



Enhancing the Diversity of the NIH-Funded Workforce

You represent the future of biomedical research



“There is a compelling need to promote diversity in the biomedical research workforce. A lack of diversity jeopardizes our ability to carry out the NIH mission because innovation and problem solving require diverse perspectives. The future of biomedical research rests on engaging highly

talented researchers from all groups and preparing them to be successful in the NIH-funded workforce.”

Francis S. Collins, M.D., Ph.D.

Director, National Institutes of Health

The best and brightest minds from all sectors of the population are critically needed in the biomedical research workforce to ensure that the best science is conducted. However, efforts to diversify the workforce over the past several decades have not resulted in the desired changes. At the same time, social science research has demonstrated that psychosocial factors can be a barrier to persistence for individuals from underrepresented groups in research careers. The NIH Common Fund’s Enhancing the Diversity of the NIH-Funded Workforce program (<http://commonfund.nih.gov/diversity/index>) aims to bridge social science research findings with biomedical research training expertise to develop and test new approaches to training and mentoring on a large scale. Awardees supported by this program will work together as a consortium to determine hallmarks of success at each career stage, as well as develop strategies to reach these hallmarks. These hallmarks will include competencies and skills required for a successful research career that extend beyond the science itself, such as leadership, grantsmanship, innovation, and networking. Piloted approaches will be rigorously evaluated in real time to determine what works and for whom, and effective approaches will be widely shared to transform research training and mentoring nationwide.



Students from underrepresented backgrounds will be the primary beneficiaries, but all students will benefit ultimately, creating a stronger biomedical research environment.

Program Initiatives

The program consists of three highly integrated initiatives, in which awardees will work together as a consortium and in partnership with the NIH.

- › **Building Infrastructure Leading to Diversity (BUILD):** BUILD is a set of experimental training awards designed to learn how to attract students from diverse backgrounds into the biomedical research workforce and encourage their persistence to become future NIH-supported researchers.
- › **National Research Mentoring Network (NRMN):** NRMN will establish a nationwide network of mentors from a variety of biomedical disciplines linked to mentees across the country, define best practices for mentoring at all career stages, provide training for mentors, and provide networking and professional opportunities for mentees.
- › **Coordination and Evaluation Center (CEC):** CEC will rigorously evaluate BUILD and NRMN programs to determine the efficacy of the new approaches being tested and will serve as the focal point for dissemination of successful training and mentoring strategies to the broad biomedical research training community.



Current Awardees

Awardees are engaging extensive networks of partnering institutions across the country. Due to the large number of institutions associated with these awards, not all partnering institutions can be listed here. Please visit <http://commonfund.nih.gov/diversity/fundedresearch> to learn more about awardees and their partners.

BUILD	
Institution	Principal Investigator
California State University Long Beach	Laura Kingsford Britt Rios-Ellis Guido Urizar
California State University Northridge Additional institutions supported through this award are Los Angeles Mission College, Los Angeles Valley College, Los Angeles Pierce College, Santa Monica College, and East Los Angeles College	Crist Khachikian Gabriela Chavira Carrie Saetermoe Margaret Shiffar
Morgan State University Additional institutions supported through this award are Tufts University, Northeastern University, and Fusion Partnership, Inc.	Farin Kamangar Payam Sheikhattari
Portland State University Additional institutions supported through this award are University of Guam, American Samoa Community College, Northern Marianas College, University of Hawaii-Manoa, University of Alaska-Anchorage, Clark College, Chemeketa Community College, Clackamas Community College, Portland Community College, Oregon Health and Science University, and Oregon Department of Human Services	Carlos Crespo
San Francisco State University Additional institution supported through this award is University of California San Francisco	Leticia Marquez-Magana Avi Ben-Zeev Kirsten Bibbins-Domingo
University of Alaska Fairbanks	Barbara Taylor Karsten Hueffer Arleigh Reynolds
University of Detroit Mercy Additional institutions supported through this award are Wayne State University, Wayne County Community College District, and Marygrove College	Gary Kuleck Ambika Mathur George Swan III Sally Welch
University of Maryland Baltimore County	Philip Rous William LaCourse
University of Texas El Paso Additional institutions supported through this award are Arizona State University College of Health Solutions, Baylor College of Medicine, Clemson University, El Paso Community College, William Marsh Rice University, University of Arizona, University of Connecticut, University of Connecticut (Health Center), University of New Mexico, University of New Mexico Health Science Center, University of Texas at Arlington, University of Texas at Austin, University of Texas Health Science Center at Houston, and University of Texas Southwestern Medical Center	Lourdes Echegoyen Renato Aguilera Stephen Aley Thomas Boland Timothy Collins Sarah Grineski Osvaldo Morera Homayoun Nazeran
Xavier University Additional institutions supported through this award are Kansas State University, Louisiana State University Health Sciences Center-New Orleans, Louisiana State University, and Tulane University	Gene D'Amour
NRMN*	
Boston College Additional institutions supported through this award are Campbell-Kibler Associates, Morehouse School of Medicine, Northwestern University, Society for Advancement of Chicanos and Native Americans in Science, University of Colorado, University of Maryland College Park, University of North Texas Health Science Center, University of Wisconsin, and University of Minnesota	David Burgess Elizabeth Ofili Kolawole Okuyemi Christine Pfund Jamboor Vishwanatha
*The NRMN network contains over 100 partner institutions across the country and is expected to grow and expand over time. For more information, please visit https://commonfund.nih.gov/diversity/initiatives .	
CEC	
University of California Los Angeles	Keith Norris Pamela Davidson

How Do I Receive Updates?

Join the Diversity email list to hear program updates, including information about how to participate in the NRMN network and the efficacy of approaches developed by BUILD and NRMN! Visit <http://commonfund.nih.gov/diversityregister> to sign up.

Other NIH Resources

- › National Institute on Minority Health and Health Disparities (NIMHD) Extramural Research Programs: <http://www.nimhd.nih.gov/programs/extra/extra.html>
- › National Institute of General Medical Science (NIGMS), Division of Training, Workforce Development, and Diversity: <http://www.nigms.nih.gov/training/pages/default.aspx>
- › Ruth L. Kirschstein National Research Service Award Individual Predoctoral Fellowship to Promote Diversity in Health-Related Research: <http://grants.nih.gov/grants/guide/pa-files/PA-14-148.html>
- › Research Supplements to Promote Diversity in Health-Related Research: <http://grants.nih.gov/grants/guide/pa-files/PA-12-149.html>
- › Many additional grant opportunities are available. Please visit: <http://grants.nih.gov/grants/oer.htm> for a complete list.

Connect With Us!



Diversity Program Listserv:
<http://commonfund.nih.gov/diversityregister>

Common Fund Listserv:
<https://list.nih.gov/cgi-bin/wa.exe?SUBED1=NIH-OSC-L&A=1>



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QR Code for the Diversity Program



QR Code for Common Fund General Information