Enhancing Diversity in Research Training

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October 31, 2018
Why is Diversity Important in Research Training?

• To fulfill our mission and vision based on our moral imperatives

• To establish a positive working environment and foster relationships with people with diverse outlook and thinking

• These will allow us to entertain a variety of ideas, knowledge, and decision-making approaches

• Enable us to attract a diverse pool of talents, resulting in increased level of innovations and productivity
What we Want to do?

• We, the Office of Grant Support (OGS) in collaboration with the Human Resources Department and faculty partners want to establish a program to strengthen this commitment and to reach the next level;

• We strategize to attract and recruit eligible diversity candidates (students, trainees and postdocs) in as many federally-funded grants or awards as possible;

• Our preliminary plan is to target specifically the National Institute of Health (NIH)’s Diversity Supplements award, and to enhance its success at Einstein.
NIH Diversity Supplements at Einstein
(Based On Cayuse)
How Will we do it?

• Creating a pool of eligible candidates (proactively soliciting applications from the diversity candidates) by initiating an outreach program by:
  • Conducting focus groups within, or outside with community groups;
  • Communicating with local high schools and colleges;
  • Conducting seminars and workshops at high-density venues;
  • Advertising nationally in professional journals.

• Working with investigators (PIs) and research administrators for:
  • Identifying and pairing the candidates with the PIs;
  • Assisting with finding funding opportunities;
  • Assisting with developing applications – writing, editing, enhancing;
  • Assisting with submitting and managing the awards in collaboration with Research Finance.
Is it Feasible?

• At least 15 different funding mechanisms across 24 NIH I/Cs;

• At least 193 eligible grants—we can submit 193 applications (on average 45 new eligible awards a year);

• High number of eligible applicants. Besides traditional underrepresented minorities, US nationals from Hawaii, non-citizen nationals from countries and tertiaries such as Puerto Rico, Samoa and Virgin Islands. Also, individuals fall under ADA definition of disabilities.

• Success rate over 80% (nationally), ours ~50%.
Is it Sustainable?

Number of Eligible Grants

193 (R Type, 169; P/U/other, 24)

There would be:

- 38 applications if 20% of eligible investigators submit
- 19 new supplements with a success rate of 50%

Average $94,184 per year
Yearly estimated grant revenue $1,789,496
Total Costs ($175,000)
Yearly estimated grant revenue (at goal) $1,789,496 (Ind., $715,798)
Projected net revenue $1,614,496
Thank you for your support