



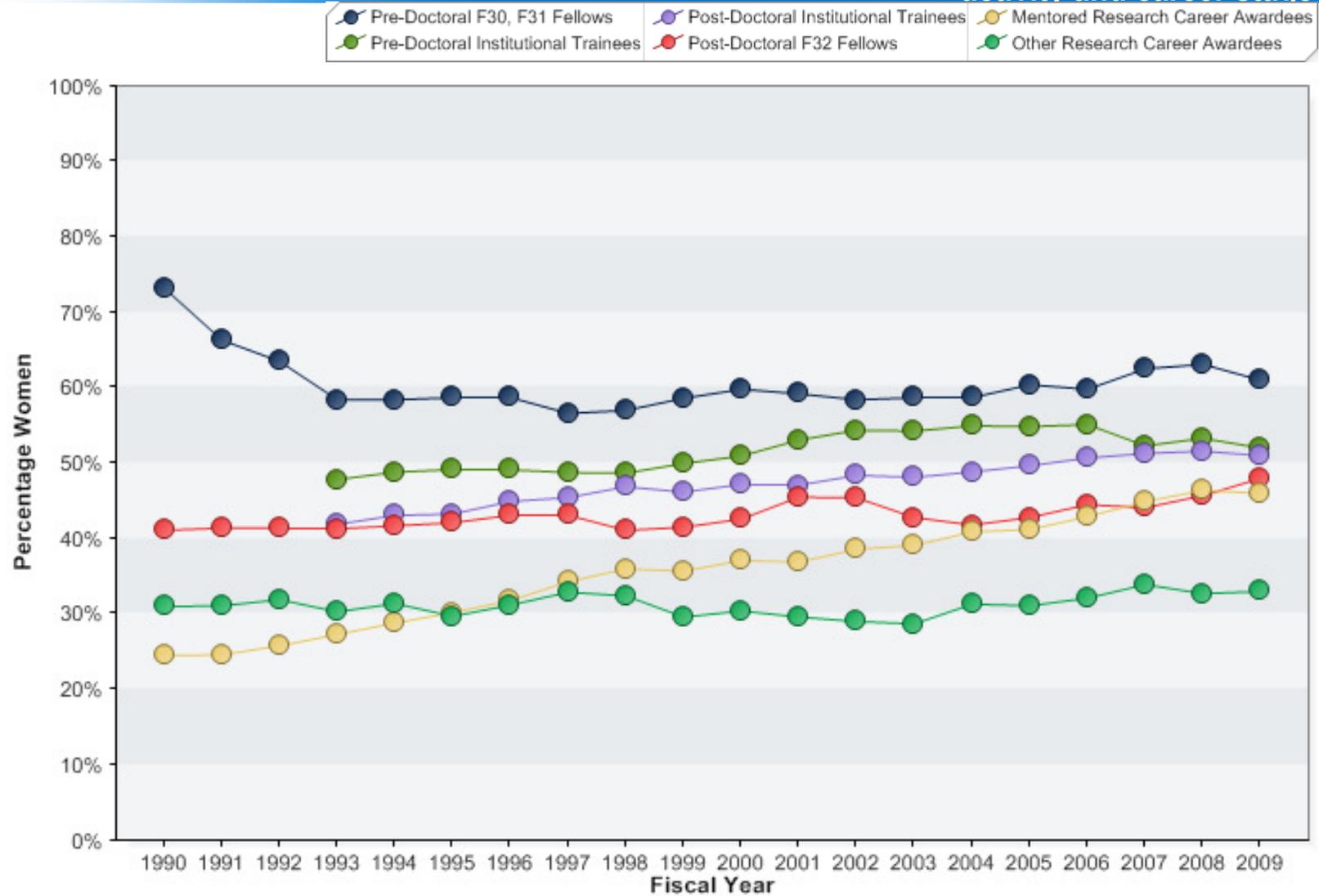
**American Council on Education
Conference on Faculty Career Flexibility
Chicago, Illinois
September 23-24**

**Walter T. Schaffer, Ph.D.
Senior Scientific Advisor for Extramural Research
Office of Extramural Research
Office of the Director
National Institutes of Health**



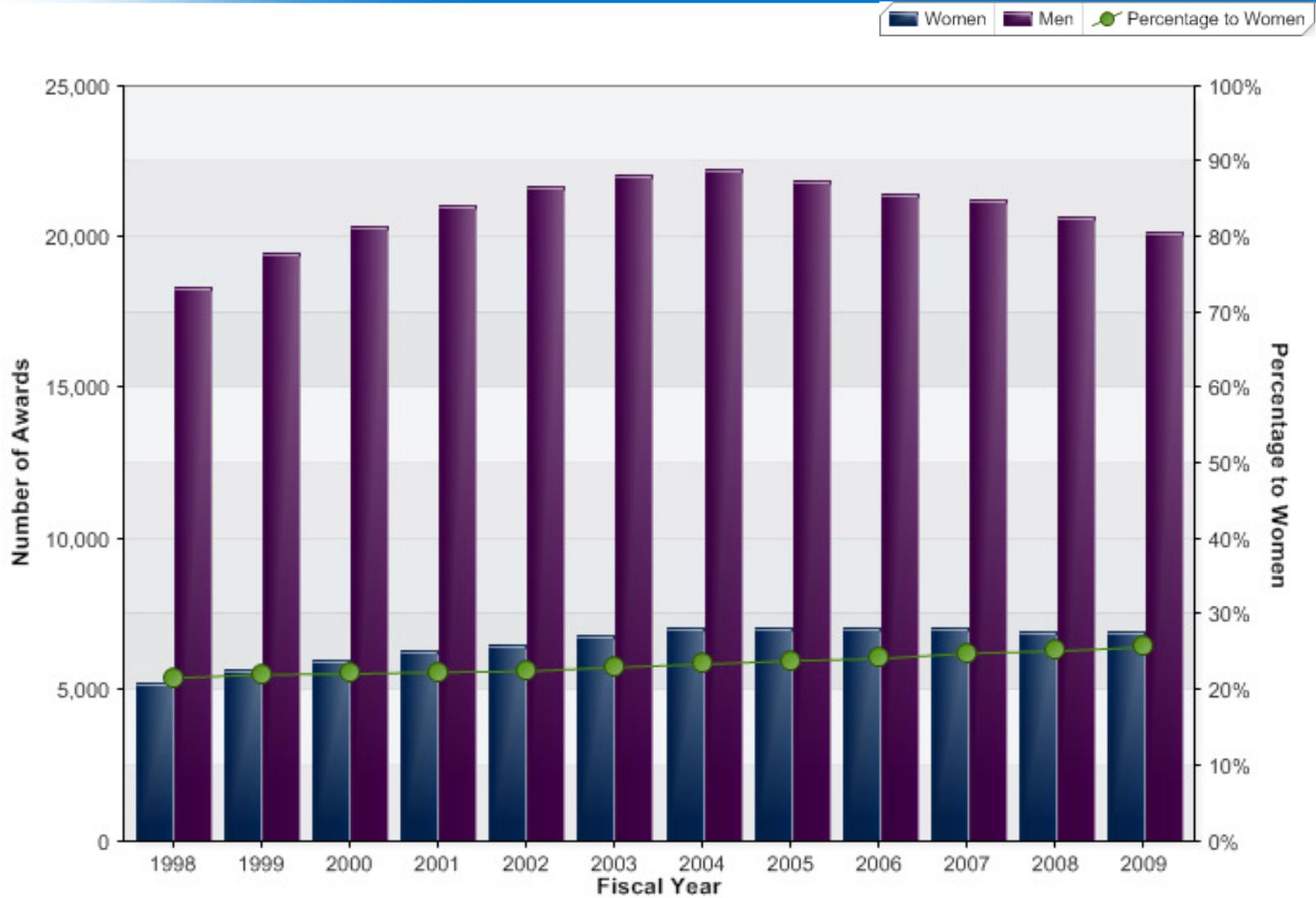


Research career development award recipients and Kirschstein-NRSA trainees and fellows Representation of women, by activity and career stage



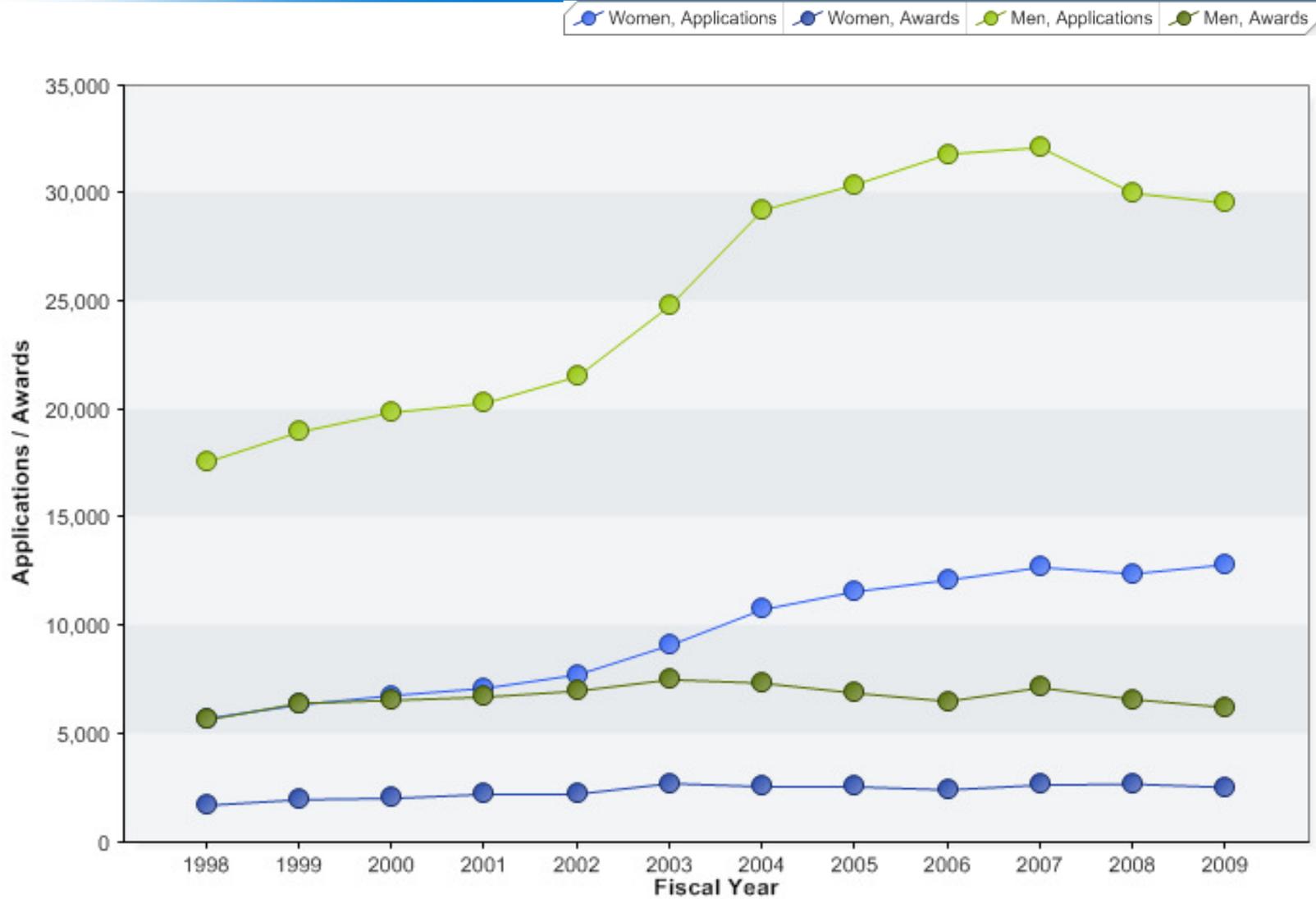


R01-Equivalent grants Awards, by gender



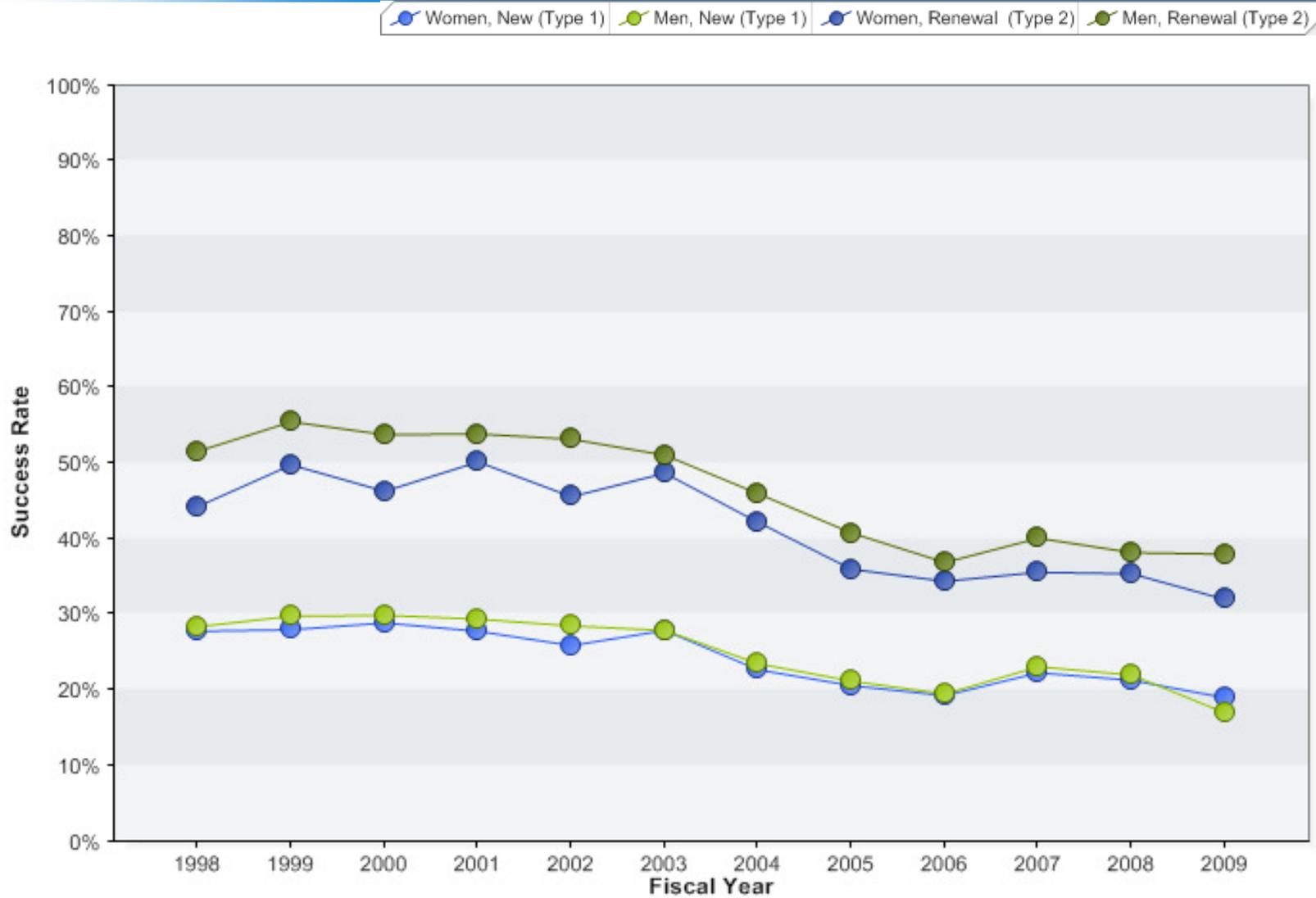


Research Project Grants Competing applications and awards, by gender





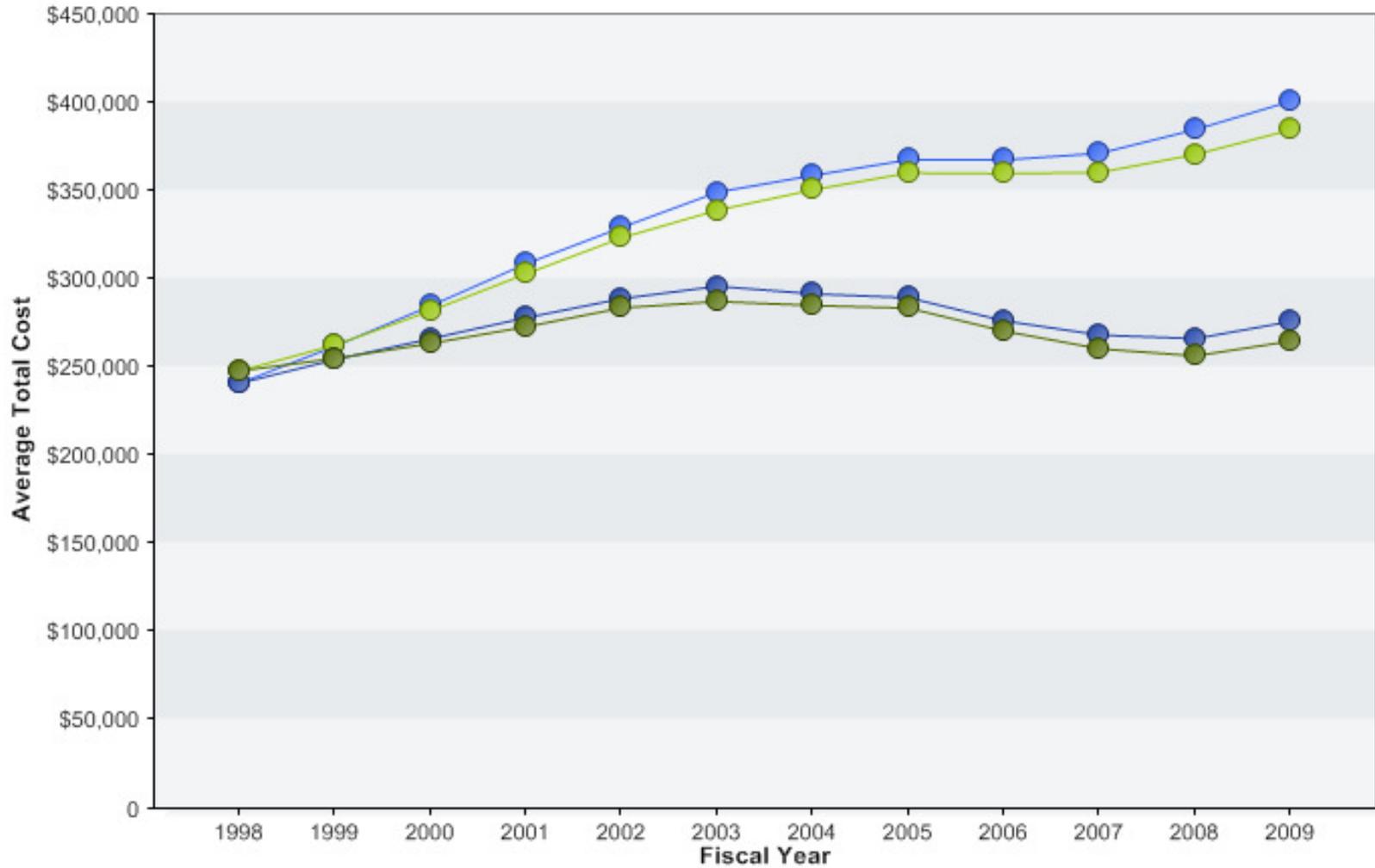
R01-Equivalent grants Success rates, by gender and type of application





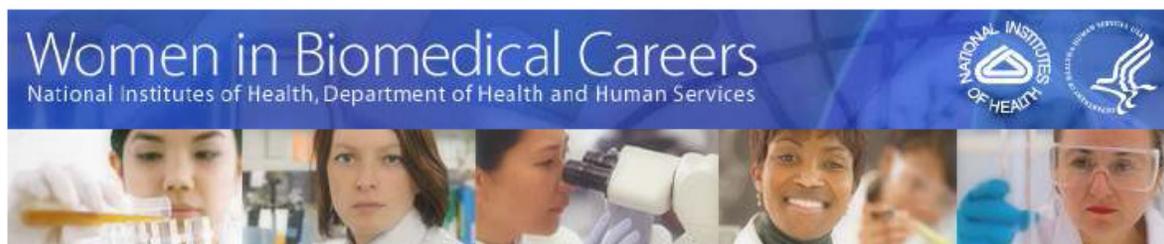
R01-Equivalent grants Average size, by gender

Women Men Women, Constant (1998) \$ Men, Constant (1998) \$





Workgroup on Women in Biomedical Careers



- Established in 2007: Co-Chaired by Vivian Pinn and Elias Zerhouni and now Francis Collins
- Consider recommendations from the National Academies Report “*Beyond Bias and Barriers: Fulfilling the Potential of Women in Academic Science and Engineering*”
- Give attention to the NIH intramural community and the concerns of intramural women scientists
- Provide special attention to issues of barriers, minority women scientists, and mentoring
- Members include NIH Deputy Directors, NIH Institute and Center Directors, a dual career couple, postdoctoral fellows, intramural scientists, and extramural program staff





Accomplishments of the NIH Working Group on Women in Biomedical Careers

- The application for NIH Conference Grants amended to require that applicants describe plans to identify resources for family care at conference sites



Accomplishments of the NIH Working Group on Women in Biomedical Careers

- In January, the NIH Support for Conferences and Scientific Meetings (R13/U13) was updated to require that applicants:

Describe plans to identify resources for child care and other types of family care at the conference site to allow individuals with family care responsibilities to attend. That information should allow attendees to make arrangements for family care as needed.

- The rationale for this requirement is stated as:

Attendance for some individuals will be dependent on the availability of resources for family care.

- The description is listed as specific review criterion:

Provision of Family Care Facilities. *Are the plans to inform attendees about family care resources adequate?*





Accomplishments of the NIH Working Group on Women in Biomedical Careers

- The NIH reentry supplement program expanded to include postdoctoral researchers



Accomplishments of the NIH Working Group on Women in Biomedical Careers

Title: Research Supplements to Promote Re-Entry into Biomedical and Behavioral Research Careers

Announcement Type

This is a reissue of [PA-04-126](#) which was previously released July 9, 2004. This FOA also updates and replaces [NOT-OD-07-068](#).

Program Announcement (PA) Number: PA-08-191

- Supports fully trained scientists as they reenter biomedical or behavioral science after a hiatus
- ORWH pilot established in 1992
- Expanded to a trans-NIH program in 1995
- Reissued in July 2008 with broadened eligibility:
 - Individuals who were postdoctoral fellows at the time they left active research are specifically eligible to apply
 - Candidates “must have been in a postdoctoral or faculty position at the time they left active research”





Accomplishments of the NIH Working Group on Women in Biomedical Careers

- Extend of the period of paid parental leave for NIH-funded extramural trainees to eight weeks
- Created and posted FAQ's clarifying policies for childcare expenses on NIH grants



Charging costs associated with family care to NIH grants

1. **Can Institutions use grant funds for dependent care expenses?** Yes, when the institution treat child care expenses as an employee or fringe benefit.
2. **Can grant funds be used for child care when employees of grantee institutions attend project-related conferences and meetings?** Yes when such travel costs are allowed for all employees ,
3. **Can institutions use grant funds to provide interim administrative support to researchers to accommodate family care needs?** Yes, but such charges will be recovered as indirect costs
4. **Can institutions use grant funds to provide interim technical support to researchers to accommodate family care needs?** Yes, usually project-related support usually can be charged to direct costs. It is possible that [Administrative supplements](#) can be provided .
5. **How do NIH supported institutions cover costs for child care or interim administrative support in their fringe benefit or indirect cost rates?** Must be negotiated into indirect cost and fringe benefit rates.
6. **Can the final budget period of a federal grant be extended for researchers who take a leave of absence due to care-giving responsibilities?** Yes. Provisions associated with the extension of the budget period to accommodate the [absence of the PI](#) are described in the NIH Grants Policy Statement. [Administrative supplements](#) also can be provided if funds are available. NIH also permits individuals to reduce the level of effort and if necessary extend their career development awards in the case of [pressing family responsibilities](#).
7. **If a PI is going to be absent for an extended period of time, can the institution request appointment of an interim PI?** Yes. Provisions associated with the [extended absence of the PI](#) or other key personnel are described in the NIH Grants Policy Statement.
8. **Can NIH extend parental leave available for the birth or adoption of a child?** Yes, if parental leave is available to all employees with comparable appointments.
9. **Should NIH include a statement on the Notice of Grant Award about discrimination on the basis of sex or ethnicity as a means of providing information related to bias?** Each NIH grant includes a statement about [discrimination](#) as a term and condition of award.





Accomplishments of the NIH Working Group on Women in Biomedical Careers

- Maintain updated data on the participation of women in the NIH extramural program
- ORWH held workshops on Mentoring and Best Practices for Sustaining Women's Success in Science
- ORWH developed guidelines and publications that provide advice to women and universities suggesting ways to enhance career advancement
- Developed funding program to support research on causal factors and interventions that promote and support the careers of women in biomedical and behavioral science and engineering





NIH Awards Grants to Examine Factors Influencing Women's Careers in Science



[National Institute of General Medical Sciences \(NIGMS\)](#)

[NIH Office of the Director \(OD\)](#)

[Office of Research on Women's Health \(ORWH\)](#)

For Immediate Release
Friday, October 9, 2009

Contact:
[Suzanne Arky](#), NIGMS
301-496-7501

NIH Awards Grants to Examine Factors Influencing Women's Careers in Science

The National Institutes of Health announced today that it will fund 14 grants focusing on factors that influence the careers of women in biomedical and behavioral science and engineering. The grants are estimated to total \$16.8 million over four years.

The grants respond to a 2007 National Academies report that urgently called for a broad, national effort to maximize the potential of women scientists and engineers. The report, *Beyond Bias and Barriers*, led to the creation of an NIH working group charged with examining the issues and addressing the challenges in supporting the advancement of women scientists and engineers.

"The National Institutes of Health is committed to building a diverse biomedical workforce," said NIH Director Francis S. Collins, M.D., Ph.D. "Our ability to train and retain women scientists is vital to our remaining competitive in meeting today's health challenges."

The new grants will examine many influences on women's career choices such as family and economic factors, institutional environments and broader social and cultural issues. Topics include the role mentoring and funding support play throughout women's academic careers to the impact of family-friendly policies in retaining women in the scientific workforce. The career paths of underrepresented and financially disadvantaged women will also be examined.

"Understanding the issues that impact the recruitment, retention, reentry and advancement of women in biomedical and behavioral science careers will help us develop strategies to assist women at critical points," said Dr. Vivian Pinn, director of the NIH Office of Research on Women's Health and co-chair of the NIH Working Group on Women in Biomedical Careers.

The NIH components funding the awards include the Eunice Kennedy Shriver National Institute of Child Health and Human Development; the National Cancer Institute; the National Center for Research Resources; the National Heart, Lung, and Blood Institute; the National Institute on Aging; the National Institute of Allergy and Infectious Diseases; the National Institute of Biomedical Imaging and Bioengineering; the National Institute of General Medical Sciences; the National Institute of Mental Health; the National Institute of Neurological Disorders and Stroke; the National Institute of Nursing Research; the NIH Office of AIDS Research; the NIH Office of Behavioral and Social Sciences Research and the NIH Office of Research on Women's Health.

The National Institutes of Health announced today that it will fund 14 grants focusing on factors that influence the careers of women in biomedical and behavioral science and engineering.





Expect from the NIH Working Group on Women in Biomedical Careers

- OER is currently developing a mechanism to allow applicants to explain a break in their publication record on NIH grant applications.
 - Consider similar factors used in the extension of the Early Stage Investigator period
- Developing ways to recognize good mentors.



Working Group Efforts to Reward Mentoring

The NIH is working with the Office of Science & Technology Policy to Develop a mentoring award for NIH-funded investigators to be initiated in 2011.

In the meantime, NIH grantees have been encouraged to apply for the Presidential Award for Excellence in Science, Mathematics, and Engineering Mentoring through a notice in the NIH Guide for Grants and Contracts.

Outstanding Mentors are Eligible for Presidential Awards for Excellence in Science, Mathematics and Engineering Mentoring (PAESEM)

Notice Number: NOT-OD-10-122

Key Dates

Release Date: August 9, 2010

Issued by

National Institutes of Health (NIH), (<http://www.nih.gov>)

The White House established the Presidential Awards for Excellence in Science, Mathematics and Engineering Mentoring (PAESMEM) program in 1996. The program is administered by the National Science Foundation (NSF) on behalf of the White House and is intended to identify outstanding individual and institutional mentoring efforts in all scientific fields including those supported by the NIH. In addition to recognizing outstanding mentoring in STEM fields, the program provides award recipients with an opportunity to build lasting partnerships with colleagues across the nation. This growing network of award-winning mentors serves as a vital resource for improving science, technology, engineering, and mathematics education and keeping America globally competitive. The PAESMEM is the highest national mentoring award.

Individuals nominated for awards must be US Citizens affiliated with an organization that is eligible for NIH and/or NSF awards. Individuals must have served as a mentor for at least 5 years and have demonstrated outstanding and sustained mentoring for underrepresented and other students at the K-12, college, or graduate levels. Institutions must have enabled a substantial number of underrepresented students to pursue and complete relevant degree programs. Federal employees and previous recipients of PAESMEM awards are not eligible to apply.

Candidates can be nominated by a colleague, administrator, or a student. Self-nominations are also accepted. Nomination packages are reviewed in a process administered by the NSF. Selection of award recipients is then coordinated with the Office of Science and Technology Policy (OSTP). Awardees are invited to Washington DC for various recognition and award events. Complete instructions for the nomination process are available in the Program Solicitation at <http://www.nsf.gov/pubs/2010/nsf10520/nsf10520.htm>. The number of awards is subject to the availability of funds; however, NSF estimates that 16 new awards will be made in FY 2011. The awards are grants in the amount of \$25,000 each. The next receipt date is October 6, 2010.

High quality mentoring is important to the success of NIH programs. Accordingly, participation in the PAESMEM program is appropriate for NIH affiliated researchers and institutions. PAESMEM operates harmoniously with several NIH programs and activities that foster mentoring. Programs include NIH Ruth L. Kirschstein Research Training Grants, Institutional Career Development Awards, and Clinical Translational Science Awards (CTSA) among others. Information on such activities can be found at <http://grants.nih.gov/training/nrsa.htm>, <http://grants.nih.gov/training/careerdevelopmentawards.htm>, <http://www.nigms.nih.gov/Minority/MARC/>, and at http://www.ncrr.nih.gov/clinical_research_resources/clinical_and_translational_science_awards/index.asp. The NIH also has held recent workshops on mentoring and that are described at <http://womeninscience.nih.gov/mentoring/> and at <http://chemi.calbiology.blogspot.com/2009/10/nih-grantwriting-and-mentoring-workshop.html>.

Participants in NIH research with a strong history of mentoring are encouraged to apply for this special Presidential Award.

