



NIH Supplements to Promote Diversity in Health-Related Research

September 19, 2024

Susannah Allison, PhD

Training Director, Division of AIDS Research

NIMH/NIH



NIH National Institute
of Mental Health

Agenda

NIMH Diversity Supplements

- ❖ **Career Stage Eligibility**
- ❖ **Submission of a Diversity Supplement**
- ❖ **Budget**
- ❖ **Eligible grants**
- ❖ **Timeline**
- ❖ **Candidate Eligibility**
- ❖ **Application Process and Components**
- ❖ **Post Application Process**

Mechanisms of Risk and Resilience for Mental Health in Individuals of Mexican Origin Webinar

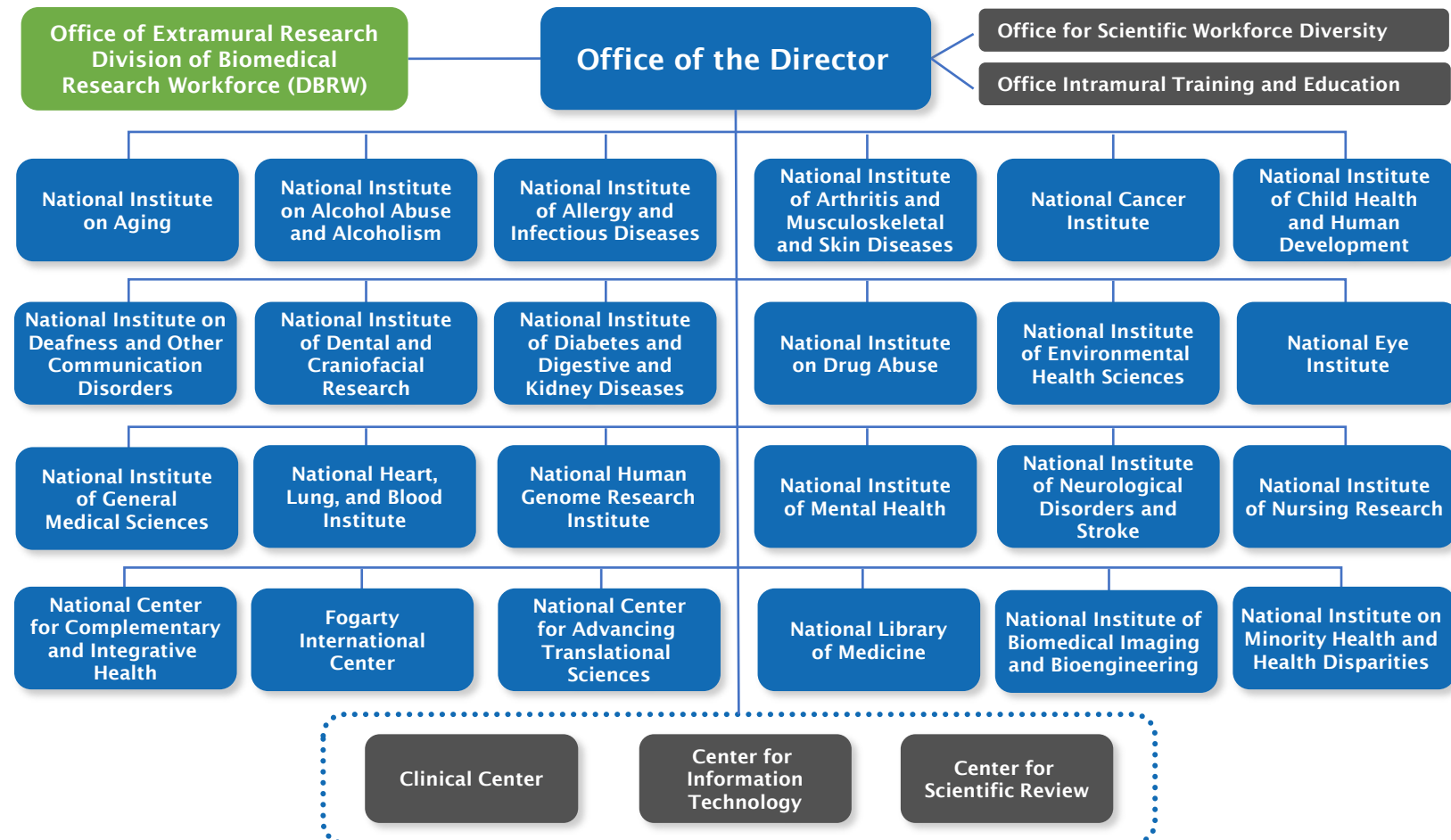
September 23, 2024, 1:30 - 3:00 PM ET

- + Drs. Swartz, Lawson, Cruz, and Guyer will discuss risk factors that Mexican-origin individuals may face, including discrimination and acculturation stress. They will also discuss research that examines how factors such as familism, ethnic pride, and temperament can help promote resilience among people of Mexican origin.

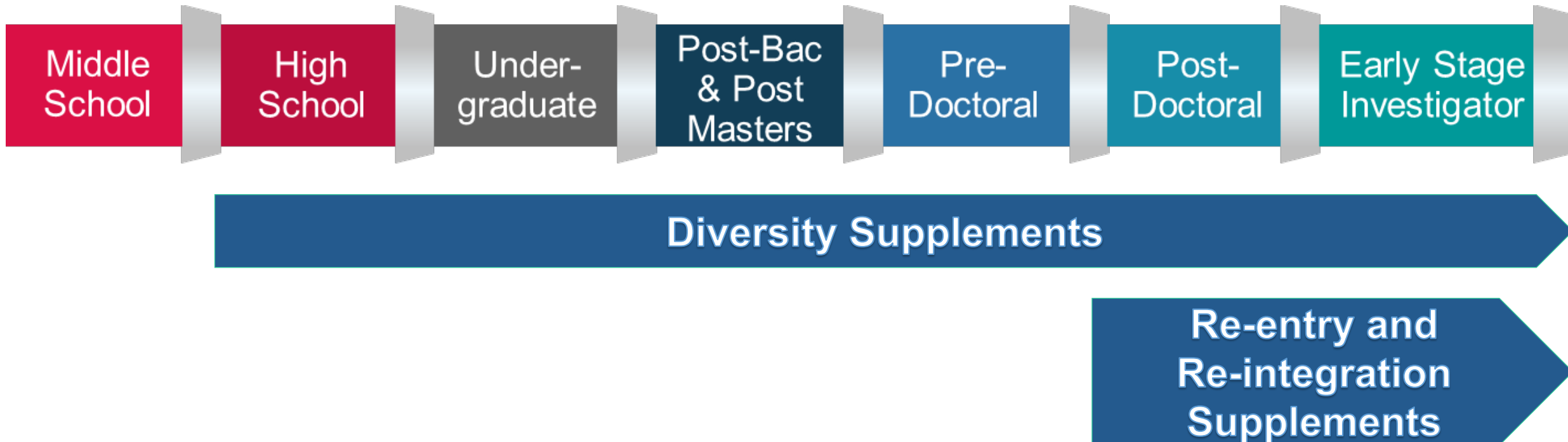


National Institute
of Mental Health

NIH includes 27 Institutes and Centers (IC)



Diversity and Re-entry and Re-integration Supplements



NIMH Diversity Supplement Program

- Provides an administrative supplement to enhance the diversity of the research workforce by recruiting and supporting the work of individuals from underrepresented groups through mentored research with an NIH-funded investigator.
- Eligible candidates are high school students through independent investigators and must meet the institution's eligibility criteria for underrepresented minority, the ADA definition of disability, or economically disadvantaged.



Diversity Supplement Submission and Award Process

- Applications accepted at any time
 - If received after April 1, will be considered in the next FY
- Reviews occur monthly
- Awards issued on a rolling basis

Submission Deadline	Review Date	Earliest Possible Start Date*
January 1	March	May
March 1	May	July
April 1	June	Aug/Sep
July 1	September	Dec/Jan
September 1	November	Dec/Jan
November 1	January	March



Diversity and Re-entry Supplements

Duration & Budget

Career Level	Length of Supplement	Salary (All w/ Fringe in Addition)	Travel and Supplies	Other
High School	Encourage at least two years <ul style="list-style-type: none"> Equivalent to two 3-month, full-time periods 	Per institution (minimum wage)	Not allowed	N/A
Under-graduate	Encourage at least two years	Per institution	Up to \$200 per month	N/A
Postbac/ Post Masters	Maximum of 24 months	Up to \$31K per year	Up to \$3,000 per year	N/A
Graduate Student	As needed	Salary+Fringe+Tuition ≤ first year postdoc	Up to \$4,000 per year	Tuition
Postdoctoral Fellow	As needed	Up to NRSA stipend	Up to \$6,000 per year	N/A
Investigator (DS)	Maximum of 24 months	Up to \$90K per year	Up to \$10,000 per year	N/A
Investigator (Re-entry)	Maximum of 36 months	Up to \$90K per year	Up to \$10,000 per year	N/A

Eligible Parent Grants

Institutional Training & Director Program Projects

- DP1, DP2, DP4, DP5

Resource Programs

- G12, G20

Program Project/Center Grants

- P01, P20, P2C, P30, P40, P41, P50, P51, P60, PM1, PN2

Research Projects

- R00, R01, R03, R15, R18, R21, R24, R33, R34, R35, R37, R41, R42, R43, R44, R61, RC1, RC2, RC3, RC4, RF1, RM1

Research Related Programs

- SC1, SC2, SC3

Cooperative Agreements

- U01, U10, U13, U18, U19, U24, U2C, U41, U42, U44, U54, U56, UB1, UC2, UC4, UF1, UG1, UG3, UH2, UH3, UL1, UM1, UM2

Candidate Eligibility Criteria

- Individuals, US Citizens or Permanent Residents who are underrepresented in biomedical and behavioral research workforce such as:

A. Racial and ethnic groups

- Blacks/African Americans
- Hispanics/Latinos
- American Indian/Alaska Natives
- Native Hawaiian/Pacific Islanders
- In addition, underrepresentation can vary from setting to setting, individuals from racial and ethnic groups that can be demonstrated convincingly to be underrepresented by the grantee institution should be encouraged to participate in this program

Candidate Eligibility Criteria

B. Individuals with [disabilities](#)

C. Individuals from [disadvantaged backgrounds](#), must meet 2 or more of the criteria

- Individuals from a family with an annual income below thresholds
 - Individuals from an educational environment (rural or inner city) that has demonstrably and directly inhibited the individual from obtaining the KSAs to develop a research career
 - The disadvantaged background category refers to the financial and educational background of individuals, particularly before graduating from high school, while residing in the United States
- Grantee Institution identifies eligible individuals
 - Institutions are encouraged to identify candidates who will enhance diversity on a national basis.
 - LGBTQ+ individuals



National Institute
of Mental Health

I'm eligible, now what?

- Find a mentor
 - [NIH Reporter](#)
 - Email them and ask if they would be interested in submitting a diversity supplement with you as the candidate
 - Don't forget to include your CV
 - Ask to set up a call with them
- They agreed!
 - Ask to sit it on the call with the PO and training PO
 - Work on the application with them
 - You should NOT be the one completing the application



National Institute
of Mental Health

Suggested Timeline for Preparing a Supplement Application

5 Months
Prior

3 Months
Prior

1 Month
Prior

Submission

- Identify mentor/candidate
- Match interests
- Plan application
- Contact NIMH Program Director

- Write application
- Ask people to review
- Revise and revise
- Assemble application components
- Finalize

- Start submission process
- Remember institution deadlines
- Leave room for submission logistics issues



National Institute
of Mental Health

NIMH Diversity Supplement Program

PA-23-189

- **Always** contact the [IC-specific scientific contact](#) as they can confer eligibility under the program.
- **Always** contact the program officer of the parent grant and a [training program officer](#) to get technical assistance with the application.
- **Always** review the [application components](#) to ensure submission of a complete application and timely acceptance.
- Activities proposed in a Diversity or Re-entry Supplement application **must**:
 1. Advance the objectives of the parent grant
 2. Support the research training and career development of the candidate
 3. Be within scope of the parent grant



National Institute
of Mental Health

Application Components

1. Brief proposal describing the proposed candidate's research project, training goals and activities, and career development plan (not to exceed six pages)
 - a. Research Section
 - b. Training and career development plan for the candidate
 - c. Mentoring experience of the PO / PI
 - d. A plan and timeline for the research and career development experiences

Application Components

2. A candidate statement (not to exceed three pages) that includes the signature of the candidate.
 - The candidate should clearly discuss
 - a. Why they are interested in pursuing a career in neuroscience/mental health research
 - b. Education and research background to date
 - c. Short and long-term career goals
 - d. Goals for the project and the support that the supplement provides that might not otherwise be possible/why the supplement is important for advancing their career in research

Application Components

3. Statement of eligibility (not to exceed one page)

- a. Statement must be signed by the PI of the parent grant and the authorized signing official of the Institution and include information on:
- b. Citizenship
- c. The characteristics of the candidate that confer eligibility under this program
- d. A convincing description of how the appointment will address the issue of diversity within the national scientific workforce, the workforce, or the relevant population at the grantee institution
- e. A description of any current or previous Public Health Service (PHS) research grant support the candidate has received
 - Individuals may not be transferred to a supplement to increase the availability of funds to the parent grant for other uses. Individuals may be supported by the parent grant for **short periods, at the recipient's risk, pending Institute/Center decision** on the supplement application.



National Institute
of Mental Health

Application Components

4. A proposed budget
5. Biographical sketch of the candidate, candidate transcripts for candidates at the predoctoral level or below
6. Biographical sketch of investigators who will contribute to the research mentoring
7. Human subjects/vertebrate animal documentation (if applicable).

Additional Letters are necessary for the following situations:

8. If the candidate is a student at another institution (other than the grantee institution)
9. If any of the research is to be conducted at a site other than the grantee institution
10. If the request is for a supplement based on disability, the institution should provide a statement regarding reasonable accommodations.



National Institute
of Mental Health

Application Submission Process

- Diversity Supplements are submitted through eRA by the Institutional authorized organizational representative (AOR)
- Ensure that all application components are submitted, and the correct application is used
 - This will minimize unnecessary delay in the diversity supplement acceptance and review

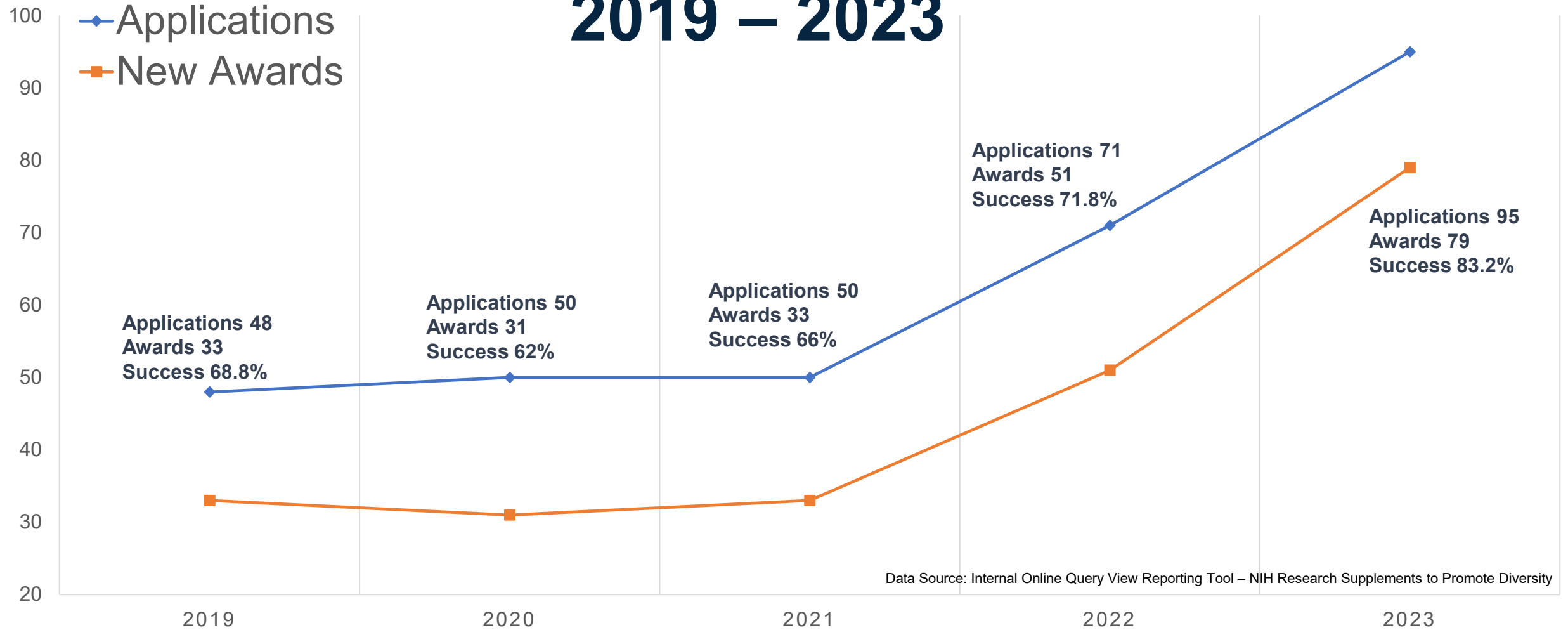


National Institute
of Mental Health

Post Application Submission Process

- If disapproved, an application cannot be resubmitted. Therefore, it is strongly encouraged that you work with your parent grant PO and a training PO as you prepare the diversity supplement.
- During the internal review process, the training PO may reach out to ask for clarification or additional information
- If your application receives a favorable score, it will move forward for budgetary approval
- During the application process, you can reach out to a [training contact](#) or [Tatiana Meza-Cervera](#) for follow up

NIMH Diversity Supplement Applications and Awards 2019 – 2023



National Institute
of Mental Health

Susannah
Allison
allisonsu@mail.nih.gov

Program Director
Diversity
Supplements:
Tatiana Meza-
Cervera
Tatiana.meza-cervera@nih.gov

Thank you!

Apply for a NIMH diversity supplement

