

## Executive Summary

### NIH Diversity Supplements and Research Faculty Diversity at Boston University

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**Project Sponsors:** David Coleman, MD, David Salant, MD, Andrew Taylor, PhD

#### Project Goals

The initial goal of this Mid-Career Faculty leadership project was to increase the number of NIH Diversity Supplement applications at the Boston University Medical campus (BUMC). However, after interviews with the BU research community, our team identified the need for *a broader group of goals designed to expand and support a diverse BU research workforce*. The overarching goal of this project is **to position BUSM as a global leader in the diversity of its research workforce**, which we seek to achieve through the following specific aims:

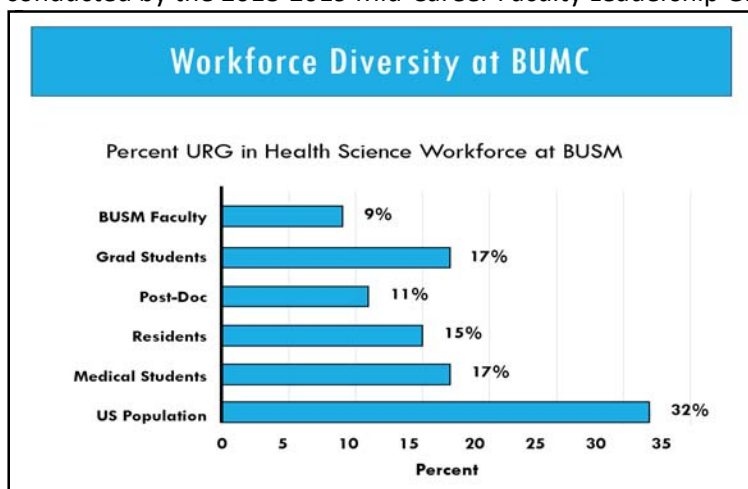
Aim 1: To create recommendations to increase the use of NIH Diversity Supplements at BUMC.

Aim 2: To facilitate a community that supports researchers from diverse backgrounds.

Aim 3: To propose an infrastructure at BUMC to promote research faculty diversity.

#### Significance

Our proposal rests on the principle that team diversity promotes high performance and excellence in biomedical research.<sup>1,2</sup> Thus, our proposal aligns directly with 3 of the 5 strategic priorities in the “University Strategic Plan for 2030: Accelerating the Future,” which was presented to the BU Board of Trustees in April 2020.<sup>3</sup> The 3 priorities are “Research that Matters,” “Diversity, Inclusion and Access,” and “Community.” Given the primarily underserved, understudied, and underrepresented minority population served by BUMC, it is important that the BUMC research community can represent and sponsor the perspectives of the community it serves.<sup>4,5,6</sup> However, the diversity of the BU workforce does not currently reflect the distribution of the US population nor the population served by BUMC. **Figure 1** shows the percentage of researchers from underrepresented minority backgrounds based on a survey of 166 researchers at BUMC conducted by the 2018-2019 Mid-Career Faculty Leadership Group.<sup>7</sup>



**Figure 1.** Percentage of researchers from underrepresented minority backgrounds at BUMC.<sup>7</sup>

## Definitions

### NIH Administrative Diversity Supplements

The purpose of the NIH Diversity Supplemental Program is to enhance diversity by supporting the recruitment and training of individuals from groups underrepresented in the biomedical sciences on the national level. Administrative supplements are available to currently active NIH research grants as part of a strategy to incentivize Principal Investigators to mentor and train talented individuals from specified underrepresented groups. The goal of a diverse research workforce is to produce higher impact research in which minorities are fairly represented and research questions are broader and more inclusive.

The NIH diversity supplement award is a non-competitive award that supports stipends and supplies for existing NIH grants. The recipient must be a member of an underrepresented group as defined by the NIH. US citizens and permanent residents are eligible at different career levels: undergraduate, graduate/clinical Doctorate, post-doctorate/residency, and early career. Only PD/PIs of currently active NIH grants are eligible to apply and they must be established investigators. The institutions must be in the US.

### Underrepresented Groups

The following groups are considered by NIH to be underrepresented in biomedical research:

- Individuals with disabilities, as outlined by the Americans with Disabilities Act of 1990, as amended ([visit ada.gov](http://visit.ada.gov) for details).
- Racial and ethnic groups, including blacks or African Americans, Hispanics or Latinos, American Indians, Alaskan Natives, and Native Hawaiians or other Pacific Islanders.
- Individuals from disadvantaged backgrounds

Additional details about underrepresented populations can be found at <https://diversity.nih.gov/about-us/population-underrepresented>

### Previous work

The topic of NIH Diversity Supplement use at BU was initially taken on by a project group from the 2018-2019 Mid-Career Faculty Leadership Program. Their work characterized the challenges and opportunities related to use of the NIH Diversity Supplement funding mechanism by BUMC. They identified barriers that contribute to the under-utilization of NIH diversity supplements at BU, specifically:

- 1) General lack of awareness among faculty
- 2) Insufficient support during the grant application process

Their recommendations included developing an awareness raising campaign for the BUMC community about the NIH Diversity Supplement grant mechanism, having centralized administrative support for grant applications, and increasing mentoring and networking activities for faculty and URG candidates.

In accepting this project, we sought to better understand the barriers and facilitators to obtaining NIH Diversity Supplements *in the context of addressing the larger goal of enhancing the diversity of the BUSM research community.*

### Methods

In order to produce useful recommendations, we used two approaches to learn about barriers and facilitators to increased diversity of the BUMC research workforce:

#### **Approach 1: Qualitative interviews of Principal Investigators and their trainees from underrepresented groups (URG) who were recent recipients of NIH diversity supplement awards.**

In order to identify current NIH diversity supplement recipients at BU, we performed a search using the NIH Reporter tool (<https://projectreporter.nih.gov/reporter.cfm>). An email invitation was sent to all identified faculty mentors to invite them to participate in a phone interview. During the interview, the faculty mentors were asked to provide contact information for their trainees and to indicate if it would be reasonable to invite the trainees to participate in the

interviews. Two sets of interview questions were developed for the faculty mentors and for the supplement recipients from URG. Themes arising from the interviews were summarized by our research team and used to develop recommendations. Details of the search methodology, NIH Diversity Supplement award recipients, and the interview questions are presented in the Appendices A and B.

### **Approach 2. Resource assessment of the current infrastructure to promote and support an URG research community.**

We conducted stakeholder interviews with leaders throughout the BUMC and BU Charles River Campus administration to seek the following information:

1. Details on existing methods used to measure research workforce diversity
2. Ideas for faculty incentives to increase diversity
3. Interest in joining a research diversity “HUB” to build an URG research community

Additionally, we consulted with BU Analytical Services & Institutional Research department to obtain a summary of the current percentage of URM researchers in the BUMC community.

## **Results**

### **Approach 1. Qualitative Interviews of Recent NIH Diversity Supplement Recipients.**

Through the search using NIH Reporter, we identified 13 investigators who had received NIH diversity supplements at BU with an award date on or before 8/7/2019, totaling \$641,481. Of the 13 faculty receiving awards, seven agreed to participate in the qualitative interviews. Information was provided for 6 trainees from an URG and four trainees completed the qualitative interviews. Based on themes arising from the qualitative interviews of the current faculty mentors and trainees, we identified five key findings:

1. Knowledge about the NIH diversity supplement program was low among both faculty and students. Many faculty members learned about the program only through “word of mouth” from other colleagues or NIH staff. None of the students interviewed were aware of the diversity supplement program until it was brought up by their mentor.
2. Faculty members were challenged by the lack of clarity from the NIH with regards to the requirements for the NIH diversity supplement application process.
3. There was insufficient expertise from the BU grants office regarding intricacies of the NIH diversity supplement program - there is a need to have a person who is knowledgeable about the NIH diversity supplement application process, including criteria student eligibility, timelines, and budget determination.
4. Both students and faculty expressed a need for institutional resources related to the NIH diversity supplement funding mechanism. Many suggested it would be helpful to have an online resource, such as a “tip sheet” describing past grant recipients’ application experience or a sample grant application. Several faculty also mentioned that there is a need for BU to provide “bridge” funding to support potential URM trainees before and after supplements were awarded. Student expressed an interest in have a grant training workshop.
5. It was difficult to connect trainees from URGs with interested faculty mentors. There is a need for a coordinated mentoring of URG students across BU to help with career development as well as increased efforts by the university to grow the URG research community.

### **Approach 2. Assessment of infrastructure to promote and support an URG research community**

There are efforts within each school to promote diversity, but not specifically of the research workforce. While some data regarding diversity is available for certain groups of researchers (e.g., PhD Post-doctoral researchers), a method to characterize and track the diversity of research faculty at BUMC had not yet been developed. Through our work, we were connected with the Office of Institutional Research and worked to develop a strategy to track and benchmark research faculty diversity metrics at BUMC.

## **Next Steps and Recommendations**

Based on an evaluation of the results from the qualitative interview of NIH diversity supplement recipients and results from the stakeholder interviews across the BU community, we propose a multi-faceted approach to increasing the diversity of the BUMC research workforce.

**Aim 1: Increase the use of NIH Diversity Supplements at BUSM.**

- a. **Increase Awareness.** We have initiated a partnership with Office of Sponsored Programs to notify PIs of Diversity-Supplement-eligible grants. Such simple messaging will increase awareness and act as a trigger to consider Diversity Supplement applications as early as possible into grant funding. We also propose a yearly Diversity Supplement information event which allows interested PIs, under-represented researchers, OSP staff, and PIs experienced in navigating the process of applying for diversity supplements to meet, share ideas and connect for potential mentoring.
- b. **Increase Informational Resources for diversity supplement applicants.** We have made a Diversity Supplement FAQ (Appendix C) with links to further information from BUMC investigator experience, NIH, and other institutions. Further, we propose a Matchmaking service that provides outreach to collect information on interested PIs and interested under-represented trainees and matches those with similar interests. Further work in this area should focus on additional financial resources, such as bridge funding, to increase the likelihood that promising early career researchers from under-represented backgrounds have the support to take the next steps in their research career development.
- c. **Track and Collect Data** regarding diversity supplement applications. We have developed search strategy for the number of BU Diversity Supplements in NIH REPORTER. We are working with OSP to develop a method to track the diversity supplement applications, as a denominator to gauge success rates and set benchmarks.

**Aim 2: Facilitate a community that supports researchers from diverse backgrounds**

We propose a HUB for Research and Diversity hosted on the BU website that provides both a visual resource and links to the variety of offices and programs across BU campuses that facilitate a diverse research community. The HUB would link information for applicants, students, faculty, administration, and the public. We anticipate that the HUB would help our diverse research community make connections, identify resources, and grow. (Figure 2)

**Figure 2:** Proposed schema of the research diversity “HUB.”



### **Aim 3: Develop a system that creates accountability for sustainable institutional diversity goals**

Research Diversity was reported as an important goal for several senior administrators. Despite this, we were not able to identify a person or office responsible for collecting data regarding the diversity of the research workforce, setting benchmarks and goals for researcher diversity, or coordinating mentorship and community building for under-represented groups. To achieve the goal of creating a system that creates accountability to institutional diversity goals, we propose two novel core components: a) A new position of a Research Diversity Officer and b) an infrastructure to promote faculty diversity.

- a. **Research Diversity Officer:** This individual would be responsible for accountability, sustainability and finances of the program and report to the BU Provost for Research. They would develop, expand, maintain and oversee the Research Diversity HUB; create a community and network for under-represented faculty and research trainees; match trainees and mentors and serve as a resource for information regarding NIH Diversity Supplements and other sources of funding support targeting diversity of the research workforce. The position would require 1.0 FTE (salary of 75-80 K) and be supported by .25% FTE for administrative support. In addition, there would be start-up funding for website development and support and for activities to help promote diversity in the institution (training sessions and networking activities). This position could be funded through a small portion of the indirect costs generated from grants from the growing community of underrepresented researchers (i.e., 3 NIH Research grants at 10%).
- b. **Infrastructure to Promote Faculty Diversity:** The Research Diversity Officer would be responsible for the tracking and expansion of research faculty diversity. We have initiated a strategy in partnership with BU Institutional Research to develop a novel search structure to track diversity of research faculty, which would be expanded and by the Diversity Officer. The Diversity officer would also develop Incentives that reward and provide formal recognition of departments that set and meet diversity benchmarks, and would include measurements of improvement of faculty diversity for the annual review for department chairs.

### **Proposed timeline**

Short term goals (6-12 months) would involve the hiring of the Research Diversity Officer; publishing diversity metrics; creating benchmarks and goals for tracking, expanding, and measuring the impacts of increasing research diversity; providing resources for principal investigators and trainees applying for NIH Diversity Supplements; and creating the Research Diversity HUB. The medium term (2-5 years) goals would involve the expansion of the URG community for researchers at all levels, increased collaboration between research and diversity leaders with shared goals, and increased longitudinal supports for URG researchers. Long term goals (5+ years) would creating the model example for a diverse and inclusive workforce that produces high impact research that informs our community's needs.

### **Challenges and Limitations**

The largest challenges to achieving the goals of this project are the financial constraints of the current pandemic crisis. However, the covid19 pandemic disproportionately affected under-represented communities served by BUMC, and clearly demonstrated the need for research that addresses the needs of our community. While modest initial investments will need to be made, a clear commitment to increasing the diversity of the research workforce will pay for itself in the medium-term and produce high long-term returns. Other challenges will include linking the many groups that focus on diversity and inclusion across the campuses in order to create a community that produces a sum greater than the parts.

### **Conclusions**

Boston University is well positioned to lead in facilitating research workforce diversity. Not only will a diverse community of researchers enhance the overall scholarship generated by BU, but it will additionally best serve the community of which it is a part. The NIH supplements are one example of an existing resource that could be better-leveraged. However, by showing a larger commitment to diversity through building a community and support structure for researchers from under-represented groups, creating benchmarking metrics, incentives, and accountability, BUMC will increase local and global impact towards its three critical goals - Research, Diversity, Community.

## References

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7. "The NIH Diversity Supplement as a Resource to Promote BUSM Workforce Diversity – Executive Summary." PRISM Project Team – 2018-2019 Midcareer Faculty Leadership Program (Jude T. Deeney, Weining Lu, Gustavo Mercier, Suzanne Mitchell, Francesca Seta, Ziming Xuan).

**List of Appendices**

Appendix A: Search Methodology to Identify NIH Diversity Supplement Recipients

Appendix B: Qualitative Interview Questions

Appendix C: Diversity Supplement FAQ Document

## Appendix A: Search Methodology to Identify NIH Diversity Supplement Recipients

To identify current NIH diversity supplement recipients at BU, we performed a search using the NIH Reporter tool (<https://projectreporter.nih.gov/reporter.cfm>) with the following search terms:

**Search in:** Projects **Admin IC:** All, **Org(Contains):**BOSTON UNIVERSITY MEDICAL CAMPUS, BOSTON , MA; BOSTON MEDICAL CENTER, BOSTON , MA; BOSTON UNIVERSITY MEDICAL CENTER HOSP, BOSTON , MA; BOSTON UNIVERSITY (CHARLES RIVER CAMPUS), BOSTON , MA; BOSTON MEDICAL CENTER CORP. ; TRUSTEES OF BOSTON UNIVERSITY, **FOA:** PA-08-190, PA-12-149, PA-15-322, PA-16-288, PA-18-586, PA-18-906, **Fiscal Year:** All Fiscal Years

We identified 13 investigators who had received NDS grants with an award date on or before 8/7/2019. Details of the awards are summarized in Table 1.

**Table 1.** Summary of Boston University faculty who have received NIH diversity supplement awards with an award date on or before 8/7/2019.

FY	Administering IC	Project Number	FY Total Cost	Contact PI	Organization
2013	NIGMS	3R01GM094452-03S1	30,088	MCCALL, KIMBERLY A	BU-CRC
2014	NIGMS	3R01GM048533-21S1	37,106	LEVIN, DAVID E.	BUMC
2016	NIAID	3R01AI122209-02S1	69,433	SAGAR, MANISH	BMC
2016	NIDCD	3R01DC000100-39A1S1	20,908	COLBURN, HARRY STEVEN	BU-CRC
2016	NIMH	3R01MH104355-02S1	31,541	FEINBERG, EMILY	BUMC
2017	NIGMS	3R01GM078240-07S1	5503	SCHAUS, SCOTT EDWARD	BU-CRC
2017	NIMH	3R34MH111489-01S1	70,268	ORSMOND, GAEL I.; LONG, KRISTEN A.	BU-CRC
2017	NIA	3R01AG054076-02S1	167,951	SESHADRI, SUDHA	BUMC
2018	NIEHS	3R01ES024749-04S1	145,647	WISE, LAUREN A	BUMC
2018	NIDDK	3R01DK102911-03S1	16,909	DOOMS, HANS PETER	BUMC
2018	NIGMS	3R01GM122876-02S1	46,127	WHITE, LAURA FORSBERG	BUMC
2019	NIDDK	3R01DK106531-05S1	26,572	MITCHELL, SUZANNE E	BMC
2019	NIA	3U01AG018820-18S1	136,044	FELSON, DAVID TOBIN	BUMC



## Appendix B: Qualitative Interview Questions

### *a. Questions for NIH diversity supplement faculty sponsors*

1. How did you first become aware of the NIH Diversity Supplements?
2. How could the process of acquiring an NIH Diversity Supplement have been made easier?
3. What institutional supports would facilitate your continued support for aspiring researchers from underrepresented groups?

### *b. Questions for URM student/postdoc grant recipients.*

1. How did you first become aware of the NIH Diversity Supplements?
  - i. Would you have preferred to learn about the NDS in another way? Why?*
  - ii. Do you have any advice for people who want to learn more about these grants?*
  - iii. Do you have any advice on how to identify the best candidates?*
2. How could the process of acquiring an NIH Diversity Supplement have been made easier?
  - i. If you consider meeting with an expert on NDS what would be the questions you expect that person to answer?*
  - ii. If you were to refer to a website with NDS information, what would be the material would be helpful to see*
  - iii. Did you read the NIH website information on NDS? What did you like and what could be improved if we would have the power to do it?*
  - iv. Do you think a process similar to match making but for researches and PI's might work to improve the utilization of these grants? If you do why and if you don't, also please explain*
  - v. What do you think will increase support by Chairpersons regarding promotion of opportunities like this for URM?*
3. What institutional supports would facilitate your research career?
  - i. Did you feel your direct boss was supportive of your application to the NIH Diversity Supplement?*
  - ii. Did she/he have knowledge about them?*
  - iii. Did they feel optimistic about your possibilities, did they encourage you? If not, please explain as far as you can tell what might be factors playing a role in their position?*
  - iv. What stage in your career are you (beginning, middle, late ) Do you feel the institution has supported you equally in all those phases when it comes to obtaining grants, especially NDS supplements?*
  - v. What should BU or BMC be doing for you?*  
*Did you feel you had enough time to learn about these grants?*
  - vi. At what moment in your career, would have been the best time to learn about these NDS grants?*

Detailed results of the individual interviews are available upon request.

## Appendix C: Diversity Supplement FAQ Document

### BOSTON UNIVERSITY MEDICAL CAMPUS

#### NIH Diversity Supplemental Grants

##### Frequently Asked Questions (FAQ)

The Diversity Supplemental Program (DSP) is designed to enhance diversity, e.g. by supporting the recruitment and training of individuals from groups underrepresented in the biomedical sciences on the national level.

#### Who is eligible for a Diversity Supplement Grant?

American citizens or permanent residents are eligible to apply for diversity supplement support.

#### What is considered an underrepresented group?

Additional details about underrepresented populations can be found at <https://diversity.nih.gov/about-us/population-underrepresented>

The following groups are considered by NIH to be underrepresented in biomedical research:

- (1) Individuals with disabilities, as outlined by the Americans with Disabilities Act of 1990, as amended ([visit ada.gov for details](https://www.ada.gov/)). The term disability means an individual whose physical or mental impairment substantially limits one or more major life activities (including caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, and working).
- (2) Racial and ethnic groups, including blacks or African Americans, Hispanics or Latinos, American Indians, Alaskan Natives, and Native Hawaiians or other Pacific Islanders. Underrepresentation can vary from setting to setting; individuals from racial or ethnic groups that can be demonstrated convincingly to be underrepresented by the grantee institution are encouraged to apply for a disability supplement grant.
- (3) Individuals from disadvantaged backgrounds (for programs focused on high school and undergraduate candidates):
  - *Individuals with annual family incomes below established low-income thresholds, as determined by the U.S. Department of Health and Human Services Poverty Guidelines (<https://aspe.hhs.gov/poverty-research>)*
  - Individuals from rural, inner-city, or other environments that have prevented them from acquiring the knowledge, skills, and abilities necessary for a research career.

#### Are women eligible?

In general, women are *not* considered to be underrepresented at the career stages supported by the DSP. Female applicants must provide compelling documentation that they are underrepresented at the candidate's career stage and field of study (e.g., physics, chemistry, computer science).

## What is the goal of a Diversity Supplement Grant?

As a goal of the DSP is to recruit and support individuals in need of training, it is *not* intended to free up parent grant funds.

## How does T32 Training Grant support affect eligibility for a Diversity Supplement Grant?

- NIH is committed to the appointment of individuals from diverse backgrounds to foundational T32 training programs.
- T32 grants are designed to provide a structured, mentored program, with oversight for training students, and important cohort-building activities.
- It is recommended that students appointed to a diversity supplement at an institution with a related T32 program participate in any relevant T32 activities.
- If a candidate is currently appointed to a T32 training grant, the student should remain on the grant for the normal appointment term and prepare for transition to either a fellowship, support on the research mentor's research grant, or to some form of institutional support.
- Under some circumstances, candidates previously supported by a T32 grant may be subsequently supported by a diversity supplement.

## What are the academic levels supported through the DSP?

- NIH supports diversity supplements for individuals at the high school, undergraduate, post-baccalaureate, graduate (doctoral) or postdoctoral fellow levels.
- At the investigator level, NIH only supports diversity supplements for established investigators (PDs/PIs) who become disabled during their current project period. In this situation, to permit completion of their currently funded research project, PDs/PIs are allowed to request funds for reasonable accommodations.

## Will the NIH support more than one Diversity Supplement on a PI's grant?

- NIH will consider supplemental support for *multiple* individuals at the undergraduate or high school level. Individual applications must be submitted for each request.
- Typically, NIH will support *one* individual at the post-baccalaureate, doctoral student, or postdoctoral level per grant at a time. NIH may consider, however, requests to support additional individuals on a case by case basis. NIH should be contacted before submitting a request for the support of a second individual.
- When appropriate, NIH also allows diversity supplements to multiple grants to the same PI.

## How do training stages influence chances of receiving a Diversity Supplement Grant?

- NIH emphasizes supporting individuals at the graduate student and postdoctoral levels in the early stages of their training (generally, years 1-3). The expectation is that the individual will then transition to traditional means of support, appropriate for their stage of training.
- Support may be provided in more advanced stages on a case by case basis.

## What are the grant mechanisms?

- Active NIH research grants, program project grants, center grants or cooperative agreements with a reasonable period of research support remaining at the time of the supplemental award are eligible for an administrative diversity supplement.
- Grants should typically have at least 12 months remaining for undergraduate or post-baccalaureate students, and at least 24 months remaining for graduate students or postdoctoral fellows.
- SCORE (SC1, SC2 and SC3) and IDeA (COBRE and INBRE) grants are *not* eligible for diversity supplement support.

## Can you add another grant to your Supplemental Diversity Grant?

Maximizing Investigators' Research Award (MIRA) grants *are* eligible for diversity supplements. For more information, see: <https://www.nigms.nih.gov/Research/mechanisms/MIRA/>

## Can the PI request more than one Supplemental Diversity Grant?

Multiple PI grants *are* eligible for diversity supplements and can be requested by the PI on the grant. The applications should be submitted by the corresponding PI.

## What is the contact information for Diversity Supplement applications?

The NIH officer should be contacted by the PI. It is critical that the NIH officer supports the request even before the application is submitted.

## Can the PI's salary be covered by a Diversity Supplement Grant?

Per NIH policy, a diversity supplement will *not* cover the cost of a PI's salary.

## How can I decide how much funds to request?

Allowable costs vary and are dependent on the applicant's career stage. For further details, see the Funding Opportunity Announcement (FOA), Section IV #6: [https://grants.nih.gov/grants/guide/pa-files/PA-18-906.html#\\_Section\\_IV\\_Application\\_1](https://grants.nih.gov/grants/guide/pa-files/PA-18-906.html#_Section_IV_Application_1)

## What is the length of Diversity Supplements?

- The typical maximum award length is 24 months.
- Requests cannot exceed the length of time remaining on the parent grant and should be tailored to the student's training plan.
- For a graduate student or postdoctoral fellow, a grant typically should have at least two years remaining in order to request a 24-month supplement. Requests for at least 12 months are considered on a case by case basis.
- For high school, undergraduate or post-baccalaureate students, the grant typically should have at least one year remaining.

### **What support is available following the end of a Diversity Supplement Grant?**

After a diversity supplement ends, it is expected that individuals will transition to traditional means of support appropriate for their state of development. Examples include support through the parent grant or other research grants, receipt of an individual fellowship, or institutional support until the proposed training is complete.

### **What is the purpose of the PI's training, mentoring, and career development plan?**

A critical part of a diversity supplement application will contain detailed training, mentoring and career development plans corresponding to the applicant's career stage. For more information, see:

<https://www.nigms.nih.gov/Research/mechanisms/Pages/NIGMS-DSP-Information.aspx>.

### **What is included in the PI's personal statement?**

The PI's personal statement should state his or her personal philosophy of training and commitment to promoting diversity. It should also detail his or her training history. A list of individuals trained by the PI and their subsequent career and professional outcomes should be submitted. See detailed information at:

<https://www.nigms.nih.gov/Research/mechanisms/Pages/NIGMS-DSP-Information.aspx>.

### **What is considered reasonable accommodations in a Diversity Supplement Grant application?**

- A PI *can* request funds for reasonable accommodations.
- Funds can be requested to make changes or allow adjustments in the research setting, making it possible for a qualified individual with a disability to perform the essential functions associated with his or her role on the project.
- Requested accommodations must be pertinent to the individual's disability. Additionally, accommodations must directly relate to the performance of the individual's proposed role on the project.
- Examples of accommodations include specialized equipment, assistive devices, and staff (such as readers, interpreters, or assistants).
- Requested funds must be reasonable in relationship to the direct costs of the parent grant and the nature of the diversity supplement award.
- The grantee must justify the cost amount as directly and solely related to the grant project.
- Institutional support for accommodations should be provided.

### **Who writes the Diversity Supplement application?**

The application should be written by the PI. It should be submitted on behalf of the individual by the PI and the grantee institution. For more information, see: <https://www.nigms.nih.gov/Research/mechanisms/Pages/NIGMS-DSP-Information.aspx>.

### **How is a Diversity Supplement application submitted?**

- Electronic submission processes must be used to submit administrative supplement requests for all activity codes.

- Applicants *must* follow the instructions in the Application Guide ([SF42 4 \(R&R\) Application Guide](#), [eRA Commons Administrative Supplement User Guide](#)) except when instructed to do otherwise (in this FOA or in a Notice from the [NIH Guide for Grants and Contracts](#)).
- Several options are available to submit an application through Grants.gov to NIH and Department of Health and Human Services partners.
- Applicants are encouraged strongly by the NIH to use the “Special Instructions for Streamlined Submission using the eRA Commons for electronic-based submission system” and the accompanying [user’s guide](#).

### **When is a Diversity Supplement application submitted?**

- Submission of an application is allowed at any time.
- Applications are administratively reviewed within NIH on a continuous basis; a typical review process is 12 weeks.
- Applications submitted in the current fiscal year and favorably reviewed are funded in the same fiscal year (if funds and time remain available).
- If funds for favorably-reviewed applications are no longer available in the current fiscal year, applications are held for funding during the following fiscal year, with an earliest start date of December 1<sup>st</sup>. After September 1<sup>st</sup>, the next start date is December 1<sup>st</sup>. There are no October or November start dates.
- Applicants requesting supplements to support a summer research experience are strongly encouraged to submit their applications no later than April 1<sup>st</sup>, or at least 12 weeks before the desired start date, to allow enough time for application review. Notification of a funding decision will be given to applicants approximately 12 weeks after receipt of the application.

### **What is the review process of a Disability Supplement application?**

- NIH staff members administratively review all applications.
- The appropriateness of the research project for the candidate's goals, their training level, and the aims of the parent grant are all assessed by NIH staff members.
- Emphasis is placed on the quality of the candidate’s training, mentoring and career development plans, as well as on his or her personal statement.

### **What are the chances of obtaining funding?**

The DSP is a competitive program and there may be more applications than available funds. Detailed and personalized applications, however, have a higher success rate.

### **How does receipt of a fellowship prior to the end of the Diversity Supplement period affect funding?**

The diversity supplement will terminate (and funds will need to be returned) if a fellowship begins prior to the end of the supplement period. Should this occur, the NIH officer and your grants management specialist should be contacted.

### **What happens if an awardee leaves prior to the end of the Diversity Supplement period?**

The diversity supplement will terminate (and funds will need to be returned) if an awardee leaves their laboratory or institution prior to the end of the supplement period. Should this occur, the NIH officer and your grants management specialist should be contacted.

### **Can you transfer a Diversity Supplement?**

- A diversity supplement *cannot* be transferred to another individual.
- Funds can only be used to support the individual listed in the application.
- Early termination of the diversity supplement must occur if the funds can no longer be used by the awardee; any unspent funds are also returned. Should this occur, the NIH officer and your grants management specialist should be contacted

### **Are Diversity Supplements ever extended?**

An extension of a diversity supplement rarely happens. Occasionally, if a candidate has applied for independent funding but was unsuccessful, a short-term extension may be considered. These types of requests are typically considered at the end of each fiscal year. In such cases, contact NIH to request additional supplement support.

Research Supplements to Promote Diversity in Health-Related Research. Contacts, Submission Dates and Special Instructions

**PA-18-906**

**Release Date: August 22, 2018**

**Expiration Date: September 08, 2021**

<ul style="list-style-type: none"> <li>- NIH Institute or Center</li> <li>- Scientific Contact</li> <li>- Grants Management Contact</li> </ul>	Institute or Center Specific Information
<p><a href="#">NIH Common Fund</a>                  Scientific Contact:                  Ravi Basavappa, Ph.D.                  Phone: (301) 435-7204                  Email: <a href="mailto:Transformative_Awards@mail.nih.gov">Transformative_Awards@mail.nih.gov</a>  <a href="mailto:earlyindependence@mail.nih.gov">earlyindependence@mail.nih.gov</a>  <a href="mailto:NewInnovatorAward@mail.nih.gov">NewInnovatorAward@mail.nih.gov</a>  <a href="mailto:PioneerAwards@mail.nih.gov">PioneerAwards@mail.nih.gov</a></p> <p>Grants Management Contact:                  Chris Darby                  Phone: (301) 480-1059                  Email: <a href="mailto:chris.darby@nih.gov">chris.darby@nih.gov</a></p>	NIH Common Fund Specific Information: <a href="http://commonfund.nih.gov/">http://commonfund.nih.gov/</a>
<p><a href="#">National Cancer Institute (NCI)</a>                  Scientific Contact:                  Alison Lin, Ph.D.                  Phone: (240) 276-6177                  Email: <a href="mailto:linaj@mail.nih.gov">linaj@mail.nih.gov</a></p> <p>Grants Management Contact:                  Funmi Elesinmogun                  Phone: 240-276-6313                  Email: <a href="mailto:elesinmf@mail.nih.gov">elesinmf@mail.nih.gov</a></p>	NCI Specific Information: <a href="http://www.cancer.gov/about-nci/organization/crchd/diversity-training/cure/DSGuidelines">http://www.cancer.gov/about-nci/organization/crchd/diversity-training/cure/DSGuidelines</a> The National Cancer Institute accepts applications twice a year from October 1 to December 1 and from February 1 to March 30, with funding decisions anticipated in March and in June, respectively. Annual Salary Cap for Investigators Developing Independent Research Careers: \$100,000 plus fringe benefits. See terms and conditions in the FOA.
<p><a href="#">National Eye Institute (NEI)</a>                  Scientific Contact:</p>	NEI Specific Information: <a href="http://www.nei.nih.gov">http://www.nei.nih.gov</a>



<ul style="list-style-type: none"> <li>- NIH Institute or Center</li> <li>- Scientific Contact</li> <li>- Grants Management Contact</li> </ul>	<p>Institute or Center Specific Information</p>
<p>Houmam Araj, Ph.D.  Phone: (301) 451-2020  Email: <a href="mailto:arajh@mail.nih.gov">arajh@mail.nih.gov</a></p> <p>Grants Management Contact:  Karen Robinson Smith  Phone: 301-451-2020  Email: <a href="mailto:Karen.Robinson.Smith@nei.nih.gov">Karen.Robinson.Smith@nei.nih.gov</a></p>	<p>Annual Salary Cap for Investigators Developing Independent Research Careers: The NEI does not impose any salary restriction beyond that imposed legislatively.</p>
<p><a href="#">National Heart, Lung, and Blood Institute (NHLBI)</a></p> <p>Scientific Contact:  Helen H. Cox, M.H.S.  Phone: (301) 827-8163  Email: <a href="mailto:Helen.Cox@nih.gov">Helen.Cox@nih.gov</a></p> <p>Grants Management Contact:  Shelia Ortiz  Phone: (301) 435-0166  Email: <a href="mailto:ortiz@nhlbi.nih.gov">ortiz@nhlbi.nih.gov</a></p> <p>Judy Lee Sint  Phone:(301) 435-0166  Email: <a href="mailto:sintj@mail.nih.gov">sintj@mail.nih.gov</a></p>	<p>NHLBI Specific Information:  NHLBI Guidelines for the Applicant can be found at URL:  <a href="https://www.nhlbi.nih.gov/grants-and-training/training-and-career-development/nhlbi-research-supplement-application-guidelines">https://www.nhlbi.nih.gov/grants-and-training/training-and-career-development/nhlbi-research-supplement-application-guidelines</a>  Contact with NHLBI staff is highly recommended before submission of an application.</p>
<p><a href="#">National Human Genome Research Institute (NHGRI)</a></p> <p>Scientific Contact:  Tina Gatlin, Ph.D.  Phone: 301-480-2280  Email: <a href="mailto:gatlincl@mail.nih.gov">gatlincl@mail.nih.gov</a></p>	<p>NHGRI Specific Information:  <a href="https://www.genome.gov/">https://www.genome.gov/</a>  Annual Salary Cap for Investigators Developing Independent Research Careers: Contact NHGRI staff.</p>

<ul style="list-style-type: none"> <li>- NIH Institute or Center</li> <li>- Scientific Contact</li> <li>- Grants Management Contact</li> </ul>	<p>Institute or Center Specific Information</p>
<p>Grants Management Contact: Deanna Ingersoll Phone: 301-435-7858 Email: <a href="mailto:Deanna.ingersoll@nih.gov">Deanna.ingersoll@nih.gov</a></p>	
<p><a href="#">National Institute on Aging (NIA)</a></p> <p>Scientific Contact: Shahrooz Vahedi, Ph.D.. Phone: 301-496-9322 Email: <a href="mailto:Shahrooz.vahedi@nih.gov">Shahrooz.vahedi@nih.gov</a></p> <p>Grants Management Contact: Lesa McQueen, M.Sc. Phone: 301-496-1472 Email: <a href="mailto:Lesa_McQueen@nih.gov">Lesa_McQueen@nih.gov</a></p>	<p>NIA Specific Information: <a href="http://www.nia.nih.gov/research/dea/training-opportunities-special-populations">http://www.nia.nih.gov/research/dea/training-opportunities-special-populations</a> Annual Salary Cap for Investigators Developing Independent Research Careers: \$75,000 plus fringe benefits. See terms and conditions in the FOA.</p>
<p><a href="#">National Institute on Alcohol Abuse and Alcoholism (NIAAA)</a></p> <p>Scientific Contact: Lynn Morin Phone: (301) 402-0176 Email: <a href="mailto:lynn.morin@nih.gov">lynn.morin@nih.gov</a></p> <p>Grants Management Contact: Judy S. Fox Phone: 301-443-4704 Email: <a href="mailto:jfox@mail.nih.gov">jfox@mail.nih.gov</a></p>	<p>NIAAA Specific Information: NIAAA will accept administrative supplement applications twice a year on February 1, and May 1. For more details about recent changes in NIAAA policy and procedures on diversity supplements please refer to <a href="http://www.niaaa.nih.gov/grant-funding/funding-opportunities/diversity-supplements">http://www.niaaa.nih.gov/grant-funding/funding-opportunities/diversity-supplements</a> and NOT-AA-16-001. Annual Salary Cap for Investigators Developing Independent Research Careers: \$75,000 plus fringe benefits.</p>
<p><a href="#">National Institute of Allergy and Infectious Diseases (NIAID)</a></p> <p>Scientific Contact: Raushanah Newman Phone: (240) 669-2925 Email: <a href="mailto:newmanrau@niaid.nih.gov">newmanrau@niaid.nih.gov</a></p>	<p>NIAID Specific Information: <a href="https://www.niaid.nih.gov/grants-contracts/research-supplements#A5">https://www.niaid.nih.gov/grants-contracts/research-supplements#A5</a> Annual Salary Cap for Investigators Developing Independent Research Careers: Contact NIAID staff.</p>

<ul style="list-style-type: none"> <li>- NIH Institute or Center</li> <li>- Scientific Contact</li> <li>- Grants Management Contact</li> </ul>	Institute or Center Specific Information					
<p>Grants Management Contact:</p> <p>Mariama Diallo Phone: (301) 761-7851 Email: <a href="mailto:Mariama.diallo@nih.gov">Mariama.diallo@nih.gov</a></p>						
<p><a href="#">National Institute of Arthritis and Musculoskeletal and Skin Diseases (NIAMS)</a></p> <p>Marisol Espinoza-Pintucci, Ph.D. Phone: 301-827-6959 Email: <a href="mailto:marisol.espinoza-pintucci@nih.gov">marisol.espinoza-pintucci@nih.gov</a></p> <p>Grants Management Contact: Leslie Littlejohn Phone: (301) 594-2545 Email: <a href="mailto:littlele@mail.nih.gov">littlele@mail.nih.gov</a></p>	<p>NIAMS Specific Information: <a href="https://www.niams.nih.gov/grants-funding/funding-opportunities/activity-codes#supp-programs">https://www.niams.nih.gov/grants-funding/funding-opportunities/activity-codes#supp-programs</a> NIAMS strongly encourages the PI of the parent research grant to contact both the scientific contact listed in this table and the NIAMS Program Officer of that grant. Applicants are encouraged to send an e-mail to the scientific contact alerting them to the submission of the application: <a href="mailto:NIAMSDiversityProgram@mail.nih.gov">NIAMSDiversityProgram@mail.nih.gov</a> Annual Salary Cap for Investigators Developing Independent Research Careers: The requested salary for an investigator should be consistent with the level of support provided by NIH Career Development Awards, for which NIAMS currently provides up to \$100,000. Salary and fringe benefits must be in accordance with the salary structure of the grantee institution, and must be consistent with the level of effort. PD(s)/PI(s) are strongly encouraged to contact the NIAMS Financial or Grants Management Contact for the Institute-specific funding salary/stipend allowances for postdoctoral and Investigators Developing Independent Research Careers.</p>					
<p><a href="#">National Institute of Biomedical Imaging and Bioengineering (NIBIB)</a></p> <p>Scientific Contact: Zeynep Erim, Ph.D. Phone: (301) 451-4797 Email: <a href="mailto:erimz@mail.nih.gov">erimz@mail.nih.gov</a></p> <p>Grants Management Contact: Florence Turska Phone: 301 451-4782 Email: <a href="mailto:turskaf@mail.nih.gov">turskaf@mail.nih.gov</a></p>	<p>NIBIB Specific Information: <a href="http://www.nibib.nih.gov/training-careers/diversity/research-supplements-promote-diversity-health-related-research-admin-supp">http://www.nibib.nih.gov/training-careers/diversity/research-supplements-promote-diversity-health-related-research-admin-supp</a> Annual Salary Cap for Investigators Developing Independent Research Careers: \$90,000 plus fringe benefits. Applicants with clinical degrees may request up to \$105,000 plus fringe benefits based on prior approval from program director. See terms and conditions in the FOA.</p>					
<p><a href="#">The Eunice Kennedy Shriver National Institute of Child Health and Human Development (NICHD)</a></p>	<p>NICHD Specific Information: Contact with NICHD staff is highly recommended before submission of an application. NICHD Application Receipt Dates and Notifications</p> <table border="1" data-bbox="646 1393 1541 1430"> <tr> <td data-bbox="646 1393 863 1430">Receipt Dates</td> <td data-bbox="863 1393 1129 1430">Funding Decision</td> <td data-bbox="1129 1393 1541 1430">Earliest Possible Start Date</td> </tr> </table>			Receipt Dates	Funding Decision	Earliest Possible Start Date
Receipt Dates	Funding Decision	Earliest Possible Start Date				

- NIH Institute or Center - Scientific Contact - Grants Management Contact	Institute or Center Specific Information		
Scientific Contact: <b>Applicants should contact the NICHD Program Official listed on the Notice of Grant Award.</b> <a href="#">NICHD Program Officials</a> Email: <a href="mailto:NICHD_DivReSuppCoord@nih.gov">NICHD_DivReSuppCoord@nih.gov</a>	September 15	December	January
	January 15	April	June
	May 15	August	September
	*Applications submitted between the above receipt dates will be reviewed in the subsequent cycle.		
	NICHD Supported Career Stages and Time Periods		
	Supplement Type	*Career Level Eligibility	Maximum Length Of support
	Diversity	High School Student	1 year
		Undergraduate Student	
		Post BA/BS	2 Years
		Post MA/MS	2 Years
		Graduate Student	2 Years
		Post-doctoral	2 Years
		Investigator	2 Years
			2 Years
	Re-Entry	Post-Doctoral	2 years
		Investigator	2 years
	* Although NICHD awards supplements for students through faculty career stages, priority is given to highly meritorious applications that request support for post BA/BS, post MA/MS, graduate students, postdoctoral fellows and established investigators who become disabled.		
	Please refer to <a href="#">NICHD-specific Diversity and Re-Entry Supplement guidelines</a> for additional guidance.		
<a href="#">National Institute on Deafness and Other Communication Disorders (NIDCD)</a>  Scientific Contact: Alberto L. Rivera-Rentas, Ph.D. Research Training Officer	NIDCD Specific Information: <a href="http://www.nidcd.nih.gov/funding/types/pages/minority_disability.aspx">http://www.nidcd.nih.gov/funding/types/pages/minority_disability.aspx</a> NIDCD's priority for candidates to the program is predoctoral, postdoctoral, and faculty / early investigators (with little or none research experience or transitioning research fields). - Applications can be submitted at any time.		

- NIH Institute or Center - Scientific Contact - Grants Management Contact	Institute or Center Specific Information
Division of Scientific Programs Phone: (301) 496-1804 Email: <a href="mailto:riverara@nidcd.nih.gov">riverara@nidcd.nih.gov</a>  Grants Management Contact: Christopher Myers Phone: 301-435-0713 Email: <a href="mailto:myersc@mail.nih.gov">myersc@mail.nih.gov</a>	Applications must include a transition plan to NIH mainstream research-training funding as part of the candidate's career development component.
<a href="#">National Institute of Dental and Craniofacial Research (NIDCR)</a> Scientific Contact: Lynn Mertens King, Ph.D. Phone: 301-594-5006 Email: <a href="mailto:lynn.king@nih.gov">lynn.king@nih.gov</a>  Grants Management Contact: Dede Rutberg, MBA Phone: (301) 594-4798 Email: <a href="mailto:rutbergd@mail.nih.gov">rutbergd@mail.nih.gov</a>	NIDCR Specific Information: NIDCR accepts and reviews applications on a continuous basis until August 1 of each fiscal year. Applications received after August 1 will be considered for funding in the next fiscal year. NIDCR strongly encourages the PD(s)/PI(s) to contact both the scientific contact listed in this table and the NIDCR Program Officer of the parent research grant. Annual Salary Cap for Investigators Developing Independent Research Careers: \$100,000 plus fringe benefits, per year. See terms and conditions in the FOA.
<a href="#">National Institute of Diabetes and Digestive and Kidney Diseases (NIDDK)</a> Scientific Contact: Robert C. Rivers, PhD Phone: 301-443-8415 Email: <a href="mailto:riversrc@mail.nih.gov">riversrc@mail.nih.gov</a>  Financial or Grants Management Contact: Lesley Whipp Phone: (301) 443-9360 Email: <a href="mailto:WhippLc2@mail.nih.gov">WhippLc2@mail.nih.gov</a>	NIDDK Specific Information: See: <a href="http://www.niddk.nih.gov/research-funding/process/apply/about-funding-mechanisms/Administrative-Supplements/research-supplements-promote-diversity-health-related-research/Pages/default.aspx">http://www.niddk.nih.gov/research-funding/process/apply/about-funding-mechanisms/Administrative-Supplements/research-supplements-promote-diversity-health-related-research/Pages/default.aspx</a>  <ul style="list-style-type: none"> <li>• PD(s)/PI(s) are strongly encouraged to contact the NIDDK Scientific Contact for the Institute-specific application components, as well as receipt and review dates.</li> <li>• PD(s)/PI(s) are strongly encouraged to contact the NIDDK Financial or Grants Management Contact for the Institute-specific funding salary/stipend allowances for postdoctoral and Investigators Developing Independent Research Careers.</li> <li>• The NIDDK limits support for candidates at all career levels to two years.</li> <li>• The NIDDK will allow up to two supplements under a parent grant, under exceptional circumstances, when strongly justified. Each candidate will require a separate application, and acceptance of a second application to the same parent grant requires pre-approval by the NIDDK Scientific Contact.</li> <li>• The NIDDK does not accept Research Supplement applications to R15, SC1, or SC2 awards.</li> </ul>

- NIH Institute or Center - Scientific Contact - Grants Management Contact	Institute or Center Specific Information
	<ul style="list-style-type: none"> <li>• The NIDDK does NOT participate in the "Short-term Investigator Research Supplement."</li> <li>• Because this program is not intended to provide an alternative or additional means of supporting individuals who receive support from PHS funding mechanisms, diversity candidates may not be transferred to supplemental support prior to the completion of their appointed period of their current PHS support. In addition, individuals may not be transferred to a supplement from a parent PHS award to increase the availability of funds to the parent grant for other uses.</li> <li>• As per the Notice to the Guide NOT-OD-15-095 (available at: <a href="http://www.grants.nih.gov/grants/guide/notice-files/NOT-OD-15-095.html">http://www.grants.nih.gov/grants/guide/notice-files/NOT-OD-15-095.html</a>), the NIDDK reserves the right to administratively withdraw incomplete applications.</li> <li>• See terms and conditions in the FOA.</li> </ul>
<u><a href="#">National Institute on Drug Abuse (NIDA)</a></u>  Scientific Contact: Albert Avila, Ph.D. Phone: (301) 496-8804 Email: <a href="mailto:aavila@nida.nih.gov">aavila@nida.nih.gov</a>  Grants Management Contact: Ericka Wells Phone: (301) 827-6705 Email: <a href="mailto:wellse2@nida.nih.gov">wellse2@nida.nih.gov</a>	NIDA Specific Information: Application receipt dates, procedures for preparing and submitting an application, as well as additional NIDA-specific information can be found at: <a href="http://www.drugabuse.gov/about-nida/organization/offices/office-nida-director-od/odhd/instructions-to-principal-investigator">http://www.drugabuse.gov/about-nida/organization/offices/office-nida-director-od/odhd/instructions-to-principal-investigator</a>  PD(s)/PI(s) are strongly encouraged to contact the NIDA Scientific Contact for the Institute-specific application components, as well as receipt and review dates prior to applying.  NIDA supports diversity supplement applications for pre-doctoral/graduate students (including dual degree students), postdoctoral fellows, and/or junior faculty/investigator level candidates.  Annual Salary Cap for Investigators Developing Research Careers see included links.  Applicants are encouraged to send an e-mail to the NIDA scientific contact alerting them to the submission of the application.
<u><a href="#">National Institute of Environmental Health Sciences (NIEHS)</a></u>  Scientific Contact:  Frederick L. Tyson, PhD National Institute of Environmental Health Sciences (NIEHS) Telephone: 984-287-3334 Email: <a href="mailto:tyson2@niehs.nih.gov">tyson2@niehs.nih.gov</a>	NIEHS Specific Information: <a href="http://www.niehs.nih.gov/funding/grants/announcements/supplements/workforce/diversity/index.cfm">http://www.niehs.nih.gov/funding/grants/announcements/supplements/workforce/diversity/index.cfm</a> NIEHS reviews supplement applications three times a year, in March, July and October. Contact the Program Administrator of the parent grant for specific deadlines corresponding to the review schedule. Annual Salary Cap for Investigators Developing Independent Research Careers: \$75,000 plus fringe benefits. See terms and conditions in the FOA.

<ul style="list-style-type: none"> <li>- NIH Institute or Center</li> <li>- Scientific Contact</li> <li>- Grants Management Contact</li> </ul>	<p>Institute or Center Specific Information</p>
<p>Grants Management Contact: Michelle Victalino National Institute of Environmental Health Sciences (NIEHS) Telephone: 984-287-3336 Email: <a href="mailto:victalino@niehs.nih.gov">victalino@niehs.nih.gov</a></p>	
<p><a href="#">National Institute of General Medical Sciences (NIGMS)</a></p> <p>Scientific Contact: Desirée L. Salazar, Ph.D. Phone: 301.827.7303 Email: <a href="mailto:desiree.salazar@nih.gov">desiree.salazar@nih.gov</a></p> <p>Grants Management Contact: Grace Olascoaga Phone: 301 594 5520 Email: <a href="mailto:olascoag@nigms.nih.gov">olascoag@nigms.nih.gov</a></p>	<p>NIGMS Specific Information: <a href="https://www.nigms.nih.gov/research/mechanisms/pages/promotediversity.aspx">https://www.nigms.nih.gov/research/mechanisms/pages/promotediversity.aspx</a></p> <p>Grants for capacity-building, including the IDeA INBRE, COBRE and SCORE mechanisms are not eligible for diversity supplements. NIGMS does not support investigator-level diversity supplements.</p>
<p><a href="#">National Institute of Mental Health (NIMH)</a></p> <p>Scientific Contact: Ishmael Amarreh, Ph.D., MPA Phone: (301) 451-5132 Email: <a href="mailto:ish.amarreh@nih.gov">ish.amarreh@nih.gov</a></p> <p>Grants Management Contact: Rebecca D. Claycamp, MS, CRA Phone: 301-443-2811 Email: <a href="mailto:rclaycam@mail.nih.gov">rclaycam@mail.nih.gov</a></p>	<p>NIMH Specific Information: <a href="http://www.nimh.nih.gov/funding/training/diversity-and-reentry-research-supplements-for-nimh-grantees.shtml">http://www.nimh.nih.gov/funding/training/diversity-and-reentry-research-supplements-for-nimh-grantees.shtml</a></p> <p>The NIMH has developed specific practices for diversity research supplement requests that augment the requirements described in this program announcement. Therefore, consultation with the NIMH Office for Research on Disparities and Global Mental Health (ORDGMH) and program staff prior to submission of a request for a research supplement is imperative. Specific information about preparing diversity supplement applications for submission to NIMH can be found at: <a href="http://www.nimh.nih.gov/funding/training/diversity-and-reentry-research-supplements-for-nimh-grantees.shtml">http://www.nimh.nih.gov/funding/training/diversity-and-reentry-research-supplements-for-nimh-grantees.shtml</a>.</p> <p>Annual Salary Cap for Investigators Developing Independent Research Careers: \$90,000 plus fringe benefits. See terms and conditions in the FOA.</p>
<p><a href="#">National Institute on Minority Health and Health Disparities (NIMHD)</a></p> <p>Scientific Contact: DeLoris L-James Hunter, Ph.D., M.Ed.</p>	<p>NIMHD Specific Information: <a href="https://www.nimhd.nih.gov/programs/extramural/training-career-dev/research-supplements/diversity-supplements.html">https://www.nimhd.nih.gov/programs/extramural/training-career-dev/research-supplements/diversity-supplements.html</a></p> <p>NIMHD supports supplement applications for postdoctoral fellows and/or junior faculty level candidates;</p>

<ul style="list-style-type: none"> <li>- NIH Institute or Center</li> <li>- Scientific Contact</li> <li>- Grants Management Contact</li> </ul>	<p>Institute or Center Specific Information</p>
<p>Phone: (301) 402-1366  Email: <a href="mailto:hunterd2@mail.nih.gov">hunterd2@mail.nih.gov</a>  Grants Management Contact:  Priscilla Grant, J.D.  Phone: (301) 594-8412  Email: <a href="mailto:grantp@mail.nih.gov">grantp@mail.nih.gov</a></p>	<p>investigators are strongly encouraged to contact their parent grant program officer prior to submission.</p> <p>Diversity supplements may be submitted and will be reviewed throughout the year. Applications received after June 30th will be processed and considered for funding in the next fiscal year (October 1st).</p> <p>Diversity supplements for center grants that support research subprojects (e.g., U54, P50) must fall within the scope of one or more active subprojects.</p> <p>NIMHD will allow no more than 2 years of support. At the time of the application, the parent grant should have 2 years or more remaining. Supplements to two-year R03 and R21 grants are not a priority for NIMHD.</p> <p>Annual Salary Cap for Investigators Developing Independent Research Careers: \$75,000 plus fringe benefits. Total costs requested may not exceed \$125,000 per year. See terms and conditions in the FOA.</p>
<p><a href="#">National Institute of Neurological Disorders and Stroke (NINDS)</a></p> <p>Scientific Contact:  Michelle D. Jones-London, Ph.D.  Phone: (301) 451-7966  Email: <a href="mailto:jonesmiche@ninds.nih.gov">jonesmiche@ninds.nih.gov</a></p> <p>Grants Management Contact:  Ms. Melissa Copeland  Phone: 301-496-7460  Email: <a href="mailto:Mh601f@nih.gov">Mh601f@nih.gov</a></p>	<p>NINDS Specific Information:  <a href="http://www.ninds.nih.gov/">http://www.ninds.nih.gov/</a></p> <p>Procedures and Supplementary Information for Preparation, Submission, and Review of Applications for Diversity Research Supplements for NINDS Grantees: <a href="https://www.ninds.nih.gov/Funding/Training-Career-Development/Award/SUP-Research-Supplements-Promote-Diversity-Health-Related#Diversity%20Supplements">https://www.ninds.nih.gov/Funding/Training-Career-Development/Award/SUP-Research-Supplements-Promote-Diversity-Health-Related#Diversity%20Supplements</a></p> <p>Funding decisions will only be made three times a year, namely by the end of March, June, and December: <a href="#">NOT-NS-08-004</a>.</p> <p>Annual Salary Cap for Investigators Developing Independent Research Careers: \$85,000 plus fringe benefits. See terms and conditions in the FOA.</p>
<p><a href="#">National Institute of Nursing Research (NINR)</a></p> <p>Scientific Contact:  Rebekah S. Rasooly, Ph.D. National Institute of Nursing Research/NIH Phone: 301-827-2599; Email: <a href="mailto:rr185i@nih.gov">rr185i@nih.gov</a></p> <p>Grants Management Contact:  Randi Freundlich, R.D.</p>	<p>NINR Specific Information:  <a href="http://www.ninr.nih.gov">www.ninr.nih.gov</a></p> <p>NINR accepts supplement applications three times a year, January 15, April 15, and August 15. NINR only accepts applications for undergraduate, predoctoral, postdoctoral, and investigator candidates who have a degree in nursing or are enrolled in an undergraduate nursing program. NINR gives priority to applications for candidates who are at the predoctoral or postdoctoral level as well some early stage investigators. Principal investigators are encouraged to contact the NINR Program Director to discuss their supplement application.</p>



- NIH Institute or Center - Scientific Contact - Grants Management Contact	Institute or Center Specific Information
Phone: 301.594.5974 Email: freundlichr@mail.nih.gov	
<u><a href="#">National Library of Medicine</a></u> Scientific Contact: Hua-Chuan Sim, MD phone: 301.594.4882 Email: <a href="mailto:simh@mail.nih.gov">simh@mail.nih.gov</a>  Grants Management Contact: Dwight Mowery Phone: (301) 496-4221 Email: <a href="mailto:moweryd@mail.nih.gov">moweryd@mail.nih.gov</a>	NLM Specific Information: <a href="http://www.nlm.nih.gov/ep/grantsupdiversity.html">http://www.nlm.nih.gov/ep/grantsupdiversity.html</a> NLM's participation is confined to research grants for which it is the primary funding agency. NLM will only accept supplement applications for parent grants with these activity codes: R01, R15 and R21. Grantees must contact NLM before submitting an application. Annual Salary Cap for Investigators Developing Independent Research Careers: \$75,000 plus fringe benefits. See terms and conditions in the FOA.
<u><a href="#">John E. Fogarty International Center for Advanced Study in the Health Sciences</a></u> Scientific Contact: Laura K. Povlich, Ph.D. Phone: (301) 827-2227 Email: <a href="mailto:laura.povlich@nih.gov">laura.povlich@nih.gov</a>  Grants Management Contact: Bruce R. Butrum Phone: 301-496-1670 Email: <a href="mailto:butrumb@nih.gov">butrumb@nih.gov</a>	FIC Specific Information: <a href="http://www.fic.nih.gov/">http://www.fic.nih.gov/</a> Annual Salary Cap for Investigators Developing Independent Research Careers: \$75,000 plus fringe benefits. See terms and conditions in the FOA.
<u><a href="#">National Center for Complementary and Integrative Health (NCCIH)</a></u> Scientific Contact: Lanay Mudd, PhD Phone: 301-594-9346 Email: <a href="mailto:lanay.mudd@nih.gov">lanay.mudd@nih.gov</a> Grants Management Contact: Shelly M. Carow Phone: (301) 594-3788 Email: <a href="mailto:carows@mail.nih.gov">carows@mail.nih.gov</a>	NCCIH Specific Information: NCCIH accepts applications twice a year, due by April 1 or October 1. NCCIH recommends candidates to use the NIH Reporter Tool ( <a href="http://projectreporter.nih.gov/reporter.cfm">http://projectreporter.nih.gov/reporter.cfm</a> ) to search for topics of interest and identify NCCIH-funded investigators. NCCIH published NOT-AT-12-005 ( <a href="https://grants.nih.gov/grants/guide/notice-files/NOT-AT-12-005.html">https://grants.nih.gov/grants/guide/notice-files/NOT-AT-12-005.html</a> ) that includes information about the application, review, and award process of NCCIH's training-related administrative supplement programs. Before submitting an application, candidates and mentor(s) are strongly encouraged to discuss their proposed supplement with the NCCIH Program Officer managing the parent award to confirm its relevance to NCCIH's mission ( <a href="http://NCCIH.nih.gov/about/ataglance">http://NCCIH.nih.gov/about/ataglance</a> ), research priorities ( <a href="http://NCCIH.nih.gov/grants/priorities">http://NCCIH.nih.gov/grants/priorities</a> ), and strategic plan ( <a href="http://NCCIH.nih.gov/about/plans">http://NCCIH.nih.gov/about/plans</a> ). A list of

<ul style="list-style-type: none"> <li>- NIH Institute or Center</li> <li>- Scientific Contact</li> <li>- Grants Management Contact</li> </ul>	<p>Institute or Center Specific Information</p>
	<p>NCCIH program officials can be found at <a href="http://NCCIH.nih.gov/grants/contact#area">http://NCCIH.nih.gov/grants/contact#area</a>.</p> <p>NCCIH expects candidates to pursue and transition to mainstream NIH support as part of the proposed research-training plan. Applicants should explore NCCIH's research-training webpage (<a href="http://NCCIH.nih.gov/training">http://NCCIH.nih.gov/training</a>) and review the programs that may fit their interests and academic credentials.</p> <p>Usually the support is for 1 year and it is renewable depending on progress.</p>
<p><a href="#">National Center for Advancing Translational Sciences (NCATS)</a></p> <p>Scientific Contact: Xinzhi Zhang, M.D., Ph.D. Phone: 301-827-9205 Email: <a href="mailto:xinzhi.zhang@nih.gov">xinzhi.zhang@nih.gov</a></p> <p>Grants Management Contact: Leslie Le Phone: (301) 435-0856 Email: <a href="mailto:leleslie@mail.nih.gov">leleslie@mail.nih.gov</a></p>	<p>NCATS Specific Information:</p> <p>For investigators developing independent research careers this supplement will provide up to and no more than \$100,000/year for salary, plus fringe benefits. See terms and conditions in the FOA.</p> <p>Specific information for the Clinical and Translational Science Award (CTSA) Program:</p> <p>The CTSA Program will accept supplement applications to active CTSA Program UL1-Linked Specialized Center Cooperative Agreement grants.</p> <p>NCATS will accept up to two applications for review consideration during a fiscal year from any one CTSA Program hub award.</p> <p>For CTSA Program specific information and guidance on submitting applications see: <a href="https://ncats.nih.gov/ctsa/funding/pa-2016-guidance">https://ncats.nih.gov/ctsa/funding/pa-2016-guidance</a></p> <p>For CTSA Program Specific FAQs for Diversity Supplements see: <a href="https://ncats.nih.gov/ctsa/funding/diversity-faq">https://ncats.nih.gov/ctsa/funding/diversity-faq</a></p> <p>Prospective applicants and their mentors are strongly encouraged to contact their respective NCATS program officer and/or the scientific contact listed in this opportunity during the initial preparation of a supplement application and prior to its submission to discuss the goals and objectives of the supplement application.</p>
<p><a href="#">Office of Research Infrastructure Programs (ORIP)</a></p> <p>Scientific Contact: Bruce Fuchs, Ph.D.</p>	<p>ORIP Specific Information:</p> <p>The parent awards activity codes for OD/ORIP are: R01, R21, R24, P40, P51, U42</p> <p>The duration of the diversity supplement must be at least 12 months. Requests submitted with less than 18 months remaining on the parent grant period will not be accepted.</p>

<ul style="list-style-type: none"> <li>- NIH Institute or Center</li> <li>- Scientific Contact</li> <li>- Grants Management Contact</li> </ul>	<p>Institute or Center Specific Information</p>
<p>Phone: 301-402-5225  Email: <a href="mailto:fuchsb@od.nih.gov">fuchsb@od.nih.gov</a></p> <p>Grants Management Contact:  Leslie Le  Phone: (301) 435-0856  Email: <a href="mailto:leleslie@mail.nih.gov">leleslie@mail.nih.gov</a></p>	<p>Program Directors/Principal Investigators (PD/PIs) planning to submit applications to this FOA are strongly encouraged to contact their respective program officer and/or the scientific contact prior to the submission.</p> <p>Annual Salary Cap for Investigators Developing Independent Research Careers: Contact ORIP staff.</p> <p>For additional information please see: <a href="#">ORIP Diversity Supplement Guidelines</a></p>
<p><a href="#">National Institute for Occupational Safety and Health</a></p> <p>Scientific Contact:  Steve Dearwent, PhD  Phone: 404-498-6382  Email: <a href="mailto:SDearwent@cdc.gov">SDearwent@cdc.gov</a></p> <p>Grants Management Contact:  None</p>	