

Enhancing Diversity in Research Training

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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



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What we Want to do?

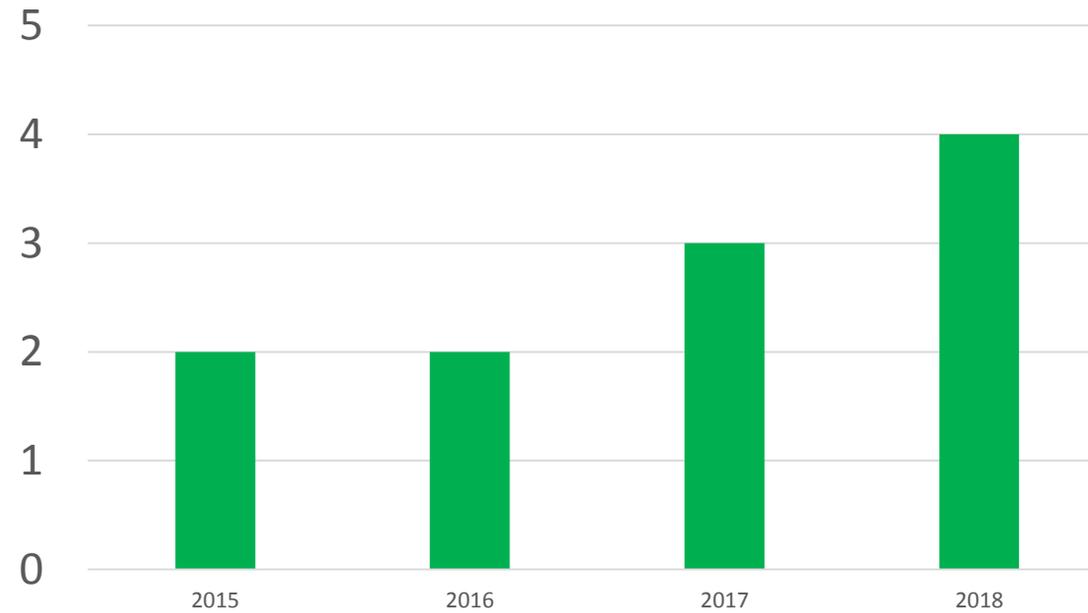
- We, the Office of Grant Support (OGS) in collaboration with the Human Resources Department and faculty partners want to establish a program to strengthen this commitment and to reach the next level;
- We strategize to attract and recruit eligible diversity candidates (students, trainees and postdocs) 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.



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NIH Diversity Supplements at Einstein (Based On Cayuse)



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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 territories such as Puerto Rico, Samoa and Virgin Islands. Also, individuals fall under ADA definition of disabilities.
- Success rate over 80% (nationally), ours ~50%.



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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



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