regulations are being followed. See more information [here](#).