



THE NIH DIVERSITY SUPPLEMENT PROGRAM & THE RUTH L. KIRSCHSTEIN NATIONAL RESEARCH SERVICE AWARD INDIVIDUAL PREDOCCTORAL FELLOWSHIP TO PROMOTE DIVERSITY IN HEALTH-RELATED RESEARCH

SCHOOL OF PUBLIC HEALTH SUPPORT SERVICES

Goal: The goal of the NIH Diversity Supplement Program is to improve the diversity of the research workforce by supporting undergraduate and PhD students, post-docs, and investigators from groups underrepresented in health-related research. A related funding program – applicable to doctoral students of diverse backgrounds – is the Ruth L. Kirschstein National Research Service Award Individual Predoctoral (F31) Fellowship to Promote Diversity in Health-Related Research.

At the School of Public Health, the Office of Diversity and Inclusion can help you navigate this process, offer advice, and support. We encourage you to contact Ronald Aubert (Ronald_Aubert@brown.edu), Interim Associate Dean of Diversity and Inclusion or Jennifer Tidey (Jennifer_Tidey@brown.edu), Interim Associate Dean of Research to discuss your needs and to seek out individually tailored assistance.

In 2019, NIH significantly expanded their definition of diversity. This opens up new opportunities for those who may now qualify for these fund opportunities. Please review the following notice

(<https://grants.nih.gov/grants/guide/notice-files/NOT-OD-20-031.html>) along with the grant opportunities listed below to see if you or your trainee/mentee/student qualifies. Now, NIH considers the following populations to be under-represented:

1. **Individuals from racial and ethnic groups that have been shown by the National Science Foundation to be underrepresented in health-related sciences on a national basis.** The following racial and ethnic groups have been shown to be underrepresented in biomedical research: Blacks or African Americans, Hispanics or Latinos, American Indians or Alaska Natives, Native Hawaiians and other Pacific Islanders. In addition, it is recognized that 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 should be encouraged to participate in NIH programs to enhance diversity.
2. **Individuals with disabilities**, who are defined as those with a physical or mental impairment that substantially limits one or more major life activities, as described in the Americans with Disabilities Act of 1990, as amended.
3. **Individuals from disadvantaged backgrounds, defined as those who meet two or more of the following criteria:**
 - Were or currently are homeless, as defined by the McKinney-Vento Homeless Assistance Act (Definition: <https://nche.ed.gov/mckinney-vento/>);
 - Were or currently are in the foster care system, as defined by the Administration for Children and Families (Definition: <https://www.acf.hhs.gov/cb/focus-areas/foster-care>);
 - Were eligible for the Federal Free and Reduced Lunch Program for two or more years (Definition: <https://www.fns.usda.gov/school-meals/income-eligibility-guidelines>);
 - Have/had no parents or legal guardians who completed a bachelor's degree (see <https://nces.ed.gov/pubs2018/2018009.pdf>);
 - Were or currently are eligible for Federal Pell grants (Definition: <https://www2.ed.gov/programs/fpg/eligibility.html>);

- Received support from the Special Supplemental Nutrition Program for Women, Infants and Children (WIC) as a parent or child (Definition: <https://www.fns.usda.gov/wic/wic-eligibility-requirements>).
 - Grew up in one of the following areas: a) a U.S. rural area, as designated by the Health Resources and Services Administration (HRSA) Rural Health Grants Eligibility Analyzer (<https://data.hrsa.gov/tools/rural-health>), or b) a Centers for Medicare and Medicaid Services-designated Low-Income and Health Professional Shortage Areas (qualifying zipcodes are included in the file). Only one of the two possibilities in #7 can be used as a criterion for the disadvantaged background definition.
 - Students from low socioeconomic (SES) status backgrounds have been shown to obtain bachelor's and advanced degrees at significantly lower rates than students from middle and high SES groups (see https://nces.ed.gov/programs/coe/indicator_tva.asp), and are subsequently less likely to be represented in biomedical research. For background see Department of Education data at <https://nces.ed.gov/>; https://nces.ed.gov/programs/coe/indicator_tva.asp; <https://www2.ed.gov/rschstat/research/pubs/advancing-diversity-inclusion.pdf>.
4. **Literature shows that women from the above backgrounds** face particular challenges at the graduate level and beyond in scientific fields.

Funding information:

PA-18-906: NIH Research Supplements to Promote Diversity in Health-Related Research
(<https://grants.nih.gov/grants/guide/pa-files/PA-18-906.html>)

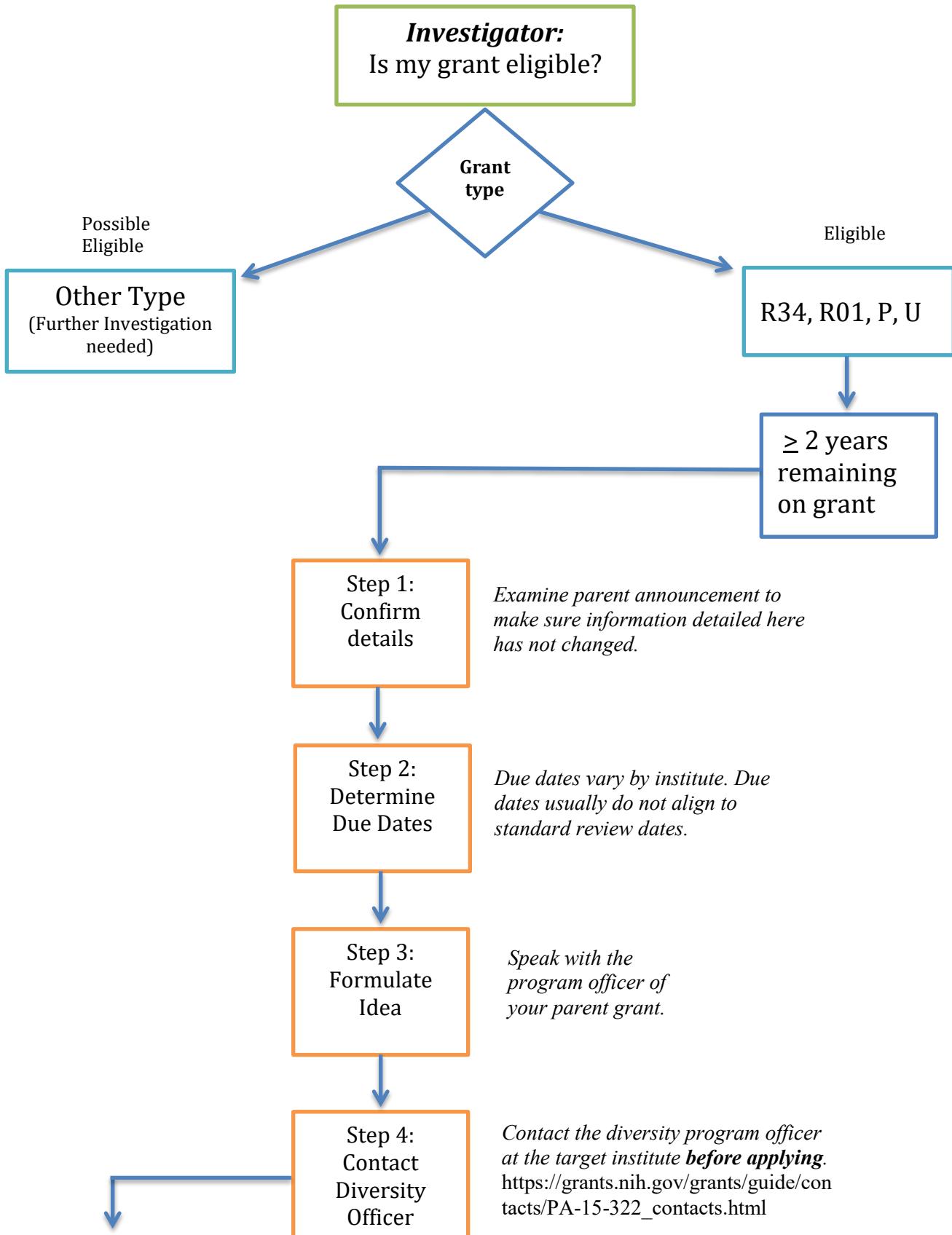
PA-19-196: Ruth L. Kirschstein National Research Service Award Individual Predoctoral Fellowship to Promote Diversity in Health-Related Research (<https://grants.nih.gov/grants/guide/pa-files/PA-19-196.html>)

I am an INVESTIGATOR. Should I consider adding a diversity supplement (via PA-18-906) to my ongoing studies?

Why should I consider a diversity supplement? Supplements are a WIN for investigators who have eligible “parent grants” because their research team/scope can be extended via a supplement. *Supplements must support work within the scope of the original project, but not overlap.* Diversity supplement applications also tend to have a high rate of success and are on a short review cycle.

The NIH Diversity Supplement provided an ideal opportunity to support an outstanding investigator early in her academic career who is now an investigator and career development awardee at Brown. It also allowed us to extend our research aims into novel areas related to health disparities for older Hispanic adults. I strongly recommend that investigators consider applying for the NIH Diversity Supplement.

– Dr. Amal Trivedi, Associate Professor of Health Services, Policy, and Practice, School of Brown University, Investigator on Parent Grant of a Diversity Supplement



Letter from PI that candidate is eligible, plans to engage in a research career, will help to diversify the scientific workforce; co-signed by PI and OSP

Research Plan: what the candidate will do, how the activities will advance the candidate's research training and skills AND advance objectives of parent grant

Supplement activities must be consistent with but not redundant with Aims of the parent project

For students and trainees:

- **Mentoring Plan:** objectives to prepare candidate for next step of research career; timeline of activities (e.g., PhD program milestones, seminars/colloquia/workshops, conferences, ~2 publications per year); end project = a stage-appropriate grant; outline nature of mentor-candidate interactions (e.g., individual or lab meetings, writing together), and PI's previous mentoring experience
- *Training under supplement must augment current training opportunities*
- Candidate statement and biosketch (include manuscripts in preparation, specify commitment to research relevant to I/C)
- Transcripts for students
- **Budget and justification;** Application budgets are limited to no more than the amount of the current parent award, and must reflect the actual needs of the proposed project (usually <25% of parent grant budget). Direct costs for individual administrative supplements vary from less than \$5,000 to more than \$100,000 depending on the career level of the candidate. Administrative supplements end with the competitive cycle of the parent grant. Any cost increases need to result from making modifications to the project that would increase or preserve the overall impact of the project consistent with its originally approved objectives and purposes. There is NO additional support for PI/mentor. For supplements that are for investigators, short term supplements can cover three to five months each year during the summer or another portion of the academic year, over a maximum period of four years; long term supplements provide support for up to two years at a minimum of 9 person months (equivalent to 75% effort) during each 12-month period.

**Step 5:
Initiate
Application**

**Step 6:
Integrate
Award**

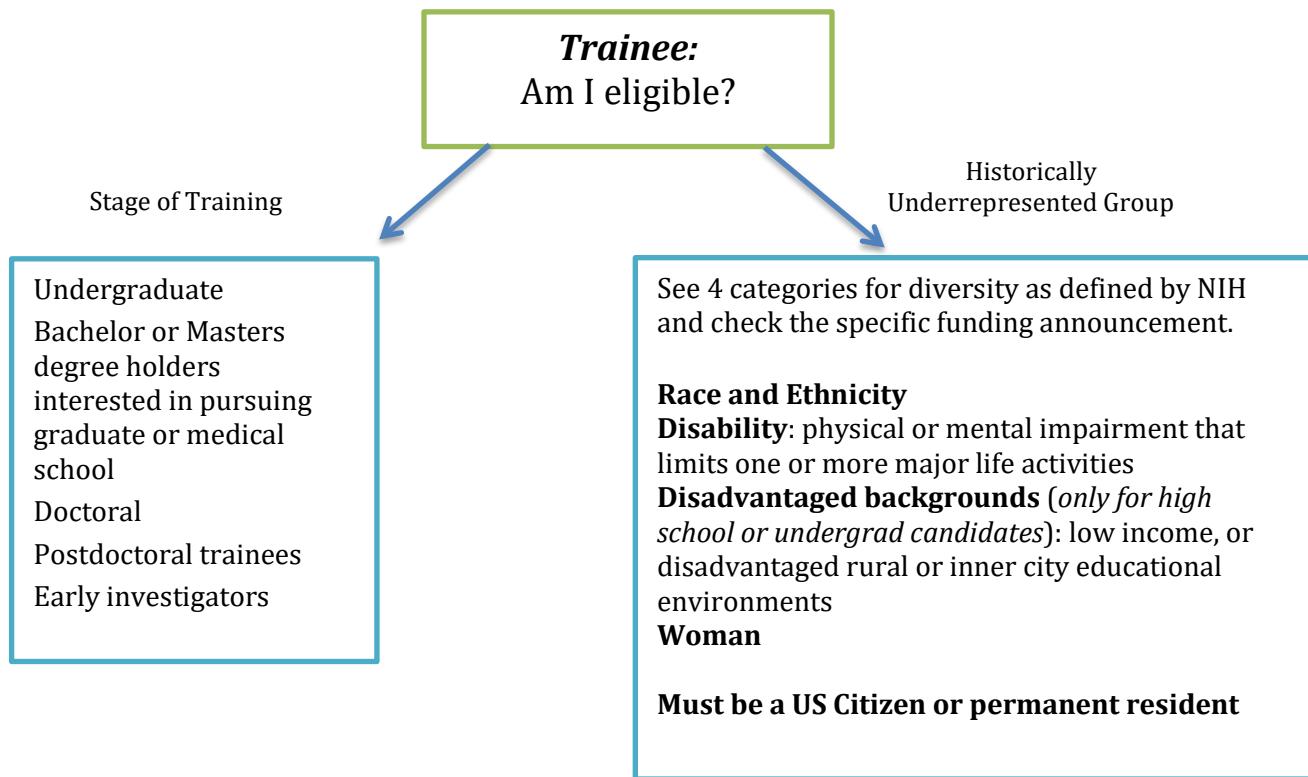
Response usually occurs in 6-8 weeks. Receipt of award occurs as an administrative supplement.

I am a DIVERSITY SUPPLEMENT CANDIDATE. Should I apply for a diversity supplement?

Why should I apply for a diversity supplement? Supplements are a WIN for students, postdoctoral trainees, and early faculty who want to pursue careers as research scientists. We need YOUR talent in the scientific field.

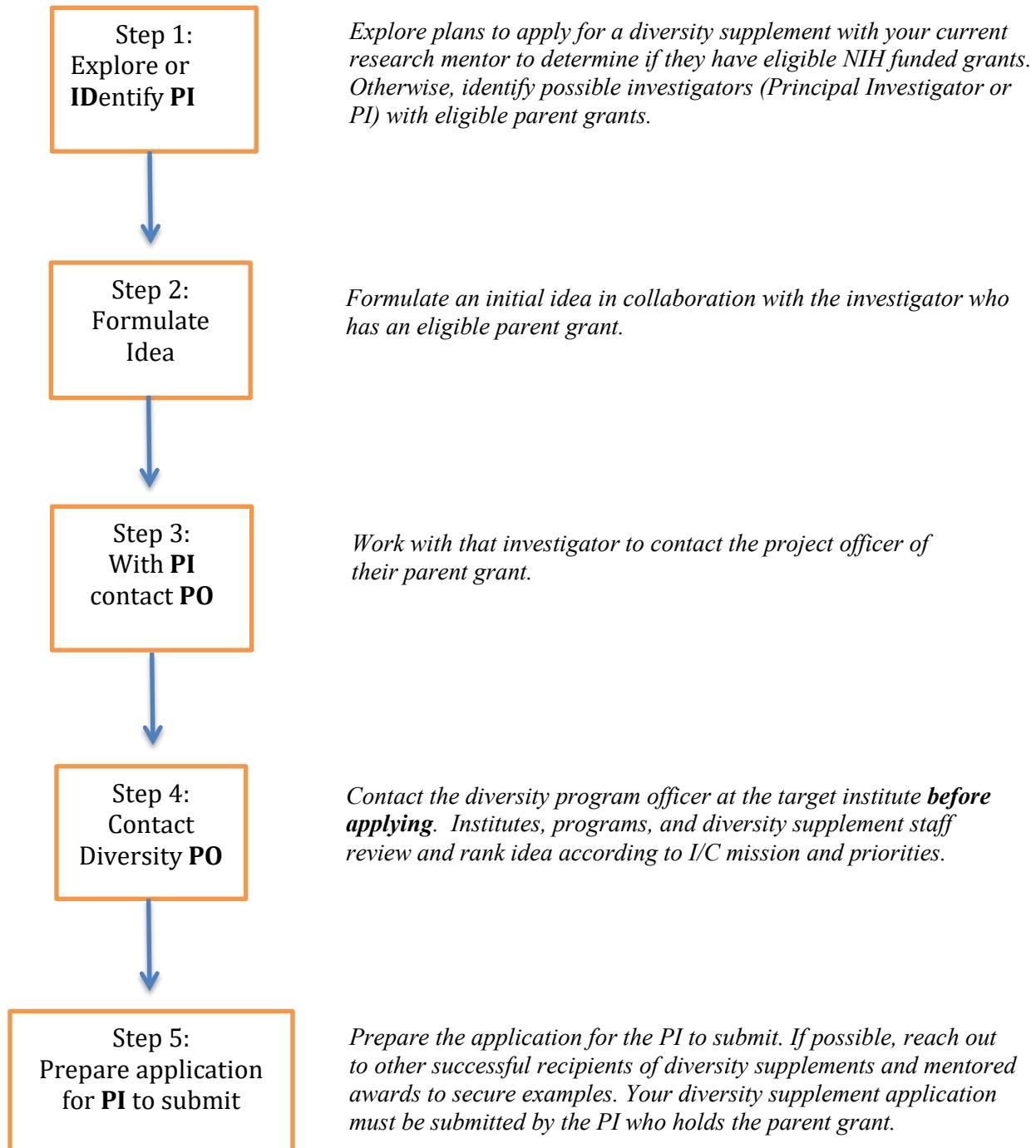
An NIH diversity supplement afforded me the great opportunity to receive further training while allowing me to collect my own data to establish research independence. This was a welcomed balance after completing a two year postdoctoral fellowship and experiencing some struggles with securing grant funding. The diversity supplement allowed me to explore a new research area I was deeply interested in, gave me the opportunity to collect data which served as pilot data for a subsequent grant application as well as afforded me the opportunity to improve my publication record, thus making me a more competitive candidate for NIH funding. My time on a diversity supplement certainly paid off as I was able secure grant funding immediately after completing my diversity supplement!

– Dr. Lynn Hernandez, Director of University Inclusion Programs & School of Public Health Faculty, Recipient of an Early Faculty Diversity Supplement (program is also applicable to students and postdoctoral trainees)



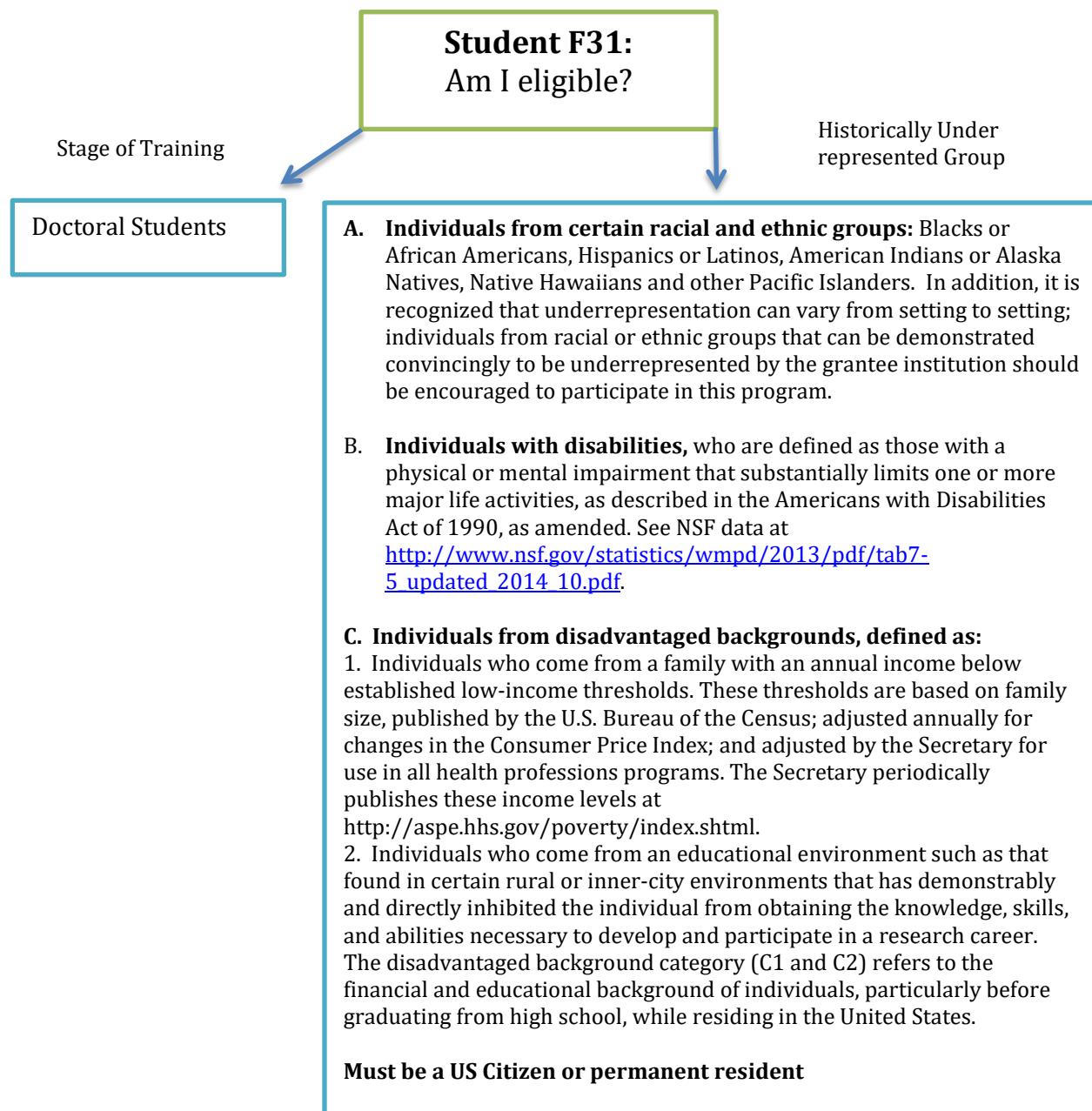
It is critical to examine by institute and speak to the PO because some eligibility may vary based on institute and discipline.

Candidate cannot be supported on an NIH grant at time of new diversity supplement award date (if the supplement candidate is on a training award that is ending, depending on timing of the end of the training award, they may still be eligible.)



I am a DOCTORAL STUDENT SEEKING MY OWN INDEPENDENT FUNDING. Should I apply for a Ruth L. Kirschstein National Research Service Award Individual Predoctoral Fellowship (F31 grant) to Promote Diversity in Health-Related Research?

Why should I apply for a F31 Predoctoral Fellowship (F31 grant) to Promote Diversity in Health-Related Research? This fellowship is a WIN for doctoral students who want to pursue careers as research scientists. We need YOUR talent in the scientific field. This doctoral fellowship allows for you to support specialized training (based on your own research interests).



It is critical to examine by institute and speak to the PO because some eligibility may vary based on institute and discipline.

What Does Support Cover?

Up to 5 years of aggregate Kirschstein-NRSA support at the predoctoral level (up to 6 years for dual degree training, e.g., MD/PhD).

Kirschstein-NRSA awards provide stipends as a subsistence allowance to help defray living expenses during the research and clinical training experiences.

NIH will contribute to the combined cost of tuition and fees at the rate in place at the time of award.

You can also request a Kirschstein-NRSA institutional allowance to help defray the cost of fellowship expenses such as health insurance, research supplies, equipment, books, and travel to scientific meetings.

