



**GREAT MINDS THINK DIFFERENTLY**

# COSWD Update

Marie A. Bernard, M.D.

Chief Officer for Scientific Workforce Diversity (COSWD)



**National Institutes of Health**

*Office of the Director*

*Chief Officer for Scientific Workforce Diversity*

[diversity.nih.gov](https://diversity.nih.gov)

**December 2024**

# Touch Points

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- What is the recent history of COSWD?
- Why focus on scientific workforce diversity?
- How to foster scientific workforce diversity?
  - Build
  - Disseminate
  - Act
- What is the way forward?

# Scientific Workforce Diversity, *Part 1*

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“If you want to go fast, go alone; if you want to go far, go together.”

African Proverb



# The Need For Diverse Perspectives In Science



Bernard MA, Johnson AC, Hopkins-Laboy T, Tabak LA. Nature Medicine DOI: 10.1038/s41591-021-01532-1. (2021)

# Literature Regarding the Impact of Diverse Perspectives on Science

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- Diversity of geography, information, and ethnic backgrounds leads to more impactful and more highly cited scientific papers\*
- Diversity of background leads to new discoveries\*\*
- Lack of diversity constrains scientific advancement\*\*\*

\*Freeman & Huang (2015). Collaborating with people like me: ethnic co-authorship within the US. *Journal of Labor Economics* 33(3): S289-S318.

\*\* Haynes et al (2020). The role of diversity in science: a case study of women advancing female birdsong research. *Animal Behaviour* 168: 19-24.

\*\*\* Kozlowski et al. (2022). Intersectional inequities in science. *PNAS* 119(2): e21132067119. doi: 10.1073/pnas.2113067119..

# For More Information – See Scientific Workforce Diversity Seminar Series (SWDSS) Summary from 5/17/2022

## How Does Diversity Impact Science?



- Jedidah Isler, Ph.D., *Office of Science Technology Policy*
- Laurel Smith-Doerr, Ph.D., *University of Massachusetts Amherst*
- Richard B. Freeman, Ph.D., *Harvard University*
- Jennifer Kuan, Ph.D., *California State Monterey Bay*
- George M. Santangelo, Ph.D., *National Institutes of Health*
- Shirley M. Tilghman, Ph.D., *Princeton University*

<https://diversity.nih.gov/science-diversity/swd-seminar-series-hddis-may>  
<https://www.ncbi.nlm.nih.gov/books/NBK603842/>

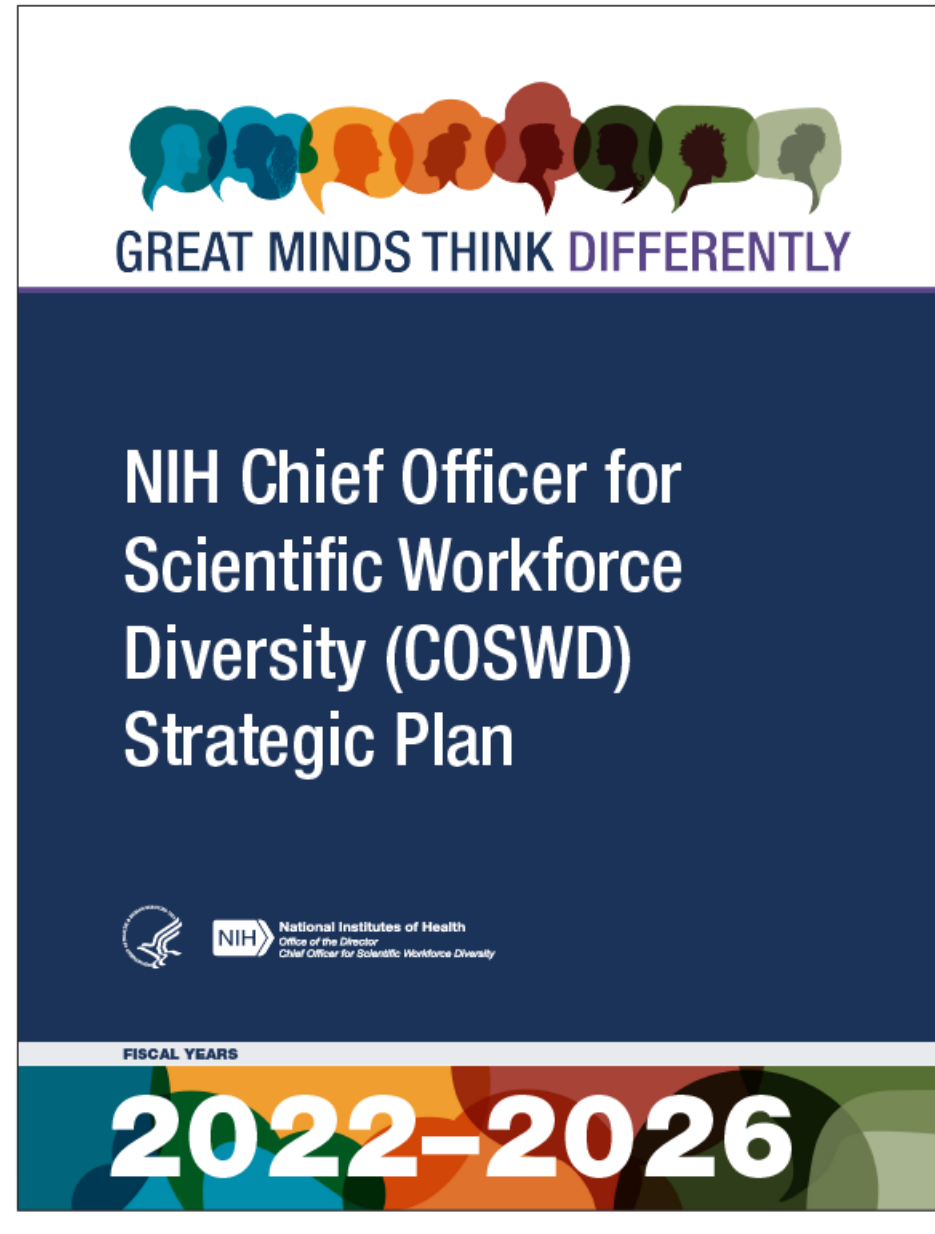
# A Multifaceted/Coordinated Approach to Advance Inclusive Excellence



**A multifaceted, coordinated approach to advance inclusive excellence.**

Source: Ten Hagen KG, Wolinetz C, Clayton JA, Bernard MA. Community voices: NIH working toward inclusive excellence by promoting and supporting women in science. Nature Communications. 2022;13(1). doi:10.1038/s41467-022-28665-2

# Strategic Plan





# Chief Officer for Scientific Workforce Diversity (COSWD)

## VISION

To enable NIH and NIH-funded institutions to benefit from the nation's full range of talent and foster creativity and innovation in science.

## MISSION

To be the NIH thought leader in the science of scientific workforce diversity, using evidence-based approaches to catalyze cultures of inclusive excellence.



**BUILD** the evidence – using NIH as a test bed



**DISSEMINATE** the evidence – across the biomedical research workforce ecosystem



**ACT** on the evidence – by advancing integrated, institution-wide systems

# Build the Evidence



# Advisory Committee to the Director (ACD) Recommendations for Individuals with Disabilities

- Multiple recommendations
- Reconsideration of the NIH mission
- Disabled populations named a health disparities population
- Synergizing with the DEIA Strategic Plan
- Assessment of NIH Disabilities Research Portfolio



National Institutes of Health

Advisory Committee to the Director Working Group on Diversity  
Subgroup on Individuals with Disabilities

REPORT

December 1, 2022

# Engagement and Access for Research Active Institutions (EARA)



# Research-Active Institutions (RAIs)

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- Award degrees in the health professions or the sciences related to health, or in STEM fields including social and behavioral sciences.
- Have received an average of no more than \$25 million per year (total costs) of NIH Research Project Grant (RPG) support for the past three fiscal years.

# EARA Collaborators

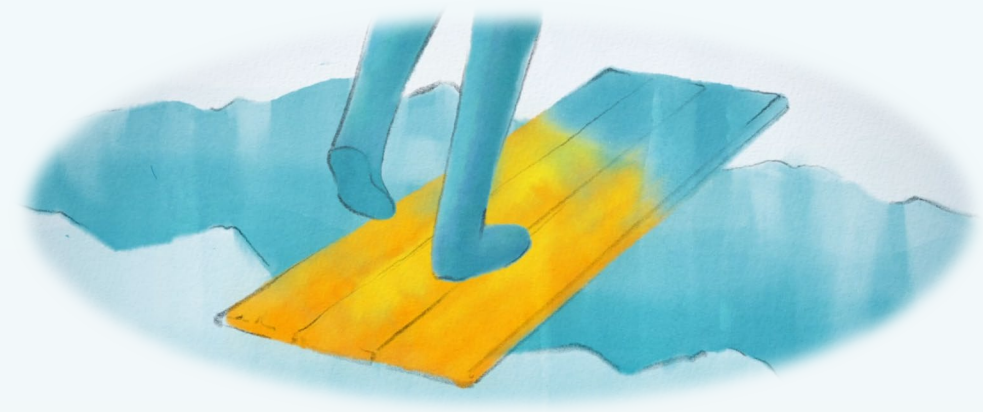
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- Advisory Committee/Working Group
  - CSR
  - NIGMS
  - NIMHD
  - OALM
  - OER



# Two-Pronged Approach for EARA, *Part 1*

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1. Baseline general outreach: EARA website and newsletter.
  - Serve as access points for multiple RAIs and investigators.
  - Contain information on announcements, news and resources related to NIH Research Project Grants processes and Notices of Funding Opportunities and updates on EARA.

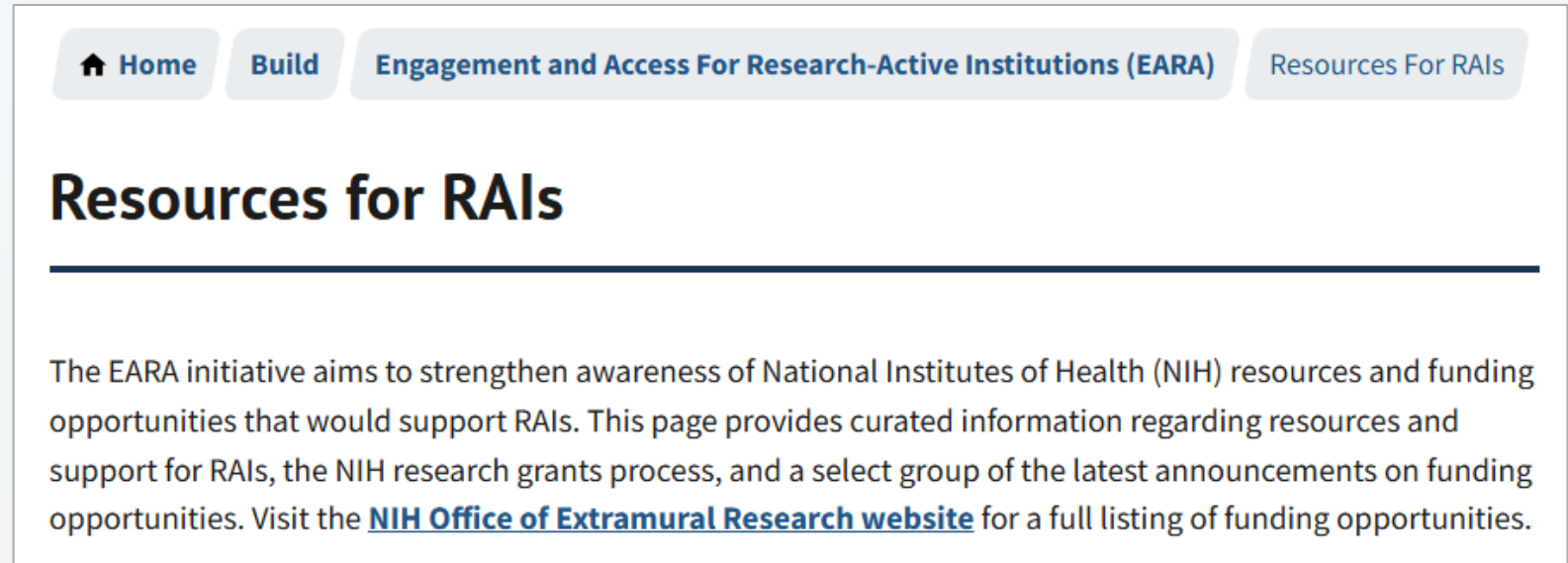
# EARA Webpage Resources

Check out the EARA website to learn more about:

- What is EARA?
- EARA Pilot
- Resources for RAIs
- Why EARA Was Created
- EARA Info Plus Newsletter



**EARA  
Website**



The screenshot shows the top navigation bar of the EARA website with four buttons: 'Home', 'Build', 'Engagement and Access For Research-Active Institutions (EARA)', and 'Resources For RAIs'. The 'Resources For RAIs' button is highlighted. Below the navigation bar is the page title 'Resources for RAIs' in a large, bold font, followed by a horizontal line. The main content area contains a paragraph: 'The EARA initiative aims to strengthen awareness of National Institutes of Health (NIH) resources and funding opportunities that would support RAIs. This page provides curated information regarding resources and support for RAIs, the NIH research grants process, and a select group of the latest announcements on funding opportunities. Visit the [NIH Office of Extramural Research website](#) for a full listing of funding opportunities.'

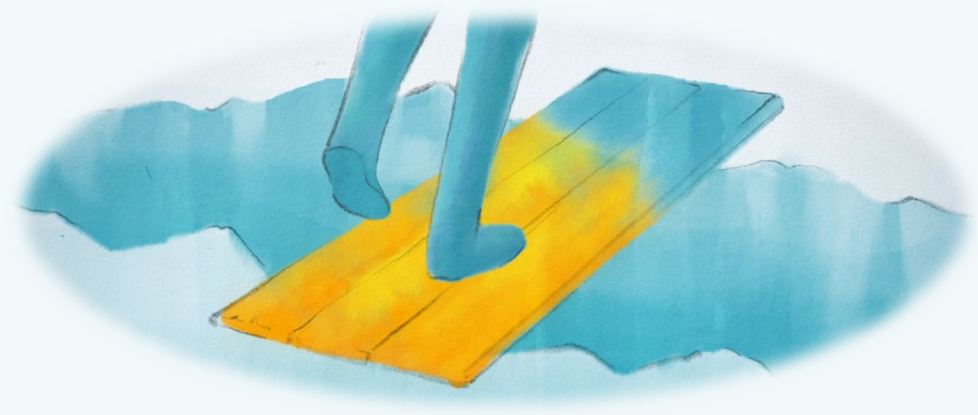


# EARA Newsletter: *EARA Info Plus*



# Two-Pronged Approach for EARA, *Part 2*

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## 2. Intensive outreach: EARA Pilot Project

- In 2024, NIH began working intensively with approximately 50 RAIs that volunteered to engage in enhancing their knowledge and utilization of NIH funding opportunities.
- RAIs in the pilot are rural institutions in IDeA states, and HBCUs, TCUs, and MSIs in keeping with the CHIPS and Science Act with \$1 – 25M avg. RPGs in FY21 – 23.


# GRANT LIFECYCLE

## AND THE EARA PILOT INITIATIVE



### EARA


Intensive outreach



#### MATCH


Find the NIH ICO/NOFO that matches the focus of the research concept.

- Talk with the program officer (PO) to be assured that the focus aligns.
- Gather additional needed information from the PO:
  - Do you need a specific scientific review group (SRG)?
  - Should an additional IC be listed as an option for funding?



### CONCEIVE

Conceive concept based on research expertise and resources.



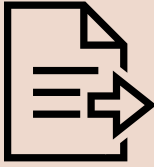
### COLLABORATE

Align partners/ collaborators.




### DEVELOP

Develop abstract and specific aims.




### APPLY

Develop and submit a full application.




### FOLLOW UP

Follow up with the assigned scientific review officer (SRO) to get timeline and status.



### FEEDBACK

Follow up with PO after critique is received, particularly if they were able to listen to the review.



### RESUBMIT

Revise and resubmit if encouraged to do so by the PO; or realign and resubmit as advised by the PO.

# EARA Project Pilot Phase 1 Proposed Timeline



## Wave 1

18 institutions

April – Sept. 2024



## Wave 2

15 institutions

Sept. 2024 – March 2025



## Wave 3

19 institutions

Feb. 2025–July 2025

Assign institutions to waves based on

- Geographic diversity
- Institutional diversity

# EARA Wave 1 Institutions – Includes 6 HBCUs, 4 Rural

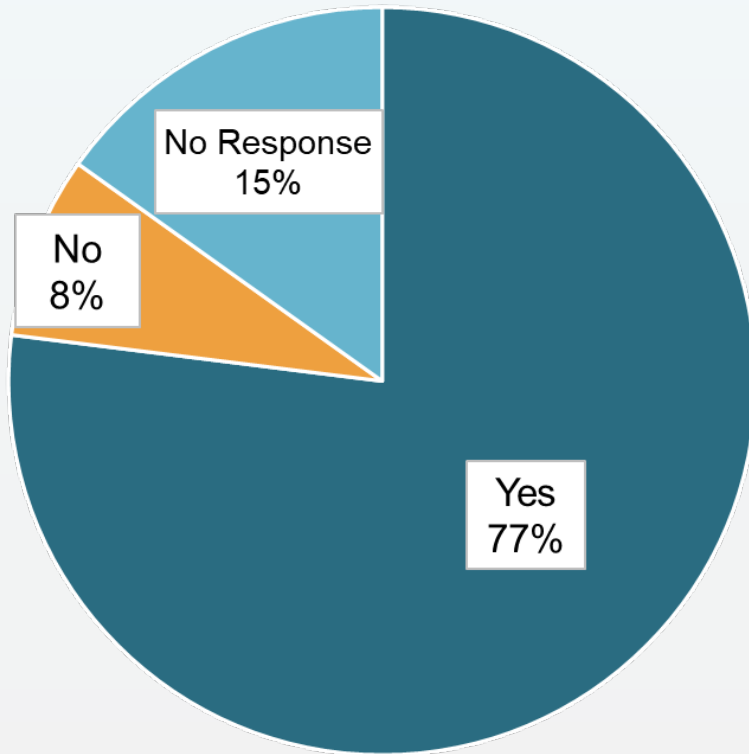
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- Cal Poly Pomona
- California State University Fresno
- Charles R. Drew University of Medicine and Science
- Clark Atlanta University
- CUNY School of Medicine
- Howard University
- Kean University
- Meharry Medical College
- Montana State University, Bozeman
- North Carolina Central University
- Nova Southeastern University
- Oklahoma State University
- Texas A&M University-Corpus Christi
- University of Idaho
- University of South Dakota
- University of Texas-Rio Grande Valley
- University of the Virgin Islands
- Utah State University

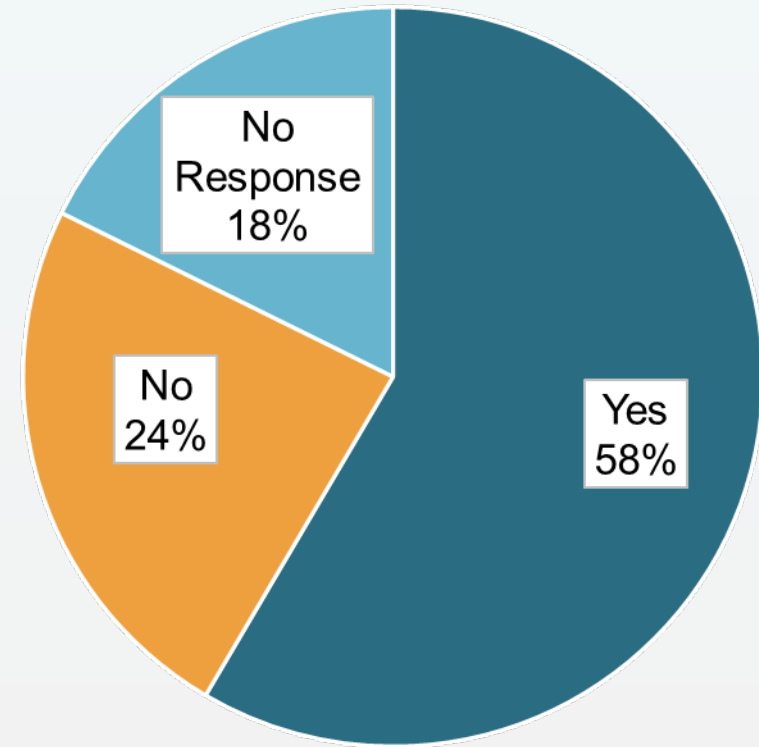
# Matchmaking Process for Wave 1

IC matches had higher success rates than PO/PD matches

## Match to IC

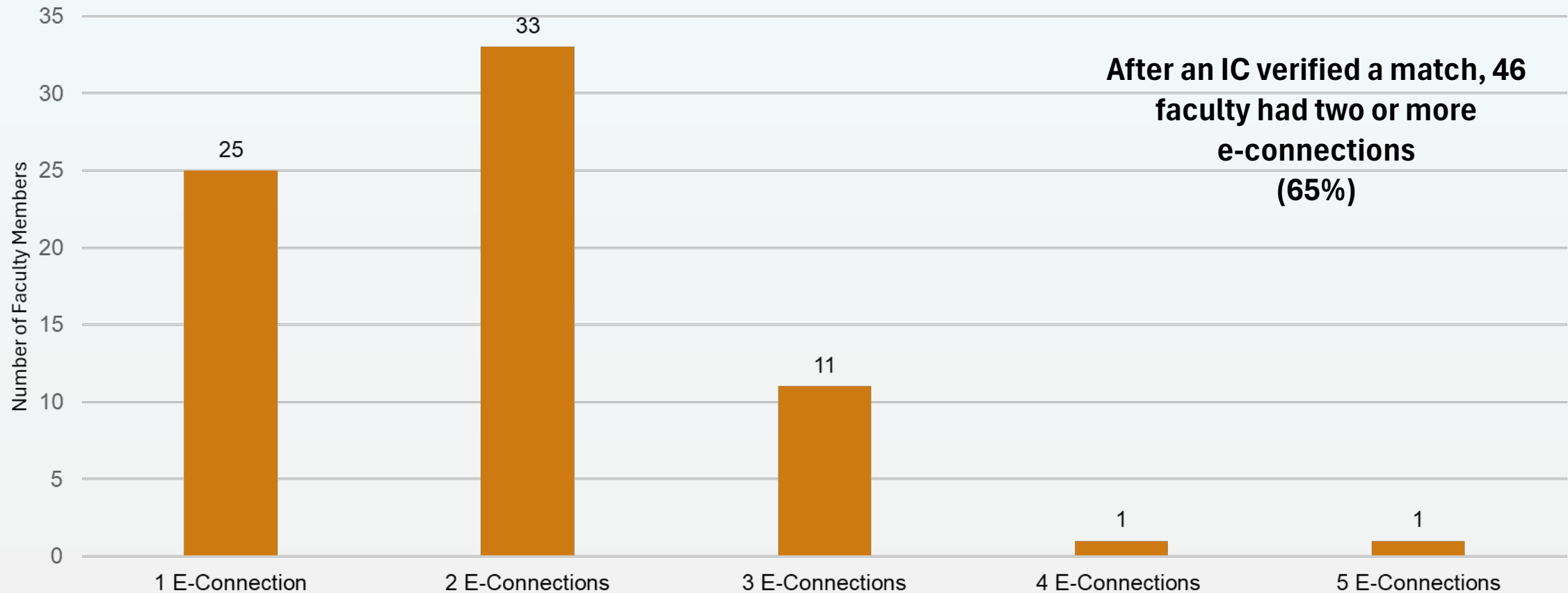


## Match to PO



# Number of E-Connections Per Faculty

Number of E-Connections made between Faculty and POs



# Lessons Learned Thus Far, *Part 1*

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- Each of these institutions has unique strengths that can be leveraged for potential NIH grant applications.
- Faculty were generally fairly sophisticated, with only a handful submitting abstracts and specific aims that were not sufficiently refined.
- Most faculty were beyond the very early career stage.



## Lessons Learned Thus Far, *Part 2*

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- Faculty were grateful for the connections with POs – most not realizing they could make such outreach.
- In majority of cases (73 of 74), POs were helpful.
- Faculty are busy and appreciate information being packaged and delivered to them.

# EARA Wave 2 Institutions – Includes 3 HBCUs

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- Adelphi University
- Bowie State University
- Cal Poly Humboldt
- California State University San Marcos
- City College of New York
- Jackson State University
- Montclair State University
- Portland State University
- Rhode Island College
- Rutgers University - Camden
- San Jose State University
- Texas State University
- Texas Woman's University
- University of Maryland, Baltimore County
- Winston-Salem State University

# EARA Pilot Project Components and Timeline – Wave 2



Sept/Oct

- Call with leadership & faculty of pilot institution
- **Conduct Matchmaker tutorial during meeting**



Sept/Nov

- **Faculty identify their own matches**
- **EARA team holds office hours and confirms matches**
- Engage IC leadership/Diversity Catalysts/CDOEs



Oct/Jan

- Email connection between faculty and PO, copying Diversity Catalysts/CDOEs
- Two follow-ups

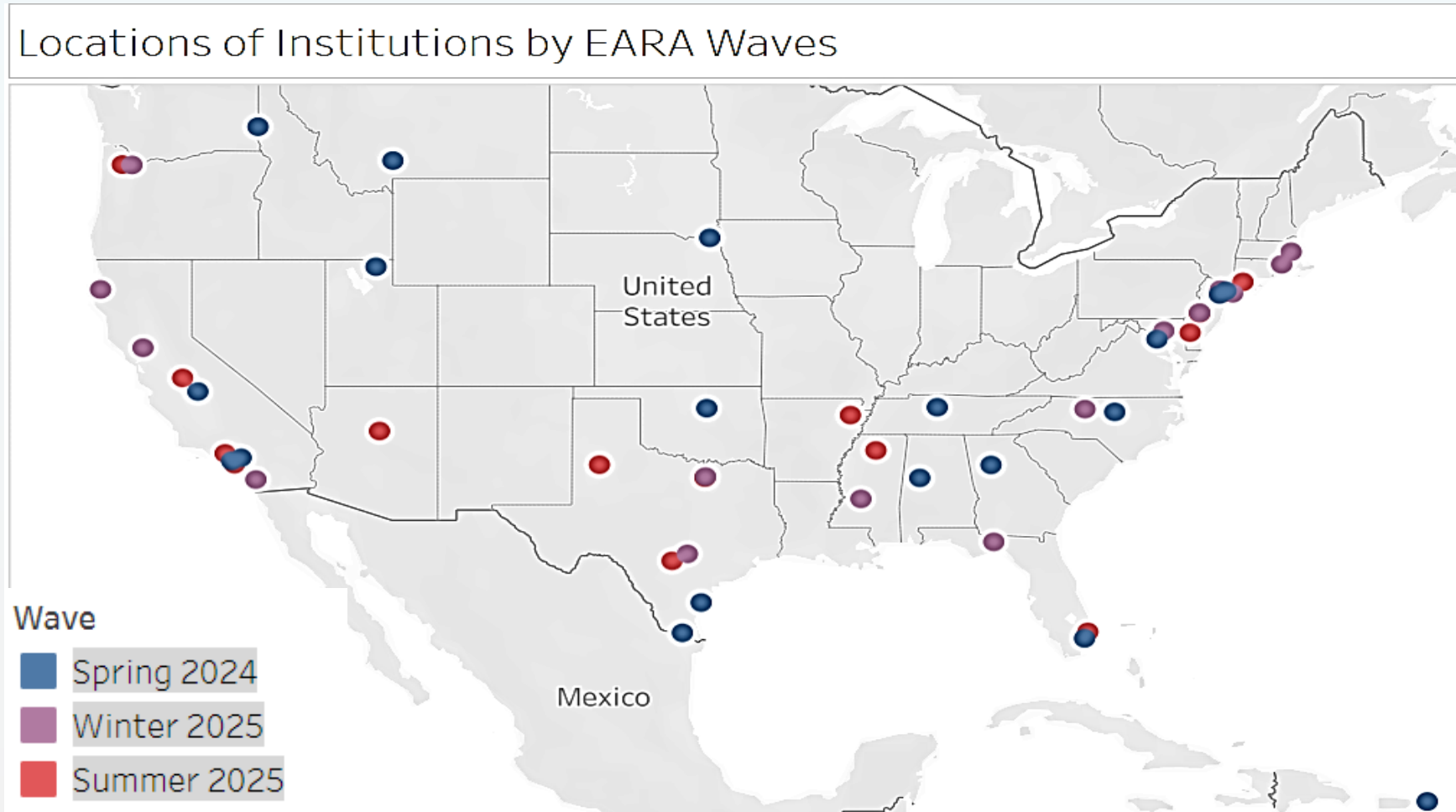


Feb to Mar

- Virtual convening
- Final evaluation: outcomes from IC and wave 2 pilot institution

**Changes for Wave 2**

# Overview of EARA Wave Composition




# Disseminate the Evidence




# All seminar proceedings indexed by NLM Bookshelf

An official website of the United States government [Here's how you know](#) ✓

 **National Library of Medicine**  
National Center for Biotechnology Information

Bookshelf

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**NIH Chief Officer for Scientific Workforce Diversity (COSWD) Seminar Proceedings**

Bethesda (MD): [National Institutes of Health \(NIH\)](#); 2021-.

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<https://www.ncbi.nlm.nih.gov/books/NBK603842/>

# Other Efforts



# NIH-Wide Strategic Plan for Diversity, Equity, Inclusion, and Accessibility

Released  
March 20,  
2023



Fiscal Years 2023–2027





# What Does the Future Hold?



# More Broadly Applicable Evidence-Based Initiatives



***A rising tide lifts  
all boats!***

## Scientific Workforce Diversity, *Part 2*

“If you want to go fast, go alone; if you want to go far, go together.”

African Proverb



# Many Thanks to All!

