ACD Working Group on Diversity: 2018 Recommendations for ACD Review

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NIH National Institutes of Health
Office of the Director
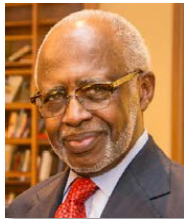*Scientific Workforce Diversity*

DEPARTMENT OF HEALTH & HUMAN SERVICES·USA

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NIH ACD WGD:
## 2018 Recommendations for ACD Review
Presentation Outline

- 2017 ACD WGD recommendations:

  - Institutional focus to promote inclusive excellence

  - Diversity Program Consortium: ACD WGD sub-committee

  - NIH data: Targeting the career-independence transition

- Moving forward to implementation

  - Actionable steps for ACD review and approval

NIH Scientific Workforce Diversity

Interventions at *Individual* Level
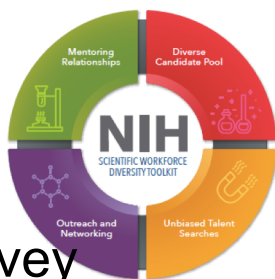
Necessary but not sufficient
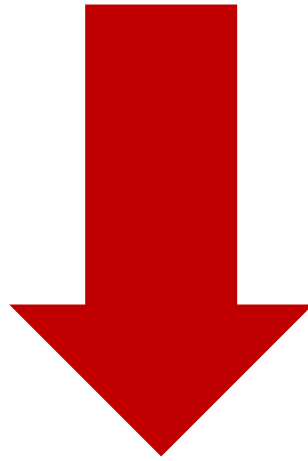
Interventions needed at *Institutional* Level

NIH Scientific Workforce Diversity

Institutional Interventions as a Model

Intramural

- Transparency: NIH Equity Committee

- Distinguished Scholars Program (cohort model)

- Sexual harassment prevention plan and survey

- NIH SWD Interactive Toolkit

Extramural

- BUILD, NRMN, CEC

- Diversity supplements

- Causal Factors, Understanding Interventions research

- Eliminate R01-funding disparities
  - NGRI
  - Anonymized peer review bias study

- Re-entry into Biomedical and Behavioral Research Careers

June 2017 New ACD Recommendations Shifting Focus to Institutional Change

Promote Transparency and Accountability

- Systematic review and transparency of hiring and promotion procedures, policies

- Transparency: collect and publicize aggregate diversity metrics

- Provide tools to Divisions, Departments to promote inclusive excellence

- Evaluation of impact

NIH IRP Institutional Approaches: Modeling Successful Strategies

- NIH Equity Committee

- Distinguished Scholars Program (cohort model)

- Trans-NIH searches

- Sexual harassment prevention plan and survey

- NIH SWD Interactive Toolkit and other IC diversity/inclusion practices that have been successful

NIH IRP Institutional Approaches: Modeling Successful Strategies

- NIH Equity Committee

- Distinguished Scholars Program (cohort model)

Academic leadership role in adopting and implementing these strategies

- NIH SWD Interactive Toolkit and other IC diversity/inclusion practices that have been successful

NIH ACD WGD Diversity Program Consortium (DPC) Subcommittee

Hannah Valantine, MD, Co-*Chair*

Alison Gammie, PhD *Co-Chair*

David Asai, PhD **Larry Hedges, PhD** **Ahna Skop, PhD** **John Matsui, PhD** **Sandy Merino, PhD** **Fatima Rivas, PhD** **Ruth Washington, PhD**

Sederick Rice, PhD **Charisse Nartey, PhD** **Augusto Tentori, PhD** **Olivier Noel, PhD** **Pablo Rafael Sacasa, PhD** **Jessi Smith, PhD** **Roberto Frontera-Suau, PhD**

December 2017 ACD Meeting

- Short-term outcomes: Research published December 2017 in *BMC Proceedings Special Issue* Vol. 11, Supplement 12

- Phase II funding announcements

  - BUILD, CEC, NRMN

  - DPC Dissemination and Translation Awards

June 2017 ACD WGD Recommendations

Career-Independence Transition

- Collect data* to identify institutional barriers
- Institutional partnerships on trainee-independence transition
- Recognize value of teaching

Promote Inclusive Excellence

- Systematic review* and transparency of hiring and promotion procedures
- Institutional partnerships to identify, disseminate successful models
- Disseminate SWD Toolkit

New Programming

- Pilot public-private partnership model
- Funding announcement: science of scientific workforce diversity

Grant Funding

- Transparency: Retrospective reporting of NIH applicant and grantee diversity
- Review, track AA/B funding outcomes beyond R01s
- Analyze impact of institutional prestige on research funding

* in compliance with applicable law (including the Privacy Act and the Paperwork Reduction Act)

Moving Forward: Toward Implementation

- Scientific workforce diversity system is dynamic
  - Trainees (push) vs. institutions (pull)
  - Enhanced communication and outreach needed
  - Tools to promote inclusive excellence
  - Diversity supplements: Effective but underused
- Convene NIH and partners: Models for transition to independence
  - Expand successful models, include those involving teaching
  - Recent NIGMS RFI (Strategies for Enhancing Postdoctoral Career Transitions to Promote Faculty Diversity)
- Diversity metrics: Transparency and accountability reporting template
  - More resources for SWD
  - Collect additional demographic data: socioeconomic status, sexual and gender minorities, military veterans, non-traditional students

Moving Forward: Toward Implementation

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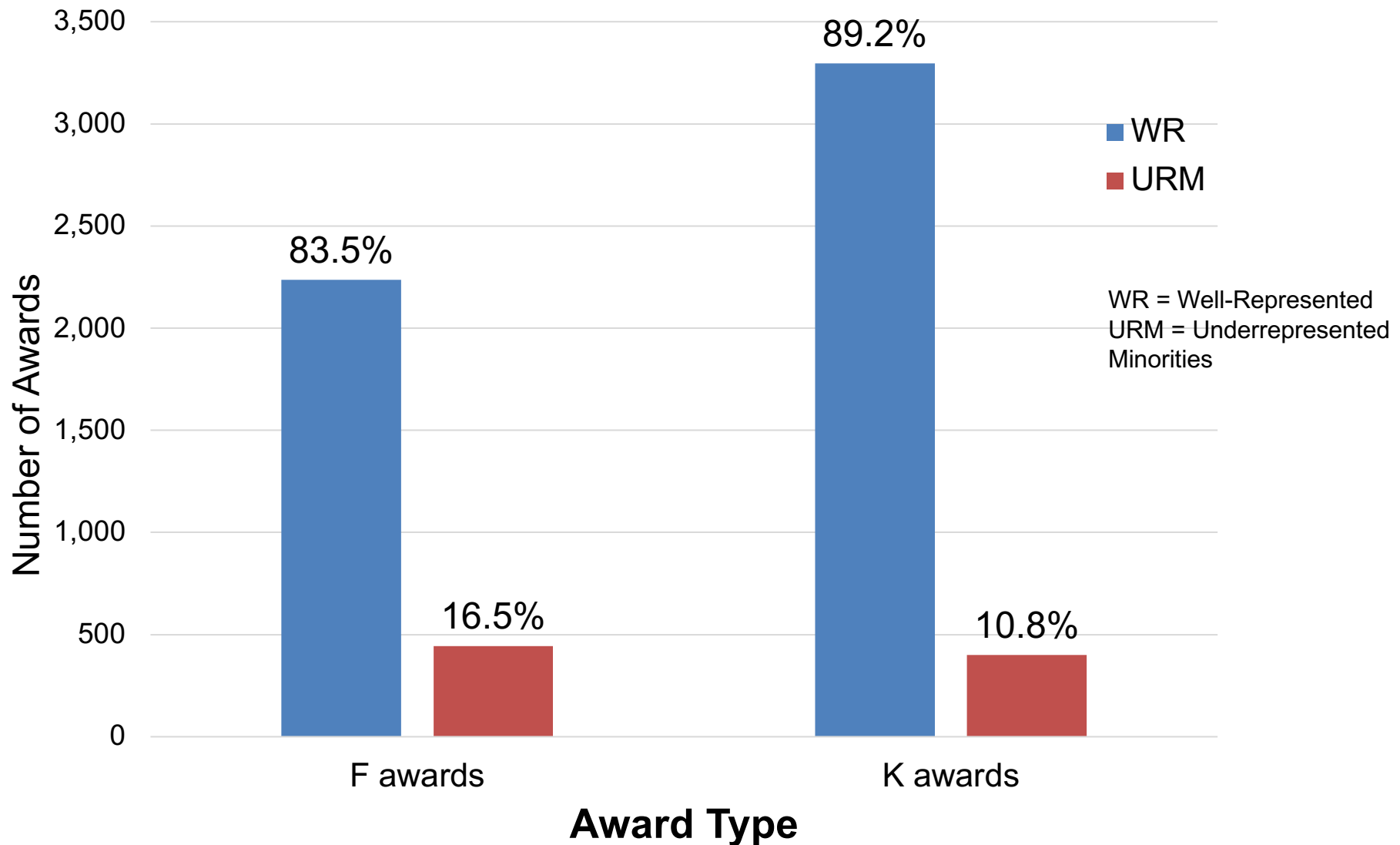Academic leadership role in pursuing inclusive excellence

  Transitions to Promote Faculty Diversity)

- Diversity metrics: Transparency and accountability reporting template
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  - Collect additional demographic data: socioeconomic status, sexual and gender minorities, military veterans, non-traditional students

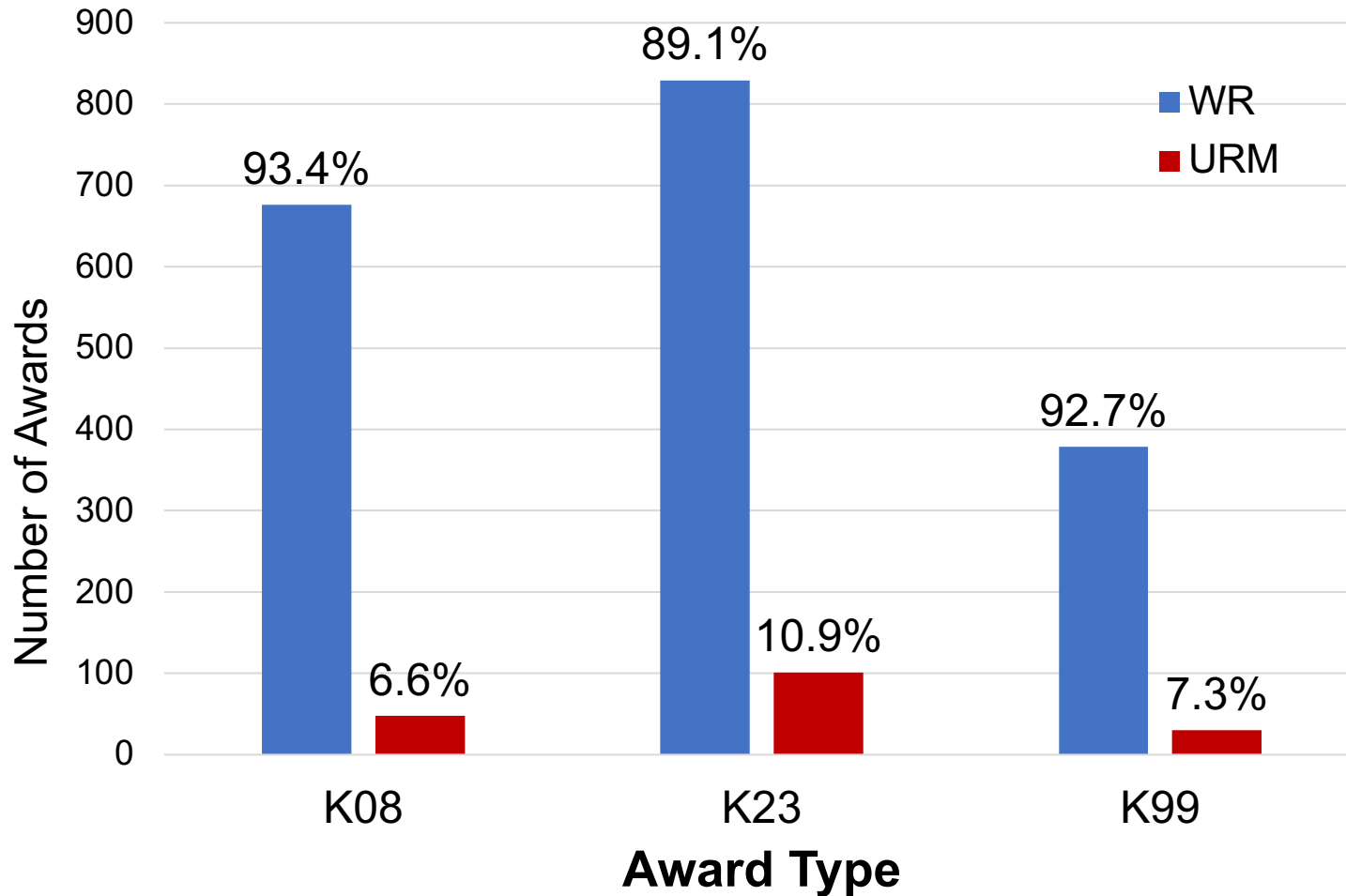# NIH Data to Support Targeting Career-Independence Transition
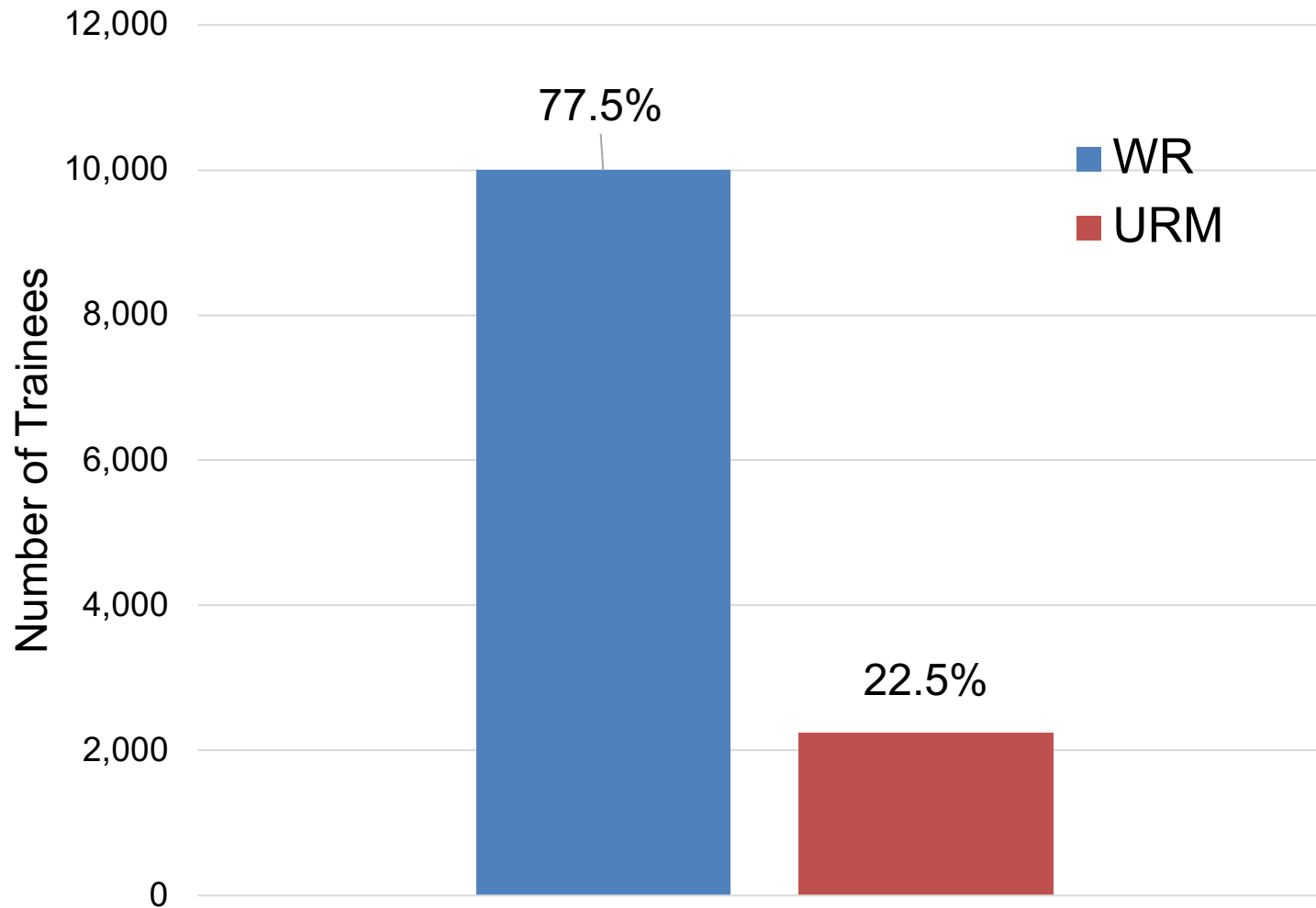
Trainees Supported on F and K Awards (2016)

Number of Awards

Award Type

F awards — 83.5% (WR), 16.5% (URM)

K awards — 89.2% (WR), 10.8% (URM)

WR
URM

WR = Well-Represented
URM = Underrepresented Minorities

Trainees Supported on K08, K23, and K99 Awards (2016)

Chart showing Number of Awards by Award Type for WR (blue) and URM (red):

- K08: WR 93.4%, URM 6.6%
- K23: WR 89.1%, URM 10.9%
- K99: WR 92.7%, URM 7.3%

Y-axis: Number of Awards (0 to 900)
X-axis: Award Type

Trainees Supported on T Awards (2016)

URM Assistant Professors:
Lags Behind Growth in Ph.D. Recipients

Legend:
- URM Ph.D.
- URM Asst. Prof.
- WR Ph.D.
- WR Asst. Prof.

Y-axis: Population Growth Relative to 1980 (-fold), 0 to 10

X-axis: 1981, 1985, 1989, 1993, 1997, 2001, 2005, 2009, 2013
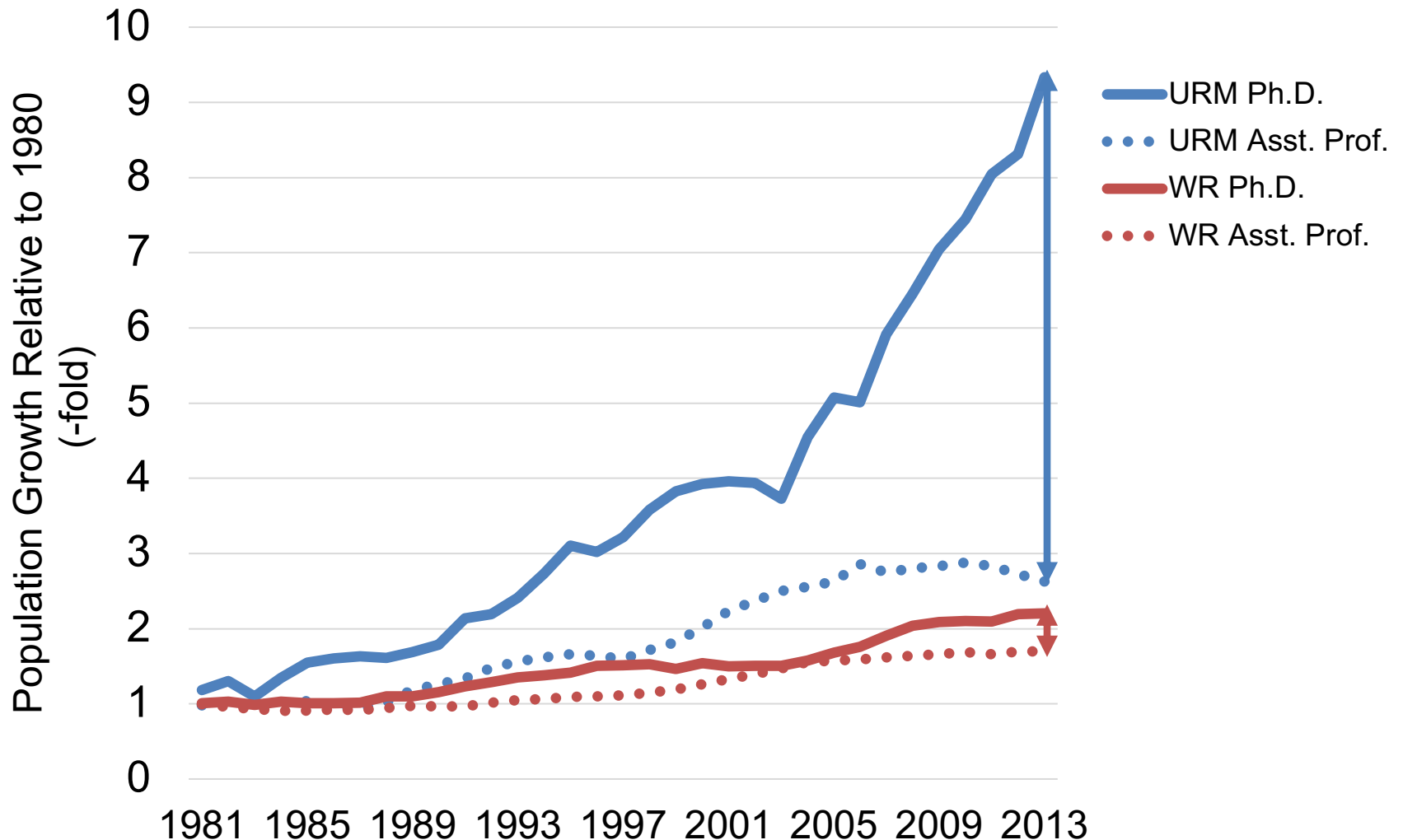
Gibbs, K. D., et al. (2016). *Decoupling the minority PhD talent pool and assistant professor hiring in the medical school basic science departments in the US.*
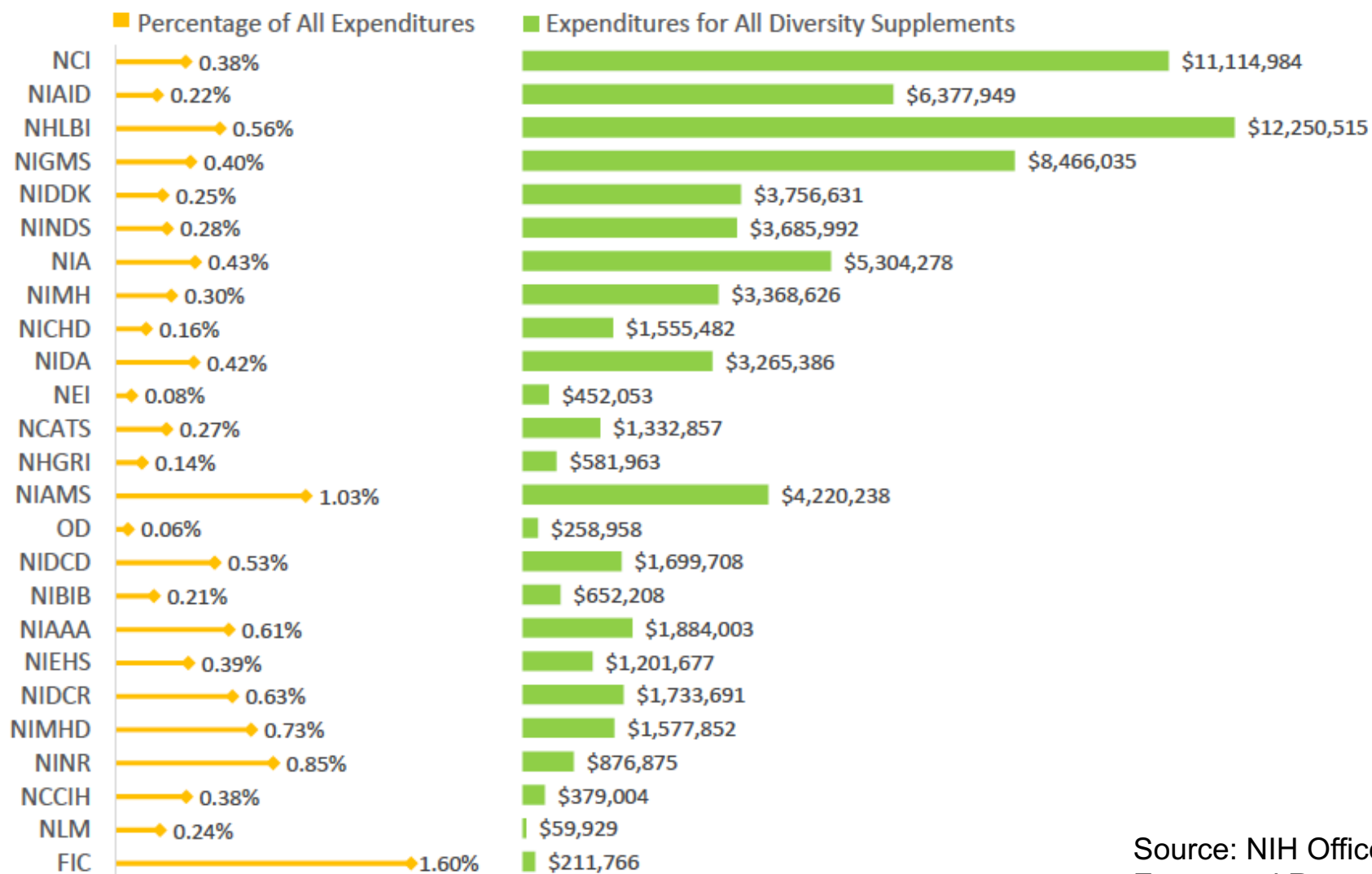
NIGMS Diversity Supplement Awardees: Career Outcomes
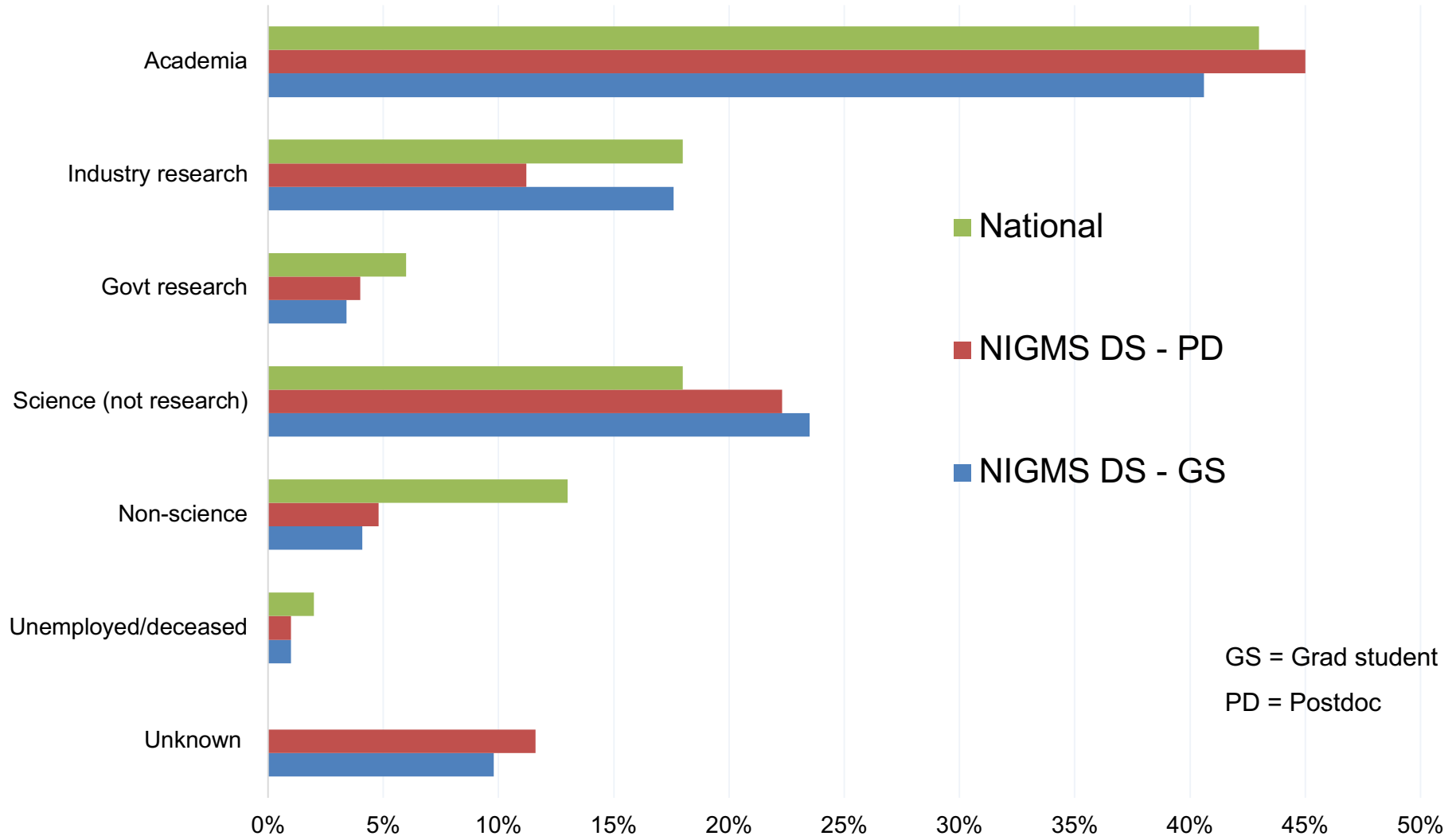
Source: NIGMS Analysis of Supplements to Enhance Diversity 1989-2006

Total FY16 Diversity Supplement Award Funding as a Percent of All Eligible Parent Grants by IC

■ Percentage of All Expenditures   ■ Expenditures for All Diversity Supplements

IC	Percentage of All Expenditures	Expenditures for All Diversity Supplements
NCI	0.38%	$11,114,984
NIAID	0.22%	$6,377,949
NHLBI	0.56%	$12,250,515
NIGMS	0.40%	$8,466,035
NIDDK	0.25%	$3,756,631
NINDS	0.28%	$3,685,992
NIA	0.43%	$5,304,278
NIMH	0.30%	$3,368,626
NICHD	0.16%	$1,555,482
NIDA	0.42%	$3,265,386
NEI	0.08%	$452,053
NCATS	0.27%	$1,332,857
NHGRI	0.14%	$581,963
NIAMS	1.03%	$4,220,238
OD	0.06%	$258,958
NIDCD	0.53%	$1,699,708
NIBIB	0.21%	$652,208
NIAAA	0.61%	$1,884,003
NIEHS	0.39%	$1,201,677
NIDCR	0.63%	$1,733,691
NIMHD	0.73%	$1,577,852
NINR	0.85%	$876,875
NCCIH	0.38%	$379,004
NLM	0.24%	$59,929
FIC	1.60%	$211,766

Source: NIH Office of Extramural Research

Actionable Steps for Consideration: *Funding*

- Standardize and expand use of NIH-funded diversity supplements

- Target the trainee to career-independence transition by creating an institutional funding announcement to advance faculty hiring and development via cohort models
  - Examples: K12, CTSA successful approaches

- Convene research and non-research stakeholders from the public and private sectors with a shared interest in workforce diversity and inclusion

- Expand across NIH an IRACDA*-like funding announcement with broadened focus beyond teaching

*IRACDA: Institutional Research and Academic Career Development Awards

Actionable Steps for Consideration: *Transparency and Accountability*

- Designate a high-level diversity/inclusion representative in every IC
  - Interfaces with IC leadership, staff, advisory council, and COSWD

- Create a diversity-reporting template* for NIH ICs and to serve as a national model for institutions
  - Increase resources for SWD data collection and analysis

- Develop and implement a dashboard with IC-level funding data (retrospective and disaggregated by gender and race/ethnicity)

* in compliance with applicable law (including the Privacy Act and the Paperwork Reduction Act)

Actionable Steps for Consideration: *Outreach and Engagement*

- Host a national meeting on workforce diversity and inclusion approaches and institutional climate; publish the proceedings
  - Academic leadership must be involved in planning and attending

- Increase reach of NIH's voice on scientific workforce diversity and inclusion (webinars, other communication techniques)

- Enhance dissemination of NIH SWD Toolkit and future products to promote inclusive excellence

- Make more connections with institutions and other organizations with missions to support all types of diverse talent in the health professions pipeline

Actionable Steps for Consideration: *Summary*

Increase diversity supplements

Target the trainee to career-independence transition with faculty-development institutional funding announcement to pursue cohort models

Convene public and private partners - Career-independence transition

Trans-NIH version of successful IRACDA-like program

Senior-level IC diversity/inclusion representatives

Diversity/inclusion metrics reporting template

Retrospective IC funding outcomes by race, gender

National diversity/inclusion conference - involve academic leadership in planning and execution

Data on other groups potentially underrepresented in biomedical research

diversity.nih.gov