



National Institute of  
General Medical Sciences



Maximizing Opportunities for  
Scientific and Academic  
Independent Careers (MOSAIC)

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

## 2024 Applicant Webinar

August 29, 2024

# Before We Begin

- This **webinar is being recorded** and will be available online. The slides have been posted on the [MOSAIC website](#) (video will be posted in the coming weeks)
- Type your questions in the chat box
- There will be Q&A periods during the webinar.

# Webinar Participants

## NIH Staff

- Kenneth Gibbs, Ph.D., Program Director
- Kalynda Gonzales Stokes, Ph.D., Program Director
- Latarsha Carithers, Ph.D., Scientific Review Officer
- Justin Rosenzweig, Grants Management Team Leader



## NIH MOSAIC Scholars

- **Kolade Adebowale, Ph.D.**, Postdoctoral Scholar, Harvard University
- **Lydia Grmai, Ph.D.**, Postdoctoral Scholar, University of Pittsburgh
- **Cassandra Hayne, Ph.D.**, Assistant Professor, University of Chicago
- **Evan White, Ph.D.**, Principal Investigator, Laureate Institute for Brain Research



# Webinar Agenda

- Background & Overall Program Description
- MOSAIC Program Components (Description, Review, Grants Management, Questions)
  - Postdoctoral Career Transition Award to Promote Diversity (K99/R00) - **Hearing from MOSAIC K99/R00 Scholars!**
  - MOSAIC Organizational Research Education Award (UE5)
- Final Questions

# Disclaimer

This presentation and accompanying slides are for informational purposes only. They serve as an overview of the NIH MOSAIC program and are not meant to be comprehensive in coverage of all required components an application.

**Applicants are responsible for** following the instructions detailed in the Notice of Funding Opportunity (NOFO), any Related Notices (included in the NOFO's Overview Information section), and the **[SF424 Application Guide](#)**.

# Department of Health and Human Services

## Part 1. Overview Information

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### Participating Organization(s)

National Institutes of Health ([NIH](#))

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### Components of Participating Organizations

National Institute of General Medical Sciences ([NIGMS](#))

National Eye Institute ([NEI](#))

National Heart, Lung, and Blood Institute ([NHLBI](#))

National Human Genome Research Institute ([NHGRI](#))

National Institute on Aging ([NIA](#))

National Institute on Alcohol Abuse and Alcoholism ([NIAAA](#))

National Institute of Allergy and Infectious Diseases ([NIAID](#))

### Related Notices

See [Notices of Special Interest](#) associated with this funding opportunity

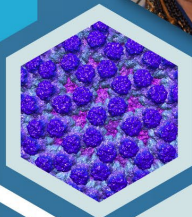
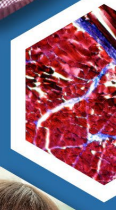
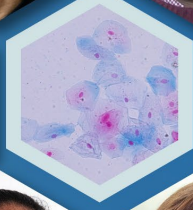
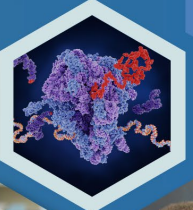
- **July 30, 2024** - Notice of Informational Webinar on the NIH Maximizing Opportunities for Scientific and Academic Independent Careers (MOSAIC) Program Notices of Funding Opportunity (K99/R00 and UE5). See Notice [NOT-GM-24-048](#)
- **August 31, 2022**- Implementation Changes for Genomic Data Sharing Plans Included with Applications Due on or after January 25, 2023. See Notice [NOT-OD-22-198](#).
- **August 5, 2022**- Implementation Details for the NIH Data Management and Sharing Policy. See Notice [NOT-OD-22-189](#).

Informational notice – this webinar!

NIH-wide requirements

# NIH MOSAIC Program Background & Structure

Maximizing Opportunities for  
Scientific and Academic  
Independent Careers (MOSAIC)



# NIH MOSAIC Program

- The Maximizing Opportunities for Scientific and Academic Independent Careers (MOSAIC) program is designed to facilitate the transition of **promising postdoctoral researchers from diverse backgrounds**, for example individuals from [underrepresented groups](#), into independent, tenure-track or equivalent research-intensive faculty positions (see [MOSAIC website](#)).
- MOSAIC supports NIH's efforts to develop a biomedical research workforce that will benefit from **the full range** of perspectives, experiences and backgrounds needed to advance discovery.



**Lead Institute**  
Participating NIH Institutes,  
Centers and Offices



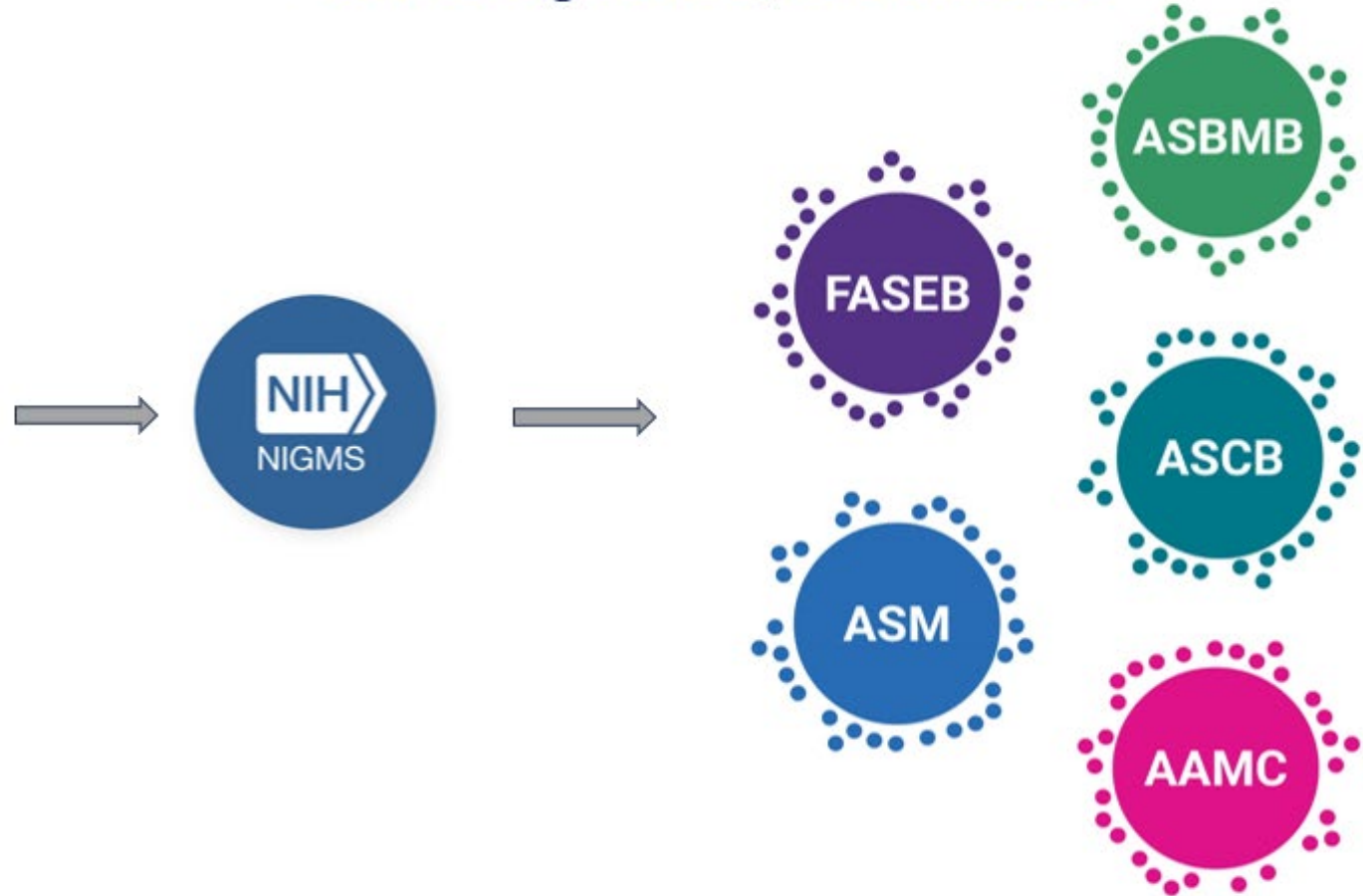
# NIH MOSAIC Program (2)

Postdoctoral Career Transition Award (K99/R00) – [PAR-24-225](#), [-226](#), and [-227](#)  
Institutionally Focused Research Education Cooperative Agreement (UE5) – [PAR-24-224](#)

## MOSAIC K99/R00 Candidates



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



# MOSAIC UE5 – Common Elements

- Cohort Formation
- Skills Development
  - Faculty search, lab management
  - Grant writing
  - Communication & scientific publishing
- Mentoring and Networking
- Career Visibility & Enhancement



[ASBMB MOSAIC](#)



[FASEB MOSAIC](#)



[AAMC MOSAIC](#)



[ASCB MOSAIC](#)



[ASM MOSAIC](#)

# **MOSAIC Postdoctoral Career Transition Award to Promote Diversity (K99/R00)**

**PAR-24-225**

**PAR-24-226**

**PAR-24-227**

# MOSAIC K99/R00 NOFOs

- [PAR-24-225](#) - Independent Clinical Trial **Not Allowed**
- [PAR-24-226](#) - Independent Clinical Trial **Required**
- [PAR-24-227](#) - Independent Basic Experimental Studies with Humans **Required (BESH)**

★ Not all NIH Institutes, Centers and Offices (ICOs) participate in each of these Announcements.

Applicants should carefully note which ICOs participate in each announcement.

ICOs that do not participate in a particular announcement will not consider applications for funding.

Consultation with [NIH staff before applying](#) is **strongly encouraged**.

# MOSAIC K99/R00 Goal

- To facilitate a timely transition of **promising postdoctoral researchers from diverse backgrounds** from their mentored postdoctoral research positions to independent, tenure-track or equivalent research-intensive faculty positions.
- The program is designed to support postdoctoral researchers who have **demonstrated meaningful contributions** and **proposed compelling future plans to promote broad participation in the biomedical research workforce**, such as activities that promote inclusive, supportive, and accessible biomedical research environments that support the success of trainees and scientists from all backgrounds, including individuals from underrepresented groups.

# MOSAIC K99/R00: A Two-Phase Award

- Will provide up to 5 years of support in two phases:
  - **K99 phase (postdoc)**: Up to two years of mentored research and career development.
  - **R00 phase (faculty)**: Up to three years of independent research support.
- The K99/R00 award is intended to **foster research independence** of the candidate.

# MOSAIC K99/R00: Fostering Independence

- It is important the application clearly describe how the:
  - Research and career development activities in the K99 phase will help the candidate **achieve research independence** by the start of the R00 phase.
  - Candidate will **separate scientifically** from their mentor(s).
  - **Mentor(s) will actively support the candidate's transition to independence** – for example, which aspects of the research, resources, and reagents developed in the K99 phase the candidate can take with them to the R00 phase, and how they will not compete with the candidate in the research area.

# MOSAIC K99/R00 Considerations: Candidate

- Consistent with applicable law, the candidate's race, ethnicity or sex (including gender identity, sexual orientation and transgender status) **are not used** to establish eligibility, in application review or funding decisions.
- Organizations are encouraged to **recruit prospective candidates from groups underrepresented on the national basis**, and organizational context, to foster a diverse candidate pool.
  - NIH **strongly encourages** applications from candidates previously supported by training programs to promote workforce diversity (such as diversity supplement, diversity F31 or F99/K00, institutional programs – MARC, RISE, PREP, IMSD, Bridges, BP BRAIN ENDURE).



# MOSAIC K99/R00 Considerations: Candidate (2)

- Candidates should have demonstrated **meaningful contributions** toward **promoting broad participation** in the biomedical research workforce
  - For example, furthering inclusive, supportive, and accessible biomedical research environments.
- Candidates should **propose well-developed plans** for how those activities will be continued as an independent investigator.
- Candidates whose statements are weak in this area **are not** the intended recipients of this award.

# Examples of Activities to Promote Broad Participation

- Organizer for #BlackInMicrobiology
- Organizational leadership to promote broad participation (for example: a SACNAS chapter; relevant committees through scientific societies, etc.)
- Develop podcast to highlight scientists from underrepresented groups
- Active mentor for undergraduate diversity enhancing program
- Program and departmental service to promote diversity (for example: outreach trips to ABRCMS; organizing seminar series to promote diversity, etc.)

# MOSAIC K99/R00 Considerations: Developmental Award

- Candidates are strongly encouraged to apply **no later than the 3rd year of their postdoctoral training** to ensure they receive the maximum benefit from both phases of the award and to facilitate a timely transition to independence.
- Because the program aims to support the career development of scholars **early** in their postdoctoral training, candidates **who have not yet** published a 1st-author manuscript during their postdoctoral training but whose previous and current studies and future plans are likely to support a successful independent research career, **are encouraged to apply**.
- An individual who cannot provide a **compelling rationale** for **at least one year** of additional mentored research career development at the time of award is not a strong candidate for this award.

# MOSAIC K99/R00: Eligibility

- Must have a clinical or research doctorate (e.g., Ph.D., M.D.).
- By the time of the award, **must be a US citizen or permanent resident.**
- Individuals must be in **mentored, postdoctoral training positions.**
- Must have no more than **4 years** of postdoctoral research experience as of the relevant application due date **regardless** of whether it is a New or Resubmission application.

# MOSAIC K99/R00: Eligibility (2)

- Only **time dedicated to research activities** counts toward the 4-year limit.
  - Parental, medical, or other well-justified leave for personal or family situations is not included in the 4-year eligibility limit, nor is clinical training with no research involvement (e.g., full-time clinical residency training).
  - Part-time postdoctoral research training, related to personal or family situations or occurring during a research residency or fellowship, will be pro-rated accordingly.
- One-year extension for childbirth within the eligibility window ([NOT-OD-20-011](#)).
- Applicants seeking an extension of the 4-year eligibility window should contact the relevant [Scientific/Research Contact](#) at least **12 weeks** before submitting the application.

# **MOSAIC K99/R00: Notable differences from the Parent K99/R00**

# Statement on “Activities to Promote Broad Participation in Biomedical Research Workforce”

## ★ (Required Attachment, 1 Page Max)

- Must include a statement from the candidate describing (a) **past and present activities** and (b) **future plans** as a faculty member to **promote broad participation in the biomedical workforce**.
  - These activities should foster inclusive, supportive, and accessible biomedical research environments that support trainees and scientists from all backgrounds, **including individuals from underrepresented groups**.
- Highlight activities relevant to addressing underrepresentation within the biomedical research workforce within the United States and territories.
- **Examples** can include, but are not limited to:
  - **Outreach activities** to foster awareness of biomedical research training opportunities for potential trainees from all backgrounds.
  - Contributions to **targeted recruitment activities** (such as those to individuals from underrepresented groups) intended to diversify applicant pools for training programs.
  - **Mentoring or leadership activities** in relevant programs or organizations meant to create and sustain inclusive biomedical research and research training environments for scientists and trainees from diverse backgrounds.
- As applicable, candidates **may discuss** how aspects of their personal background and lived experiences have motivated their pursuit of the activities or informed their plans to promote broad participation in biomedical research.

# MOSAIC K99/R00: Candidate Section

- Each awardee/scholar will be assigned to a **MOSAIC Organizational Research Education** center (funded through the MOSAIC **UE5** mechanism).
- Each center provides mentoring, networking, and career development activities for the MOSAIC awardees/scholars.
- Candidates should describe in the application how these activities will be incorporated to enhance their career development.
  - Visit the [MOSAIC website](#) to identify the current MOSAIC UE5 awardees/centers.
  - Identify **one of the organizations** the candidate would like to be affiliated with and explain the reasons for the affiliation.
  - Examine the UE5 center's program for MOSAIC K99/R00 scholars and incorporate, as applicable, the activities offered into the candidate's career development.



# Typical MOSAIC K99/R00 Scholars Assignment to Current MOSAIC UE5 Centers

- [American Society for Biochemistry and Molecular Biology \(ASBMB\)](#): Chemistry, biochemistry, molecular biology, biophysics, structural biology.
- [American Society for Cell Biology \(ASCB\)](#): Cell biology, developmental biology, basic neuroscience.
- [American Society for Microbiology \(ASM\)](#): Microbiology, immunology, virology.
- [Association of American Medical Colleges \(AAMC\)](#): Minority health, health disparities, clinically related studies, population health, social and behavioral science, medical technology.
- [Federation of American Societies for Experimental Biology \(FASEB\)](#): Aging biology, human physiology, endocrine biology, basic neuroscience.

# MOSAIC K99/R00: Mentors Statement

- The mentor should describe how they **will support** the candidate's:
  - Activities to **promote broad participation** in the biomedical research workforce.
  - **Participation in the cohort activities** provided by the MOSAIC UE5 center.
- As applicable, mentors should describe **their willingness to participate** in activities provided by the MOSAIC UE5 centers aimed to acclimate mentors to program expectations and promote scholar success.

# MOSAIC K99/R00: Institutional Environment

- **Description of Institutional Environment section must specifically address:**
  - **Institutional career development resources and activities** that will be available to contribute to the candidate's career development (for example, an office of postdoctoral affairs, a seminar series for future faculty, etc.).
  - Any **institutional policies and practices that are expected to contribute to the candidate's research and career development success**, such as policies and procedures to (a) promote diversity and inclusion in the research training environment, (b) ensure that the institution's facilities are accessible to those with disabilities, (c) foster a positive, supportive, and safe research and training environment, and (d) prevent discriminatory harassment and other discriminatory practices and to appropriately respond to allegations of such discriminatory practices, including providing any required notifications to NIH (for example, requesting a change of PD/PI status; see [NOT-OD-15-152](#) and [NOT-OD-18-172](#))
  - ★ ○ **Two-page limit** (longer than the standard one-page requirement for other NOFOs)

# MOSAIC K99/R00: Application Instructions

- The “Description of Candidate's Contribution to Program Goals” attachment **is not required** for this NOFO and should not be included in the application.

# MOSAIC K99/R00: Study Section Review

- **REMINDER:** be sure to comply with all NOFO instructions
  - Review groups managed by participating ICs
  - Scored Review Criteria (each item gets a score)
    - Candidate
    - Career Development Plan/Career Goals and Objectives
    - Research Plan
    - Mentor(s), Co-Mentor(s), Consultant(s), Collaborator(s)
    - Environment & Institutional Commitment to the Candidate
  - Additional Review Criteria (can impact final score)
    - Protections for Human Subjects, Inclusions, Vertebrate Animals, Biohazards
  - Additional Review Considerations (not part of final score)
    - Resource Sharing Plans, Training in RCR, Select Agents, Authentications, Budget
- Some differences vs. other K99s.
- Pay special attention to “Specific for this NOFO” criteria

# Insights from MOSAIC K99/R00 Review

- Feasible research plan with clear hypotheses, expected results, and alternative approaches.
- Aims should be related but not interdependent.
- **Address both the mentored (K99) and independent (R00) phases.**
- Statistical analysis (e.g., sample size, power analysis) and attention to relevant biological variables.
- Easily understood by scientists in and outside of your specific area of research.

# Insights from MOSAIC K99/R00 Review (2)

- Track record and clear justification for additional career development (relative to career stage).
- **Demonstrated activities and proposed future plans to promote broad participation in the biomedical research workforce** (candidates whose statements are weak in this area are not the intended recipients of this award).
- Clear career development needs (scientific and professional skills), and **tailored plans** to address those needs; must be shown in **both** mentor and PI statements.
- Integration of the MOSAIC UE5 into career development plans.

# Insights from MOSAIC K99/R00 Review (3)

- Tailored mentor plan for candidate's career development and progression to independence.
- **Clear separation** / ownership of project going forward.
- Mentor support for candidate's participation in UE5 and activities to promote broad participation.
- For plans with co-mentors, clearly delineate the contributions of the additional mentors, both scientifically and in career development.
- Institutional commitment to the candidate's career development.
- Demonstrated efforts to promoting inclusive, safe, supportive and accessible scientific research environments.

**The entire application is reviewed — a rigorous research proposal is necessary but not sufficient.**



# MOSAIC K99/R00: Award Information

	K99 (Mentored Phase)	R00 (Independent Phase)
Total Costs	Varies by IC	Up to \$249,000 per year
Salary	Varies by IC	The R00 independent phase institution will submit an application to be <b>administratively reviewed</b> on behalf of the candidate for the R00 award with detailed budget information
Research Support	Varies by IC	Included in total costs
Indirect Costs	8% of modified total direct costs	Consistent with extramural sponsoring institution's indirect cost rate

The NOFO [Award Information Section](#), and [MOSAIC FAQs](#)

# MOSAIC K99/R00 – Timeline

	Cycle I	Cycle II	Cycle III
Application Due Date ( <b>non-AIDS</b> )	February	June	<b>October</b>
Application Due Date ( <b>AIDS</b> )	May	September	<b>January</b>
Scientific Merit Review	June/July	October/November	<b>February/ March</b>
Advisory Council	September	January	<b>May</b>
Earliest Start Date	December	April	<b>July</b>

Use [standard due](#) dates for K99 applications

# Hear directly from MOSAIC Scholars!



**Kolade Adebowale, Ph.D.**, Postdoctoral Scholar, Harvard University / Wyss Institute, Incoming Assistant Professor, University of California San Diego

**Lydia Grmai, Ph.D.**, Postdoctoral Scholar, University of Pittsburgh, Incoming Assistant Professor, Yale School of Medicine



**Cassandra Hayne, Ph.D.**, Assistant Professor, University of Chicago

**Evan White, Ph.D.**, Principal Investigator, Laureate Institute for Brain Research

# Kolade Adebowale, Ph.D.



- Postdoc: Harvard University / Wyss Institute
- Faculty: University of California, San Diego
- MOSAIC Society: [ASM](#)
- Project: “[Biophysical Cues Shaping Macrophage and T-Cell Functions](#)”
- Activities to Promote Broad Participation in Biomedical Research:
  - Led programming and community building activities through Stanford Enhancing Diversity in Graduate Education program.
  - Leadership role in Harvard’s STEM community outreach.

# Lydia Grmai, Ph.D.



- Postdoc: University of Pittsburgh
- Faculty: Yale School of Medicine
- MOSAIC Society: [ASCB](#)
- Project: [“Stress response signaling as a metabolic sensor in reproduction”](#)
- Activities to Promote Broad Participation in Biomedical Research:
  - Founded peer mentoring programs in graduate school (Student Diversity Initiative) and postdoc (InSPIReD).
  - Lead scientific training and professional development workshops for undergraduate pathway programs.

# Cassandra Hayne, Ph.D.



- Postdoc: National Institute of Environmental Health Sciences
- Faculty: University of Chicago
- MOSAIC Society: [ASBMB](#)
- Project: “[Structural and Functional Characterization of Pontocerebellar Hypoplasia Associated Nucleases](#)”
- Activities to Promote Broad Participation in Biomedical Research:
  - Specific outreach events for to students in rural and economically underserved communities (such as ambassador for NC DNA Day & activity/table host/leader for the SouthSide Science Festival)
  - Outreach, mentor-mentee programs, and advocacy for students from marginalized communities (including those with disabilities).

# Evan White, Ph.D.



- Postdoc: Laureate Institute for Brain Research
- Faculty: Laureate Institute for Brain Research
- MOSAIC Society: [AAMC](#)
- Project: “[Neuroscientific Exploration of Cultural Protective Factors in American Indians](#)”
- Activities to Promote Broad Participation in Biomedical Research:
  - Mentor to undergraduates and served on advisory board. American Indians into Psychology program (AIP).
  - Served as coordinator of the Psychology Diversified Student Program.

# MOSAIC K99/R00 Questions

Consult the [MOSAIC Answers to FAQs](#)





# Extramural NIH Training Opportunities for Postdocs & Early Career Scientists

- [NIGMS Division of Training Workforce Development and Diversity](#)
- [NIH Career Development Awards \(K\) – including Parent K99/R00](#)
- [NIH Extramural Diversity Funding Opportunities](#)
- [Research Supplements to Promote Diversity](#)

NIH [Extramural Research Training Website](#)

NIH [Extramural Diversity Website](#)

**MOSAIC Institutionally-Focused  
Research Education Award to  
Promote Diversity  
(UE5 - Clinical Trial Not Allowed)**

**PAR-24-224**

# MOSAIC UE5 - Goal

- The MOSAIC UE5 program is designed to support educational activities for [MOSAIC K99/R00 scholars](#) that will equip them with the professional skills and provide them with the appropriate mentoring opportunities and professional networks to allow them to transition into, advance, and succeed in independent, tenure-track or equivalent research-intensive faculty careers.
- The current MOSAIC UE5 Awardees are:
  - [The American Society for Biochemistry and Molecular Biology](#) (ASBMB)
  - [The American Society for Cell Biology](#) (ASCB)
  - [The American Society for Microbiology](#) (ASM)
  - [The Association of American Medical Colleges](#) (AAMC)
  - [The Federation of American Societies for Experimental Biology](#) (FASEB) – **New**

# MOSAIC UE5 - Responsiveness

- Awardee organizations must provide career development and mentoring activities **aligned with and appropriate for the disciplinary backgrounds** of scholars supported through the MOSAIC K99/R00 program.
- NIH will specify areas of programmatic need for each receipt date, reflecting the disciplinary backgrounds of the MOSAIC K99/R00 scholars, through a Notice of Special Interest to the MOSAIC UE5 announcement.
- **Only applications aligned with these areas of need will be accepted for review.**

# MOSAIC UE5 – Responsiveness – September 2024 Receipt Date

- Applications must have a specific focus on providing robust and appropriate mentoring, skills building, networking and professional development in **one or more** of the following scientific areas of program priority:
  - Cell biology.
  - Biochemistry, molecular biology, and biophysics.
  - Neuroscience related to basic, clinical and translational research, mental health and addiction.
  - Basic, clinical and translational physiology and pathophysiology of multiple human organ systems.
  - Population health studies, including health promotion, minority health and health disparities.
- Applications that can broadly cover more than one of the areas above are also encouraged.

# MOSAIC UE5 - Approach

- Develop **cohorts** of MOSAIC scholars that span the K99 and R00 phases.
- Provide opportunities for MOSAIC scholars to engage in **career development activities** that will foster their progression to and success in independent academic research careers (for example, courses for skills development).
- Enhance the **scientific and professional networks** of MOSAIC scholars beyond their local institutions.
- Identify and connect scholars with **additional mentors** who can facilitate appropriate career advancement.
- **Engage** MOSAIC scholars' **mentors** to enhance mentoring relationships and promote career development of the scholars.
- Track and publicize **outcomes** (for example, publicly available websites).

# MOSAIC UE5 – Goal (2)

- **Courses for Skills Development:** Support for short courses designed to enhance skills of cohorts of [MOSAIC K99/R00 scholars](#) to transition into and advance within independent academic research careers, such as:
  - **Obtaining a Faculty Position:** academic job search strategies, presenting a compelling research vision, interviewing skills, negotiation.
  - **Acclimating to the Faculty Role:** laboratory management, budgeting, hiring, mentoring, and balancing research, teaching, and service.
  - **Academic Advancement:** planning for tenure, managing career challenges and expectations, communication skills, funding strategies, grant proposal preparation, scientific publishing, and life-work balance.

# MOSAIC UE5 – Goal (3)

- **Mentoring Activities**

- **One-on-one and group mentoring** in scientific, professional and career development skills and strategies for the cohorts of MOSAIC K99/R00 scholars.
- Activities to **enhance the mentoring networks of MOSAIC scholars** that prepare them to successfully navigate the challenges and opportunities the challenges and opportunities associated with a faculty career in academic research-intensive institutions.
- Activities to **engage appropriate organizational leaders** on how to effectively support the scholars in the program.



# MOSAIC UE5 - Considerations

- Applicants are expected to identify **objectives** (specific, measurable, and obtainable outcomes the program intends to achieve) and to develop **plans** to implement evidence-informed skills development and mentoring activities that are grounded in the literature and from evaluations of existing relevant programs.
- Funded MOSAIC research education awards should address the career needs of scholars in **both** the mentored postdoctoral research phase (K99), and independent research phase (R00).
- Program activities should build upon the **strengths and assets** of MOSAIC K99/R00 scholars and should not reflect deficit-models (those that focus primarily on remediation of perceived weaknesses) of career development.

# MOSAIC UE5 – Eligibility (Organization)

- **Eligible Organizations:**

- Nonprofits other than institutions of higher education
- Higher Education Institutions
- Multiple organizations can partner for a MOSAIC UE5 application, with one organization serving as Primary Performance Site Location. *If multiple organizations partner for an UE5 application, follow all instructions for Consortium/Contractual Arrangements in the [SF424 \(R&R\) Application Guide](#).*

# MOSAIC UE5 – Organization Considerations

- **Applications are encouraged from organizations with:**
  - A demonstrated commitment to **promoting broad participation** in the biomedical research workforce, for example, encouraging the inclusion of individuals from underrepresented groups.
  - An **established record** of providing professional skills development, mentoring and networking activities for postdoctoral researchers.
  - **Experience serving** to enhance scientific communication and networking among scientists conducting research.
  - The **resources to support the proposed program**, for example, the provision of adequate staff, facilities, and educational capacity.

**MOSAIC UE5 is meant to serve scholars from across the Nation.**

# MOSAIC UE5 – Eligibility (PI)

- The contact PD/PI is expected to be a **full-time employee** of the applicant organization.
- The PD(s)/PI(s) should have **appropriate professional experience** in biomedical research career development and be capable of providing both administrative and educational leadership to the development and implementation of the proposed program.
  - **Does not have to be the PI of an active NIH Research Project Grant.**

# MOSAIC UE5 – Participants

- NIH MOSAIC K99/R00 scholars are the participants for MOSAIC UE5 programs supported through this NOFO.
- Each UE5 recipient will be assigned a cohort of approximately **ten** MOSAIC scholars each year, and these scholars will have staggered start dates (that is, up to three times per year or after each advisory council round).
- The scholars are expected to participate in the UE5 activities for the **entirety** of their K99 and R00 awards. Thus, it is expected that each UE5 will grow to support approximately **50** scholars by the fifth year of the award.

# MOSAIC UE5 – Research Strategy Section

- Consult the [NOFO](#) for details
  - Proposed Research Education Program should cite relevant data/report resources in preparing application (for example, activities for addressing psychosocial and environmental factors associated with persistence).
  - Describe the short- and long-term goals for participants that the activities are designed to address, and how these outcomes will be measured.
  - **Describe how the proposed program aligns with the areas of programmatic need described in the [Notice of Special Interest](#).**

# MOSAIC UE5 – Research Education Program Plan

- **Proposed Research Education Program**
- Program Director/Principal Investigator
- Program Faculty
- Program Participants
- Recruitment Plan to Enhance Diversity
- Plan for Instruction in Methods for Enhancing Rigor and Reproducibility
- Plan for Instruction in the Responsible Conduct of Research
- Evaluation Plan
- Dissemination Plan

# MOSAIC UE5 – Proposed Research Education Program

- Organizational setting and current efforts to promote broad participation in the biomedical research workforce
- Cohort formation and activities
- Courses for skills development
- Mentoring Activities
- Meetings
- **Progress Report (Renewal Applications Only)**
- **Note:** *Applicants that directly hire faculty candidates must address how they will avoid real or perceived conflicts of interest in program administration (for example, showing favoritism to MOSAIC scholars the organization would like to hire as faculty).*



# MOSAIC UE5 – Other Requirements



- **Other Attachments**

- **Required, all applications** - Advisory Committee (Required; 2-page maximum).
- **Required, Renewal Applications Only** - [Training Data Table 8, Part I](#) (Program Outcomes: Postdoctoral)
- **Letter of Support** - Organizational Commitment. (Required, 3-page maximum)
- Applications lacking **required attachment(s)** or **organizational commitment letter** will not be reviewed.

# MOSAIC UE5 – Review

- **REMINDER: be sure to comply with all NOFO instructions**
  - NIGMS Scientific Review Branch will manage reviews
  - Scored Review Criteria (each item gets a score)
    - Significance
    - Investigator(s)
    - Innovation
    - Approach
    - Environment
  - Additional Review Criteria
    - Recruitment Plan to Enhance Diversity, Training in Methods for Enhancing Reproducibility, Training in RCR
    - Others (e.g., protection for human subjects) – generally not applicable
  - Additional Review Considerations (not part of final score)
    - Resource Sharing Plans, Budget
- Pay special attention to “Specific for this NOFO” criteria**

# Insights from Review

- Clearly detailed opportunities for skill development, enhanced mentoring and professional networking.
- Convincing evidence of PD(s)/PI(s) commitment to promoting safe, inclusive, supportive, and accessible research environments that support the success of trainees and scientists from diverse backgrounds.
- Solid plans for recruiting participating faculty mentors.
- Prior history with other relevant programs demonstrating that the applicant organization can successfully achieve the goals of MOSIAC.
- Evidence that the is sufficiently broad to support the MOSIAC program.

# Insights from Review (2)

- Convincing plans for professional development of K99/R00 scholars.
- Convincing plans that proposed activities will enhance community among MOSAIC scholars
- Appropriate plans and measurable objectives for evaluating effectiveness of proposed activities.
- Appropriate plans for engaging organizational leaders where MOSIAC scholars to enhance the scholars career development.
- **For organizations that directly hire faculty: robust plans to address any real or perceived conflicts of interest in program administration.**

# MOSAIC UE5 – Award Information

Category	Budget Information
Award Budget	<b>Limited to \$500,000 per year in direct costs, excluding consortium F&amp;A costs.</b> Budgets should reflect the fact that the number of MOSAIC scholars is expected to grow through time (e.g., <b>10</b> scholars in year one and ~ <b>50</b> scholars in year five).
Award Project Period	Five years
Personnel	Individuals designing, directing, and implementing the research education program may request salary and fringe benefits appropriate for the person months devoted to the program.
Participant Costs	<ul style="list-style-type: none"><li>NIH MOSAIC K99/R00 scholars receive educational experiences supported by an UE5 program but may not receive salary or stipend supplementation from the UE5 program.</li><li>Funds may be requested for the travel of MOSAIC scholars to UE5 activities.</li></ul>
Other Program-Related Expenses	May be included in budget. Limited program evaluation costs are allowed up to a maximum of 5% of direct costs per year for the 5-year project period.
Indirect Costs	8% of modified total direct costs

See [Funding Opportunity](#) for more details

# MOSAIC UE5 – Cooperative Agreement

- **Cooperative Agreement:** A support mechanism used when there will be substantial Federal scientific or programmatic involvement.
- Substantial involvement means that, after award, NIH program staff will assist, guide, coordinate, or participate in project activities.
- Specifics of the substantial involvement are delineated in **Section VI.2 of the NOFO** under “Cooperative Agreement Terms and Conditions of Award”

# MOSAIC UE5 – Cooperative Agreement (2)

- NIH's purpose is to support and stimulate the recipients' activities by involvement in and otherwise working jointly with the award recipients in a partnership role.
- NIH's purpose is not to assume direction, prime responsibility, or a dominant role in the activities.
- The dominant role and prime responsibility resides with the awardees for the project as a whole, although specific tasks and activities may be shared among the awardees and the NIH.
- See **Section VI.2 of the NOFO** for the specifics of the primary responsibilities of the PI(s), the substantial programmatic involvement of NIH staff, the areas of joint responsibility, and how any disputes will be resolved.

# MOSAIC UE5 – Timeline

- **Application Due Date:** September
- **Scientific Merit Review:** February/March
- **Advisory Council:** May
- **Earliest Project Start Date:** July
- **MOSAIC Scholar Assignment:** September



# MOSAIC UE5 Questions

Consult the [MOSAIC  
Answers to FAQs](#)



Maximizing Opportunities for  
Scientific and Academic  
Independent Careers (MOSAIC)

# For more information

## NOFOs

- UE5 ([PAR-24-224](#)) and K99/R00 ([PAR-24-225](#), [PAR-24-226](#), or [PAR-24-227](#))

## MOSAIC Resources

- MOSAIC [Website](#) and [FAQs](#)

## NIGMS Contacts

- **Program:** Kenneth Gibbs (K99/R00 and UE5 [kenneth.gibbs@nih.gov](mailto:kenneth.gibbs@nih.gov)); Kalynda Gonzales Stokes (K99/R00: [kalynda.stokes@nih.gov](mailto:kalynda.stokes@nih.gov))
- **Review:** Latarsha Carithers ([NIGMSReview@mail.nih.gov](mailto:NIGMSReview@mail.nih.gov))
- **Grants Management:** Justin Rosenzweig ([rosenzwj@nigms.nih.gov](mailto:rosenzwj@nigms.nih.gov))

MOSAIC [K99 Institute and Center Contacts](#)

MOSAIC [UE5 Institute and Center Contacts](#)