Well, good afternoon everybody. Hopefully folks are entering and I know some more may come with time, but we wanted to go ahead and get started. We'll also be recording this as well so you all will have an opportunity to be able to share with others and to go back and listen to it as well. But again, I just like to go ahead and welcome everybody to this diversity supplement panel discussion.
associate professor and Department

NOTE Confidence: 0.804957900588235

00:00:24.382 --> 00:00:26.272 of Psychiatry and also cellular

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00:00:26.272 --> 00:00:27.849 and molecular Physiology.

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00:00:27.850 --> 00:00:29.460 I’m also the inaugural director

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00:00:29.460 --> 00:00:30.104 of scientists.

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00:00:30.110 --> 00:00:31.418 Diversity and inclusion here

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00:00:31.418 --> 00:00:33.053 at the School of Medicine.

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00:00:33.060 --> 00:00:35.220 So today I’m honored to be able to

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00:00:35.220 --> 00:00:37.075 welcome our panelists from the NIH

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00:00:37.075 --> 00:00:39.307 and also some of our panelists here

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00:00:39.307 --> 00:00:41.407 from Yale who will be talking about

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00:00:41.407 --> 00:00:42.786 aspects of diversity supplements,

NOTE Confidence: 0.804957900588235

00:00:42.786 --> 00:00:45.114 how to go about the process,

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00:00:45.120 --> 00:00:47.899 and we’ll also be sharing about their

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00:00:47.899 --> 00:00:49.090 experiences successfully applying

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00:00:49.149 --> 00:00:50.937 for these diversity supplements.
I did want to start out, also acknowledging our diversity supplement working group, which consists of 24 individuals across the school who have been contributing to these conversations. Over the last several months, it includes faculty members at different stages from different departments, includes staff members, program managers, and program directors. Also vice chair. So this group has really been great in terms of helping us think about ways that we can really centralized
our resources here on campus to be able to make this information accessible to people here at Yale and broader than that as well. So I’ll mention that we have had people on campus who have successfully applied for these. A lot of the ways that people have gone about that up to this point. Has been word of mouth or one-on-one conversations people have reached out to me. People have also had conversations within the departments as well. But what we really want to do is to try and to make sure that we made those resources widely available.
and then to encourage faculty and trainees to apply for these diversity supplements so our NIH partners who are here joining us today will go into more details about the supplements themselves, but I did want to mention two quick things before I pass things on over to them. One things I want to mention is that these diversity. Supplements really do provide a great opportunity for people to be able to secure additional funding for their diverse trainings and at the same time. It also provides us an opportunity.
to actually increase the diversity of our research programs.

So again, two important components that we want to keep in mind as we are trying to think about these resources and again increasing institutional awareness about these resources.

The other thing which I want to mention some of you may be aware that we have partnered with several institutions and have been hosting trainees on campus in the summer time and also throughout the year, oftentimes partnering with diversity, diverse groups of individuals.
and also partnering with minority serving institutions.

So in those instances there are often wonderful opportunities to be able to maintain some of those relationships that we have built with our trainees and to potentially recruit them back to campus at different stages of their training. So again, these diversity.

Governments provide a way to increase the conversation, keep those relationships going, and increase the diversity of our research teams and our biomedical workforce.
Here at Yale and across the nation as well. So I did want to mention that this webinar is actually just one component of what we have been working on as a working group. The other component, which you all should have heard about is that we do have a website, so I think that was sent out in the e-mail that I sent last week. We will also drop the link to that website in the chat and we'll drop it again later on in this conversation as well, so you all have access to that. So we have some resources. There will be increasing the
00:03:34.845 --> 00:03:36.329 information that’s there overtime

00:03:36.330 --> 00:03:38.065 through the office of Physician Scientists and Scientific Development.

00:03:38.065 --> 00:03:39.453 We also have a grants library and so we have funded diversity supplements that people on our campus volunteered and sent in so you can contact our office if you’re interested in looking at those as a resource and a template as well.

00:03:41.116 --> 00:03:43.151 The last thing that I did want to acknowledge as well before we jump in is to acknowledge the hard work of an actual subcommittee that worked and had conversations to put this diversity.
Supplement panel discussion together

so the individuals on that Community committee included Jane Taylor,
Rachel Parrot, Rachel Perry, Carol Russo, Rick Krause.
We also worked in collaboration with Nick Lifts and the office of Physician Scientists and Scientific Development and Alexis Taylor in my office as well.
And I did also want to acknowledge. After Holly Moore from Nida who was involved with us with some of our earlier conversation that gave us great feedback and guidance as we were thinking about this as well.
But with that I’m going to get ready to pass things over.
The last thing I’ll mention is that everything that I stated is also very key in terms of what we’re thinking about here at Yale, and hopefully other places as well. In terms of our strategic plan, especially as it relates to the recruitment, retention, and inclusion of diverse trainees and really enhancing the diversity of our school as well. So with that I’m going to pause and actually pass it on to our first
00:04:59.740 --> 00:05:01.530 speaker who is Doctor Desiree Salazar.
NOTE Confidence: 0.857281273333333
00:05:01.530 --> 00:05:03.194 I'll give her a little bit of an
NOTE Confidence: 0.857281273333333
00:05:03.194 --> 00:05:04.806 introduction and then let her go from there.
NOTE Confidence: 0.857281273333333
00:05:04.810 --> 00:05:06.410 Doctor Salazar is the diversity,
NOTE Confidence: 0.857281273333333
00:05:06.410 --> 00:05:08.275 equity and inclusion coordinator for
NOTE Confidence: 0.857281273333333
00:05:08.275 --> 00:05:10.510 extramural programs at the National Heart,
NOTE Confidence: 0.857281273333333
00:05:10.510 --> 00:05:12.278 lung and Blood Institute,
NOTE Confidence: 0.857281273333333
00:05:12.278 --> 00:05:13.604 and NHLBI that's.
NOTE Confidence: 0.66159051875
00:05:13.610 --> 00:05:15.101 Salazar provides leadership
NOTE Confidence: 0.66159051875
00:05:15.101 --> 00:05:17.586 in DI activities across NHLBI,
NOTE Confidence: 0.66159051875
00:05:17.590 --> 00:05:20.068 and also manages a variety of
NOTE Confidence: 0.66159051875
00:05:20.068 --> 00:05:21.720 programs including diversity and
NOTE Confidence: 0.66159051875
00:05:21.790 --> 00:05:23.990 reentry programs and supplements.
NOTE Confidence: 0.66159051875
00:05:23.990 --> 00:05:25.840 The Mosaic Awards for postdocs.
NOTE Confidence: 0.66159051875
00:05:25.840 --> 00:05:28.304 And several others too many to list here.
NOTE Confidence: 0.66159051875
00:05:28.310 --> 00:05:30.060 I'll let her go into that if

12
she would like to as well.

Doctor Salazar also worked as a program manager of the American Society for Cell Biology at one point, just to give you a sense of her academic background, she got her BS in neuroscience from UCLA and a PhD in Biological Sciences from UC Irvine.

So we're a wonderful and I'm grateful to have Doctor Salazar here, and I'm going to pass it on to her.

OK, great. Very happy to be here and let me get the presentation started.
The presentation or the notes presentation looks good.

OK, so good afternoon everybody, so I'm here to talk about the diversity supplement program at NHLBI and to provide some general information that is kind of NIH wide. So before I get into the diversity supplements, I just wanted to share that at NHLBI and all the IC's we have a range of programs to help in advance inclusive excellence from the the high school level to the faculty level and the diversity supplements cover all those levels, but we have various other
And when preparing diversity supplement application, I think it’s very wise to consider and plan for the transition after the diversity supplement of what kind of awards candidates will be applying for. So it’s really key to look at what’s available at the particular IC where your candidate research fits into and what other opportunities might they consider applying for. And it’s helpful to include that in the diversity information.
supplement application so that we can see that the candidate is going to receive mentoring. And plan to apply for individual awards as they move forward in their career. So you can take a look at our website. We have a whole host of programs depending upon the career level. OK, so the diversity supplement program, so the current funding opportunity announcement number is shown here and this gets updated about every three years, so the overall goal of this program is to improve the diversity of the research workforce by recruiting and training.
candidates from the high school level. Post facts graduate level students, postdocs, and even early career investigators who are from underrepresented groups, so the funding opportunity announcement includes a long list of eligible research grants, and there’s a list that I’ll get into in more detail in a moment about which underrepresented groups are eligible. So depending upon the level of the candidate. The supplement provides salary or stipend and then a small budget for supplies and travel.
The due dates vary at the different IC’s.

At NHLBI we have a rolling deadlines and just depending upon when the application is received,

there is an earliest potential start date which is typically about three months later.

And so the eligible candidates are those that are listed in the NIH notice of interest and diversity.

And there are three different categories,

so there’s racial and ethnic groups that have been demonstrated

and then a category that has recently been updated is the individuals
from disadvantaged backgrounds. And so there’s a long list here of potential criteria and individuals who meet two or more of the criteria can also be eligible. So I would say the most common are typically those that had no parents or or legal guardians who completed a bachelor’s degree, typically in combination with. Candidates who have received Pell Grants, but any two of these criteria make one eligible.

And so the the budget information depends upon the level of the candidates and most
00:10:18.596 --> 00:10:22.850 of the IC's participate in every level
NOTE Confidence: 0.76689425
00:10:22.850 --> 00:10:27.600 of candidate except for NINR and NCCIH.
NOTE Confidence: 0.76689425
00:10:27.600 --> 00:10:33.707 They only support more the predock and above.
NOTE Confidence: 0.76689425
00:10:33.710 --> 00:10:36.806 But there's particular range for for
NOTE Confidence: 0.76689425
00:10:36.806 --> 00:10:40.928 salary that is listed within the funding
NOTE Confidence: 0.76689425
00:10:40.928 --> 00:10:43.552 opportunity announcements and then
NOTE Confidence: 0.76689425
00:10:43.552 --> 00:10:46.470 small budget for supplies and travel.
NOTE Confidence: 0.76689425
00:10:46.470 --> 00:10:48.250 That's also dependent upon the
NOTE Confidence: 0.76689425
00:10:48.250 --> 00:10:49.318 the candidate level.
NOTE Confidence: 0.75274016125
00:10:51.700 --> 00:10:54.064 And so, for NHLBI,
NOTE Confidence: 0.75274016125
00:10:54.064 --> 00:10:56.428 like I mentioned previously,
NOTE Confidence: 0.75274016125
00:10:56.430 --> 00:10:58.758 we have a rolling deadline and
NOTE Confidence: 0.75274016125
00:10:58.758 --> 00:11:00.736 depending upon when the application
NOTE Confidence: 0.75274016125
00:11:00.736 --> 00:11:03.496 is received by us and I just want
NOTE Confidence: 0.75274016125
00:11:03.496 --> 00:11:05.617 to make that distinction because
NOTE Confidence: 0.75274016125
00:11:05.617 --> 00:11:08.161 it can sometimes take about a
week after one is submitted the application before it goes through all the checks and actually gets received by my office. So currently we're at the end of our fiscal year and so. Our fiscal year starts October 1 and we actually don't make awards in October or November, so applications that are received pretty much throughout the summer. The earliest start date is December, but most often throughout the year. It's about a three month window for the review period.
And so we have a very detailed website with specific guidelines that are specific to NHLBI’s process and so. In particular, some differences at Ric is that we expect post back and postmasters candidates have to be within 24 months of receiving their degree and also faculty candidates must apply within 24 months of starting their first faculty positions and then within this website there’s kind of very specific guidelines for application procedures and the documents that we’d like to see. So some general.
Guidelines is just candidates cannot have previously been an independent PI on an NIH award. They can also cannot have been previously supported by the parent grant prior to the submission of the Diversity Supplement application, so they can be supported.

Additionally, if candidates are supported by a T. 32 for example, they need to stay on the T32 for the decision.
normal duration and cannot early terminate to 32 support to join a diversity supplement at NHLBI
awards are for a minimum of 12 months and a maximum of 48 months, depending upon the career level. But we do also support short term summer research projects for graduate for undergrads. And medical students.
So what are we looking for in an application?
So it’s key that the research plan is within the scope of the parent award and is for candidates beyond the undergraduate level.
The research that they’re working on should be a little bit distinct and kind of further. The aims of the grants rather than duplicating the research that was already proposed, we really like to see personalized mentoring. An individualized research training plans that help address the candidates goals, strengths and weaknesses. And we strongly encourage fellowship applications and transition to traditional means of support. So whether that’s an individual fellowship or moving to a T32.
or even being transitioned to the parent grant is allowed. But we do expect to see a plan for how the candidate will be supported upon the completion of the diversity supplement. It’s really key that there’s career development, training, and skill development training as part of. The training plan and it’s helpful to include kind of detailed timelines of the proposed training activities, knows the candidate going to go to a conference and present you know which conference when will that be?
Are they taking any kind of particular workshops or planning to submit an F31 grant? If so, you know what is the deadline for their application that they intend to submit? Are they doing any grant writing training? Including all those details and the package is really helpful, and then the plan should include transition for the next phase of the candidates career, whether they’re moving to, you know, just becoming a more advanced graduate student or postdoc, or making a transition to the next Courier level.
And then within the funding opportunity announcements, there's this really important link that links out to the diversity supplement contacts at each of the IC’s and within the box. On that page you can see that there's the scientific contact and grants management contact. It's really key to reach out to those folks and get any questions you might have answered there. And then there's a little information. There's like a link to any IC specific websites or any kind of priorities for preferences of that I see.
so definitely look there in advance

And then lastly,

I just want to briefly also mention

another supplement opportunity that

we have called the re-entry and

reintegration supplements so these

can be useful for folks who have

already gotten a PhD but needed

to take a break due to family

responsibilities or health issues.

So you know,

having a baby or moving across

the country for spouses?

Job or things,
or having a health problem or taking care of somebody in your family are all qualifying reasons for the re-entry supplement. Additionally, pretty recently we added this reintegration supplement and so this could be for pre doctoral students or postdocs who need to transition out of an unsafe environment because of harassment and so this helps. If somebody’s in a bad environment and needs to to find a new lab, this can help transition them so the salaries and stipends for supplies and travel are very similar.
to the diversity supplement and depend upon the career level of the candidate. OK, so I’m happy to take questions when we get to that part of the presentation and my e-mail is here. If anyone has any specific questions that we’re not able to get to today. Excellent, thank you so much Doctor Salazar. And yes I should have mentioned that we will definitely have time. Hopefully we’ll have time as we move along for questions at the end. So definitely feel free to type those in the chat as we’re going along.
00:18:08.980 --> 00:18:09.846 Doctor Salazar.
NOTE Confidence: 0.801793341428572
00:18:09.846 --> 00:18:11.578 Definitely appreciate all that
NOTE Confidence: 0.801793341428572
00:18:11.578 --> 00:18:13.761 wonderful and and helpful information
NOTE Confidence: 0.801793341428572
00:18:13.761 --> 00:18:15.666 that you provided us with.
NOTE Confidence: 0.801793341428572
00:18:15.670 --> 00:18:17.926 So now I’d like to introduce our next
NOTE Confidence: 0.801793341428572
00:18:17.930 --> 00:18:19.928 speaker who is Doctor Angela Holmes.
NOTE Confidence: 0.801793341428572
00:18:19.930 --> 00:18:21.258 Doctor Holmes joined Nida,
NOTE Confidence: 0.801793341428572
00:18:21.258 --> 00:18:22.918 the Office of Diversity and
NOTE Confidence: 0.801793341428572
00:18:22.918 --> 00:18:24.515 Health Disparities in July of
NOTE Confidence: 0.801793341428572
00:18:24.515 --> 00:18:26.025 2020 as a health scientist,
NOTE Confidence: 0.801793341428572
00:18:26.030 --> 00:18:26.468 administrator,
NOTE Confidence: 0.801793341428572
00:18:26.468 --> 00:18:27.344 program officer,
NOTE Confidence: 0.801793341428572
00:18:27.344 --> 00:18:30.410 and she now currently manages and oversees
NOTE Confidence: 0.801793341428572
00:18:30.469 --> 00:18:32.597 Native Diversity Supplement program.
NOTE Confidence: 0.801793341428572
00:18:32.600 --> 00:18:33.366 Before joining,
NOTE Confidence: 0.801793341428572
00:18:33.366 --> 00:18:36.047 Angela did actually a postdoc and movement
disorders with a focus on cervical dystonia.
NINDS also completed a details of health program specialist at the NINDS Division of Translational Research. And also had government contract positions at the Walter Reed National Military Medical Center and the Defense Centers for the psychology, psychological health and traumatic brain injury. So she is someone who is definitely focused on increasing the recruitment, retention and training of underrepresented groups and has emphasized that, particularly in psychology as well.
Just a bit of background, she earned her PhD in neuroscience at Georgetown and then went on to have a diversity supplement funded Predoctoral fellowship and also post doctoral training at NIH NINDS.

So, it's my pleasure to welcome Angela Holmes to present next.

Can you guys see that?

Thank you, let me share my. I work in the Office of Research, Training, Diversity and Disparities and we provide research grants to promising scientists to meet the nation needs for drug abuse and addiction research. And so Nidas portfolio includes research and
basic clinical and translational sciences.

Just like Desiree mentioned, each IC offers different programs to enhance the diversity.

So we offer programs from high school all the way up to the faculty, investors, a Gator stage.

But for this talk I'll focus on the night of diversity supplement program.

So the goal of the night of Diversity Supplement program is to enhance the diversity of the addiction workforce by providing administrative supplements to existing NIH research grants for post docs, postdocs, and early stage

But for this talk I'll focus on the night of diversity supplement program.

So the goal of the night of Diversity Supplement program is to enhance the diversity of the addiction workforce by providing administrative supplements to existing NIH research grants for post docs, postdocs, and early stage.
investigators that have been shown to be underrepresented in biomedical workforce.

So we offer two to three years of support while trainees gain the research.

Areas, preliminary data, and other training needed to apply for independent grant funding,

so our supplements provide salary fringe benefits funds for supplies and travel,

Fiscal 2023 we are increasing the level of support for the early stage investigator to be on par with other NIH IC’s, so this will allow us to increase the participation of clinical sciences in the program.
Also, it would allow the early stage investigators the opportunity to focus on the research and training needed to make them competitive for independent grant funding. In addition to that, we are increasing the level of support for research and travel for all career stages to be consistent with the other IC’s as well as the diversity supplement FDA. So Desiree already went over some of these. Some mentioned the T30 the T32. However we defer because we do allow candidates to be on the parent grant,
but just for a maximum of six months at the time of application.

Also we do allow. API's to support 2 diversity supplements at the same time, but they must be from different career stages. Unless both supplements are for candidates at the predock level. So we also accept applications on a rolling basis, so you can submit an application at any time of the year, just that we can’t review it until between October and June. So for our first review meeting of fiscal year 2023,
the application deadline is September 15th and our final deadline. For fiscal year 2023 is May 9. So any applications received after that date will be held for the following fiscal year.

OK, so for the review process is Tiered review by Nyda, program divisions and PO’s and then we have an internal review committee of Nida staff and so we just have discussion and there’s three possible outcomes that we have so that is recommended for funding.
Is recommend for funding with
response to minor concerns,
and recommend for resubmission so Pi
would receive a summary of the review
of the strengths and the outcomes.
It probably takes around like 2-3 weeks
to compile the comments depending on
how many applications we’ve received.
And then around the 4th week you would receive the summary statement.
So here’s just examples of what makes us strong applications.
Of course there’s more detail,
so I have a link here.
To the how to apply page.
So I just pulled out from the ones that
00:24:47.278 --> 00:24:48.988 thought were like really important

00:24:48.990 --> 00:24:51.144 and Desiree mentioned this already but

00:24:51.144 --> 00:24:53.155 the application needs to be tailored

00:24:53.155 --> 00:24:58.890 to the candidate so it can’t be.

00:24:58.890 --> 00:25:00.282 Like for example,

00:25:00.282 --> 00:25:03.066 you can’t have a career development

00:25:03.066 --> 00:25:05.619 plan that’s generic and that that

00:25:05.619 --> 00:25:09.069 could be used for any any career stage.

00:25:09.070 --> 00:25:11.578 To be specific for that candidate

00:25:11.578 --> 00:25:14.406 and address the candidates strengths


00:25:16.720 --> 00:25:19.832 So there should be a clear plan to

00:25:19.832 --> 00:25:22.319 transition to independent funding.

00:25:22.320 --> 00:25:25.083 So we need to know the type of award

00:25:25.083 --> 00:25:27.671 that the candidate will apply for when
we also like to have details about whether they're going to take like a grant writing class and whether the mentors are going to assist with the application process, the candidate's personal statement is very important. Also, so we want to know like what are their long term and short term goals and where do they see their self in a addiction and SD career in the future also? It's important for the mentors to really demonstrate you know their strength and their support for the candidate,
and we like to see a lot of details about the responsibilities of each mentor and well as the role. Well, it’s their role. And then I pulled out some of the like common some of the common red flags. So I already mentioned like a generic training plan. Also, if the mentoring is just provided exclusively by the Pi or all mentors are already on the parent grant are already involved in the research, we like to have, like someone who’s outside of the research or the parent grant just.
so it could expand the network of the candidate and it already mentioned the roles. Also. It’s important that the career development activities that are proposed in the application that they’re not all part of the institutional programs that the like. If there is a pre-dops do that well. If they’re already getting this these courses or training within the program, and then there’s really no need for the diversity supplement.
Also another flag is having immense ring plan written by the candidate. The candidate, can you know write the application along with the API, but the candidates shouldn’t be preparing the application alone. And these are just some. Just some tips, just to beware of. Due dates and timelines, they vary by IC, so it’s always important to contact the scientific contact for these specific IC and which you are seeking to apply for a diversity supplement. And so Desiree talked about that table here.
Also, if you have questions about your research plan or your specific aims, or if it’s if the project is in scope with the paragraph or just live in line with the mission of the IC is best to reach out to the program officer.

OK, so now I want to tell you about the High severity supplement. Last year we had a Nida and Atripla and IMHO diversity supplement. This workshop was a really big success. It was held virtually on August 26th and 27th and it brought together 46
over 100 diversity supplement scholars from these three IC.
And so they had the opportunity to showcase their research during a poster session here from 3 IC directors.
Connect with PO’s and get resources to be successful at current and subsequent career stages.
So overall participants really enjoyed the workshop and posted comments in the chat that this was the best virtual workshop that they have ever attended. And the information provided by speakers appeals are very useful.
So we are doing something new this year.
So this year we’re expanding the workshop to all other NHIC. Now it’s called the NIH diversity supplement. Professional development will take place on August 30th and 31st, and it will bring together the first supplement scholars from. I think we have around, like 24 ICC. Another workshop and so will provide opportunities for scholars to meet with NIH program staff.
00:30:37.280 --> 00:30:40.549 Justified in Ice Grant and review process.

00:30:40.550 --> 00:30:43.155 Provide an overview of relevant

00:30:43.155 --> 00:30:44.718 funding back anism.

00:30:44.720 --> 00:30:45.474 In addition,

00:30:45.474 --> 00:30:49.712 the agenda includes times for scholars

00:30:49.712 --> 00:30:51.632 to present their research and

00:30:51.632 --> 00:30:53.679 that work with other scholars.

00:30:53.680 --> 00:30:56.530 And here for past diversity

00:30:56.530 --> 00:30:57.673 supplement recipients.

00:31:02.950 --> 00:31:07.048 726 participants register for this workshop.

00:31:07.050 --> 00:31:10.290 Registration will close this coming Friday,

00:31:16.710 --> 00:31:20.070 And so if I'm able to open this,
I can quickly take you guys through this agenda. I'm not sure if I can open this. We can also put that in the link as well if you want. Drop the Ender sense Nick as well. OK, I'm just gonna have to talk since I can show it to you. That's fine, actually. In the interest of time, we may move on to the next. Would you be able to put it up? Stuck, ohh that’s fine. Thank you so much.
Doctor Holmes, you yeah and it’s great to hear about that. That workshop that’s coming up as well. And about the success of the first one. So definitely dropped the link in for you guys to see. Excellent perfect, great thank you. Thanks so much. So for our next speaker, it’s my pleasure to introduce Doctor, Naftali Kaminski. Dr Kaminski is a Boehringer Ingelheim endowed professor of internal medicine and the chief of Pulmonology, critical care and Sleep Medicine.
here at the Yale School of Medicine.

He was born and raised in Israel, did a lot of his medical training and residency, and some fellowships at different institutions in Israel before doing some basic science work in the lung biology center at UCSF, as someone who’s published numerous review articles, book chapters and numerous invited talks at National International conferences. He’s also been involved in some large NHLBI genomic wide research consortia, and as someone who’s really invested...
00:32:56.064 --> 00:32:58.208 across the board in many different aspects
00:32:58.208 --> 00:33:00.660 within his field and in training as well,
00:33:00.660 --> 00:33:02.095 so he’s someone who’s committed
00:33:02.095 --> 00:33:03.260 to improving diagnosis, care,
00:33:03.260 --> 00:33:04.460 and outcomes of patients
00:33:04.460 --> 00:33:05.660 with advanced lung disease.
00:33:05.660 --> 00:33:07.448 And he’s also invested in educating
00:33:07.448 --> 00:33:09.040 the next generation of researchers
00:33:09.040 --> 00:33:10.740 and clinicians and has mentored
00:33:10.740 --> 00:33:12.444 more than 40 students, fellows,
00:33:12.444 --> 00:33:13.476 and postdoctoral researchers.
00:33:13.476 --> 00:33:16.150 He’ll share about some of his experience,
00:33:16.150 --> 00:33:16.897 but I often,
00:33:16.897 --> 00:33:17.146 uh,
mini program in a lot of ways,

just with the ways that he’s been

invested in communities and and

working with diversity supplements.

So wonderful to have you here.

Doctor Kinsey passing on to you.

Thank you for the invite.

This is really an exciting.

Event and uh, and then I even for me

was somebody who’s been submitting

was somebody who’s been submitting

diversity supplements now for a few years.

Listening to Doctor Holmes and Doctor

Salazar was really informative.

I’ve actually live, tweeted a few things,

and hopefully this increases.

Hopefully it doesn’t. We don’t.
Hopefully we make it so that there’s enough application that you need many more people to review them. So thank you all, so I’ll. I don’t have slides that just want to. I wanted to make a few points. When I started developing my own career and actually coming from outside of the US, I didn’t necessarily understand. The complexity of diversity in this country. And it took me a while to realize that I was starting to attract talent. And good people to my love.
But for some reason they all have very similar flavors, right? Either overseas trainees or sort of accomplished individuals. Office certain economical class and race and identity from US institutions. And. As coming to Yale and also before I, I realized that actually we could do just by attracting people earlier in their careers and. Being very open and inviting, you actually there’s a lot of talent that doesn’t necessarily think they would go to a place like Yale. Or would be welcome and just by opening the door,
people show up and they enjoy it.

But of course there’s other things, and that are barriers like funding and other things, and the diversity supplement is a unique tool because when it does allow you to fund and edit person in your allow, but it also allows this person. To build the research identity, in a sense, because you work with the person you actually write the supplement, they learn the parent grant and that’s what I do in my lap. You have to read the original R1 first. In some ways,
come up with your plan that plan.

It's usually not going to be mature enough right?

Because you're being trained right?

And and we work on it,

The post box we have with the label sometimes the postal.

That's a stage that they're not ready to put in there again their own drug,

to put in there again their own drug,

but in the process of actually putting usually.

The post box we have with the label sometimes the postal.

That's a stage that they're not ready

to put in there again their own drug,

but in the process of actually

putting usually.

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but in the process of actually

putting usually.

The post box we have with the label sometimes the postal.

That's a stage that they're not ready

to put in there again their own drug,

but in the process of actually

putting usually.
And our experience was amazing. I have to give a lot of credit to NHLBI. The people there were open mentors as nine or ten years ago, and we’ve had several successes, so the three things that I would say are really important is. For the API, this is a great way to one increase your funding. Second, increase the diversity, and third is. I think a breath of fresh air sometimes. But what you need to do is be
00:36:56.292 --> 00:36:58.268 ready to do the extra work so it
NOTE Confidence: 0.888862697241379
00:36:58.268 --> 00:37:00.586 cannot be as as you said it cannot
NOTE Confidence: 0.888862697241379
00:37:00.586 --> 00:37:02.196 be a cookie cutter template.
NOTE Confidence: 0.888862697241379
00:37:02.200 --> 00:37:03.520 Every person will need a little
NOTE Confidence: 0.888862697241379
00:37:03.520 --> 00:37:04.750 bit more of a drift.
NOTE Confidence: 0.888862697241379
00:37:04.750 --> 00:37:06.958 Some people want to go to Med school,
NOTE Confidence: 0.888862697241379
00:37:06.960 --> 00:37:08.300 other want to go to.
NOTE Confidence: 0.888862697241379
00:37:08.300 --> 00:37:10.646 I’ve had them at the Varsity
NOTE Confidence: 0.888862697241379
00:37:10.646 --> 00:37:13.202 supplementary niece who’s now a very
NOTE Confidence: 0.888862697241379
00:37:13.202 --> 00:37:14.853 successful patent attorney, right?
NOTE Confidence: 0.888862697241379
00:37:14.853 --> 00:37:17.310 So you have to be willing to work with
NOTE Confidence: 0.888862697241379
00:37:17.370 --> 00:37:19.554 the people a little bit and see and
NOTE Confidence: 0.888862697241379
00:37:19.554 --> 00:37:21.978 that that requires a little bit more of.
NOTE Confidence: 0.888862697241379
00:37:21.980 --> 00:37:24.136 Flexibility on the side of the lab,
NOTE Confidence: 0.888862697241379
00:37:24.140 --> 00:37:26.555 but this flexibility is actually
NOTE Confidence: 0.888862697241379
00:37:26.555 --> 00:37:28.487 useful because you’re getting
really good people when reaching.

On the side of the trainee,

the one the most important thing

is sometimes it’s actually.

Be willing to step up with your

eligibility for diversity supplement,

but that’s why I think it’s really these.

These panels are important because some

people don’t even know that they’re eligible.

And some people are hesitant.

And then basically enjoy writing the

ground because you’re just doing a scholarly.

This is a great program,

so we’ve had in our section.

I don’t remember to accept them numbers now.
I think we’ve had so far five people that came through. We provide a general postbac program that this is part of it and they get sort of informal training, not only the research that there is. Helping application to schools. If it’s math school PhD, we work with sort of the primary and secondary applications. When people get invited for interviews, will actually do mock interviews. We make sure, and that’s a an advice that I have both to the trainees and to the
mentors is have in mind what is the product that they’ve been team is going to get beyond the application so.

You know a person coming in the year in the lab who has never had research experience may not have a paper. The first author paper, but if they have their name on a paper, helps you and helps them so you want to be also very concrete, and that’s when you write the sunbeam. Or the suburbs for the supplement for the person you want to think. Also about the concrete results. So in general,
I think that’s a outstanding program.

I encourage people to go on the websites and look at this.

I just saw this professional development and networking workshop. It’s great.

So these initiatives are great.

And personally, I’m glad to speak with any trainee that is considering applying. I can give also some advice there is the element I think of uncertainty because you don’t always know when it will be reviewed.

How long will it take to the funding comes, so there’s a lot of things that you
want to prepare in your mind and be ready, but I’ll stop here because I prefer actually to take questions at the end. If we have a discussion. Excellent, thank you so much, Doctor Kaminski. It’s great to hear about your experience and then also to hear the way it ties in with what both doctor cells are and Doctor Holmes mentioned as well, and encouraging to hear that it’s, you know, this has been informative all the way around this fall. So definitely appreciate what you’ve shared.
Now I’m going to pass it on to doctor Sri Chandra and also to Nigel Wade recent diversity supplement awardees. Just to give you all an introduction to both of them.

Doctor Chandra received her undergraduate and masters degrees in India, then did a PhD in chemistry in the states at Purdue University and a postdoc with Tom Sudhof at University of Texas Southwestern Medical Center. She’s been here at Yale since 2007. Her line investigates Parkinson’s disease, genes and risk alleles that encode synaptic proteins and how they impact. Active function and neuronal health.
and her lab is diverse, inclusive, and a catalyst for social change. Also want to introduce Nigel Wade who is a member of her lab? He’s a postdoc postback researcher in the Chandra lab as an undergrad. He was tasked with the characterization of Catherine Cages and Auxilien. Knockout mice using EM images, putting omic analysis, and Western blot and essays. Over time, the project has evolved and moved into different ways of looking at the factors that caused neurodegeneration and...
Parkinson's disease, and he has been, as I mentioned. Reported and NIH diversity supplement to continue to fund his independent research concerning therapeutic effects of specific overexpression and dopaminergic neurons, and it's also applying to medical school hoping to matriculate in the fall of 23 so I'll pass it on to both of them to share about their experience. Thank you very much and you know, Nigel and I are happy to, We wrote this supplement together.
and so I can tell you a little bit about how we were successful.

And now I realized we just stumbled upon success without knowing all the pieces.

But I can tell you our our story so I got to meet Nigel from when he was a freshman as in the part of the stars.

So Nigel came at that point and then Program so for those of you who don’t know, this is a freshman undergraduate program run by Dean Chang to increase help underrepresented students you know.

Explore signs majors,

and this is a summer program which is a month mentored summer experience.

So Nigel came at that point and then
I was so impressed with Nigel that he stayed on in my lab for the rest of his time at Yale and he graduated. Last year Nigel felt free to chime in whenever you want, uh, and so when he came. Uh, after he graduated he realized he wanted to take a couple of gap years and apply to medical school and this is when we decided that we would apply for this diversity supplement and so one of the first things we did was ask around other faculty to see if there were diversity supplements available because we weren’t. Clear what we needed to do.
Uh, and we got.

I mean,

go out of the kindness like Christine Brennan.

People gave us,

but now there's a repository and our

application we gave to Nicholas Lake.

So it should be in the sort of

repository of grant applications.

So I think what we decided to do is to.

Study a new gene that had been identified

since the start of the parent grant,

which obviously was not

originally in the parent grant,

and Nigel said he would, you know,

look at how this new gene
00:43:39.242 --> 00:43:40.840 will modify our disease.
NOTE Confidence: 0.89410253125

00:43:40.840 --> 00:43:43.558 Phenotypes in stem cell derived neurons,
NOTE Confidence: 0.89410253125

00:43:43.560 --> 00:43:46.024 and so this is was an extension
NOTE Confidence: 0.89410253125

00:43:46.024 --> 00:43:47.680 of our existing ground.
NOTE Confidence: 0.89410253125

00:43:47.680 --> 00:43:50.260 It was also an extension
NOTE Confidence: 0.89410253125

00:43:50.260 --> 00:43:52.558 of Nigel’s experiences.
NOTE Confidence: 0.89410253125

00:43:52.558 --> 00:43:55.102 He didn’t know how to do stem cells,
NOTE Confidence: 0.89410253125

00:43:55.110 --> 00:43:58.529 so he was strained.
NOTE Confidence: 0.89410253125

00:43:58.529 --> 00:44:00.329 He proposed that he would go to
NOTE Confidence: 0.89410253125

00:44:00.330 --> 00:44:02.786 the stem cell center to train,
NOTE Confidence: 0.89410253125

00:44:02.790 --> 00:44:04.780 I think that was attractive.
NOTE Confidence: 0.89410253125

00:44:04.780 --> 00:44:08.444 The second bit was that as you heard,
NOTE Confidence: 0.89410253125

00:44:08.450 --> 00:44:10.676 Nigel wants to go to medical
NOTE Confidence: 0.89410253125

00:44:10.676 --> 00:44:12.970 school and my lab works on,
NOTE Confidence: 0.89410253125

00:44:12.970 --> 00:44:15.787 you know his his project is on a GBA,
00:44:15.790 --> 00:44:16.962 link Parkinson,
00:44:16.962 --> 00:44:21.064 and so we corresponding to the research.
00:44:21.070 --> 00:44:23.606 We set-up clinical shadowing
00:44:23.606 --> 00:44:26.743 program for Nigel, so he would.
00:44:26.743 --> 00:44:28.387 Shadow, a movement disorder
00:44:28.387 --> 00:44:30.319 physician to learn the park.
00:44:30.320 --> 00:44:31.553 It’s an aspect.
00:44:31.553 --> 00:44:35.958 he will also shadow a gocchet
00:44:35.958 --> 00:44:39.191 clinician who will do the GPA
00:44:39.191 --> 00:44:46.172 aspect so he has a mirror for the
00:44:46.172 --> 00:44:51.417 And then we propose to also make
00:44:51.417 --> 00:44:55.790 we took
00:44:55.790 --> 00:44:59.850 was very helpful is that we took
advantage of the prep program here,
NOTE Confidence: 0.791168506666667
run by de Neuron. So this. Uh, is uh?
NOTE Confidence: 0.791168506666667
Post back program to help undergraduate
NOTE Confidence: 0.791168506666667
underrepresented undergraduates explore,
NOTE Confidence: 0.791168506666667
you know, train them so that they’re
NOTE Confidence: 0.791168506666667
equipped to do Graduate School and
NOTE Confidence: 0.791168506666667
it’s a fantastic program helps
NOTE Confidence: 0.791168506666667
students through that program.
NOTE Confidence: 0.791168506666667
And so we got letters from
NOTE Confidence: 0.791168506666667
Michelle Nehran saying that Nigel
NOTE Confidence: 0.791168506666667
could attend all their workshops,
NOTE Confidence: 0.791168506666667
their stat classes, and so forth.
NOTE Confidence: 0.791168506666667
And Nigel is doing those and.
NOTE Confidence: 0.791168506666667
And I think the magic sauce as it were,
NOTE Confidence: 0.791168506666667
was actually talking to Magaret Matthews.
NOTE Confidence: 0.791168506666667
She is the NINDS program officer
for enhancing diversity,

and she helped us tailor our applications.

And Nigel contacted her and set-up a meeting and we explained, you know what we want and how. We'll ensure we do that.

So I would say that Nigel. You can take over. Yeah yeah, I'll talk about the process. On the other side, I suppose, but I want to begin talking about. Diversity in our lab and why I decided to stay and continue working with Doctor Chandra and why?
Perhaps a lot of my peers didn’t choose to continue in research and may have fell through the gaps, I think. As some of the speakers earlier have mentioned, it is so important to tailor your mentoring to the experiences and strengths of the undergraduates or anyone. When I first came into the lab, I had no research experience. And I didn’t really know where I wanted to go in terms of medical school, PhD program, a combination of the two and Doctor Chandra did a very good job of asking the questions.
What are your interests?
What are things that you're passionate about?
What project do you think would be really interesting?
What sort of mentorship do you respond well to?
And I think having that for four years before applying to this grant was extremely helpful.
Most beneficial about this process, aside from the funding, was that it really forced us to sit down and say specifically for the next year.
What are we going to do?
I knew that we knew that we were going to do research in some way. I was finishing up some work on a paper that is out for review and we didn’t have step by step. This is what Nigel was going to do. This is what Nigel is going to learn. This is how we’re going to strengthen his application for medical school and this. Grant forced us to do that, and it also allowed me to. Know how exactly I want my career to progress and what tools I need to get to that place,
00:48:10.820 --> 00:48:11.960 so that’s what I would say.

00:48:11.960 --> 00:48:13.550 If you’re looking for a

00:48:13.550 --> 00:48:15.140 student to apply for grant,

00:48:15.140 --> 00:48:16.428 I think that is the thing that

00:48:16.428 --> 00:48:17.380 you should push the most.

00:48:17.380 --> 00:48:17.996 What do you want?

00:48:17.996 --> 00:48:19.638 What do you want to get out of this grant,

00:48:19.640 --> 00:48:21.728 and what tools you want to be equipped

00:48:21.728 --> 00:48:23.507 with so that you can succeed?

00:48:23.510 --> 00:48:24.566 And that’s all I have it.

00:48:24.570 --> 00:48:25.390 That was very short.

00:48:25.390 --> 00:48:27.126 I apologize, but that’s my main take away.

00:48:28.510 --> 00:48:29.248 That was wonderful.

00:48:29.248 --> 00:48:30.970 It’s great to hear about first hand

00:48:31.017 --> 00:48:32.414 experience, first hand experience from
both of you and your perspectives.

And I mean, I think one thing that came through is also just a long term investment that you both had in terms of this isn’t a one time deal. You’re really thinking. How is this facilitated? The next step in terms of your project and in terms of also your career development as well. So I think that’s great to hear and encouraging to hear in such a supportive environment as well. Excellent, so I think with that we will open it up to questions.
One question that came in earlier going back to something. Doctor Holmes mentioned the workshop that you talked about. Is that specifically for individuals who already have diversity supplements or is that open to others as well? So, for example,
00:49:38.769 --> 00:49:44.530 we invited a couple of asset R-25 scholars.
NOTE Confidence: 0.894870521818182
00:49:44.530 --> 00:49:49.390 We also invited our Nyda summer interns.
NOTE Confidence: 0.894870521818182
00:49:49.390 --> 00:49:52.240 And those those are undergraduates,
NOTE Confidence: 0.894870521818182
00:49:52.240 --> 00:49:54.956 and I think some of the other
NOTE Confidence: 0.894870521818182
00:49:54.960 --> 00:49:56.595 IC’s also invited.
NOTE Confidence: 0.894870521818182
00:49:56.595 --> 00:49:58.775 Other types of scholars.
NOTE Confidence: 0.767349125555555
00:49:59.790 --> 00:50:02.136 OK, so this point invitation sounds
NOTE Confidence: 0.767349125555555
00:50:02.136 --> 00:50:04.702 like by invitation specifically OK,
NOTE Confidence: 0.767349125555555
00:50:04.702 --> 00:50:07.330 and one other clarification
NOTE Confidence: 0.767349125555555
00:50:07.330 --> 00:50:09.626 that people were asking for.
NOTE Confidence: 0.767349125555555
00:50:09.626 --> 00:50:12.010 Sorry about institutes and centers.
NOTE Confidence: 0.39083341
00:50:12.010 --> 00:50:14.600 So in our age institutes and centers so
NOTE Confidence: 0.39083341
00:50:14.600 --> 00:50:18.312 there’s like was it 27 all the altogether.
NOTE Confidence: 0.39083341
00:50:18.312 --> 00:50:21.930 Wonderful, sorry about that.
NOTE Confidence: 0.39083341
00:50:21.930 --> 00:50:25.152 We have acronyms that the government. Say
00:50:29.210 --> 00:50:30.029 bad about it

00:50:30.740 --> 00:50:31.778 is a habit

00:50:32.620 --> 00:50:34.890 understandable? Well, thanks for clarifying.

00:50:36.340 --> 00:50:37.630 Opposed and went in one case, you

00:50:37.640 --> 00:50:38.700 want to get more complicated.

00:50:38.710 --> 00:50:41.710 So institute centers and offices.

00:50:41.710 --> 00:50:42.840 Sometimes offices have

00:50:42.850 --> 00:50:44.718 a diversity program too.

00:50:46.510 --> 00:50:47.314 They’re really different

00:50:47.314 --> 00:50:48.378 than institutes and centers.

00:50:48.378 --> 00:50:50.760 You can see you know in Intuit that.

00:50:52.860 --> 00:50:54.408 Wonderful, that’s definitely

00:50:54.408 --> 00:50:55.440 helpful clarification.

00:50:55.440 --> 00:50:57.680 Another question that came in around the

00:50:57.680 --> 00:50:59.735 types of awards that the supplements

NOTE Confidence: 0.714390146666667

NOTE Confidence: 0.592666626666667

NOTE Confidence: 0.681680886

NOTE Confidence: 0.060286522

NOTE Confidence: 0.870895332

NOTE Confidence: 0.451980711666667

NOTE Confidence: 0.9089752975

NOTE Confidence: 0.631958612

NOTE Confidence: 0.631958612

NOTE Confidence: 0.631958612

NOTE Confidence: 0.631958612

NOTE Confidence: 0.590168054

NOTE Confidence: 0.590168054

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NOTE Confidence: 0.590168054

NOTE Confidence: 0.590168054

NOTE Confidence: 0.590168054
00:50:59.735 --> 00:51:01.793 are attached to the question was,
NOTE Confidence: 0.590168054
00:51:01.800 --> 00:51:03.498 does the parent grant need to
NOTE Confidence: 0.590168054
00:51:03.498 --> 00:51:06.464 be an R1 or do R20 ones also
NOTE Confidence: 0.590168054
00:51:06.464 --> 00:51:08.224 qualify for diversity supplements?
NOTE Confidence: 0.89676155
00:51:10.770 --> 00:51:13.176 I think we have some like I
NOTE Confidence: 0.89676155
00:51:13.176 --> 00:51:14.807 don’t know all the ones off the
NOTE Confidence: 0.89676155
00:51:14.807 --> 00:51:19.979 top of my head, but. I think so.
NOTE Confidence: 0.814055677
00:51:20.090 --> 00:51:24.150 They they do, so it is a pretty long list,
NOTE Confidence: 0.814055677
00:51:24.150 --> 00:51:26.364 but the challenges some of the
NOTE Confidence: 0.814055677
00:51:26.364 --> 00:51:28.350 awards that are very short.
NOTE Confidence: 0.814055677
00:51:28.350 --> 00:51:31.410 It’s very difficult to you know,
NOTE Confidence: 0.814055677
00:51:31.410 --> 00:51:34.390 unless you apply as soon
NOTE Confidence: 0.814055677
00:51:34.390 --> 00:51:37.470 as you get the award.
NOTE Confidence: 0.814055677
00:51:37.470 --> 00:51:39.930 It can be difficult to meet the
NOTE Confidence: 0.814055677
00:51:39.930 --> 00:51:42.499 timelines and the the minimum amount
NOTE Confidence: 0.814055677
00:51:42.499 -- 00:51:46.270 of time or like remaining on the
parent grant. Yeah, that’s correct,

but they are eligible.

So it seems like that also ties into

just really having a tight rationale at

Doctor Chandra and Nigel talked about.

If it was a shorter application to

try to do that the right time and

make sure there are things that would

still be beneficial, OK? Excellent.

Another question that came in someone

looking for private foundation fellowships and what

would happen if they had successfully

applied for diversity supplement,

but then been awarded another application

make sure there are things that would

still be beneficial, OK? Excellent.
from a foundation after the facts,
how that would be handled.
So we just had that happen to us.
So basically you can’t have both the
or even an RSA award,
so you have to make a decision.
And obviously you would take the foundation.
So you would just do an early
termination of the diversity supplement.
Yeah, so NHLBI has a
little bit of flexibility.
If it’s kind of a a smaller foundation award,
you could potentially have both,
but you can’t have.
You know double double support.
But yeah, like Angela said, we view that as a pretty positive, and so you know, there’s no we’re happy to early terminate the award and see the candidate. Have you know something? To help their career and their resume. Next license. Excellent, there was also a question may be hard to answer generally across the board but we were wondering about if there’s a typical success rate for diversity supplements. I think it ranges by IC. It’s it’s a reasonably high I’m.
I'm pretty new to NHLBI. I've been there for less than a year so previously I did manage the diversity supplements at another institute and I GMs and within like the past 10 years the success rate had ranged from like 60 to 90% depending upon you know the budget and number of applications. So I'd say generally it's pretty high, but it depends on a lot of factors so there's not a set success rate.

But in general, I'd say it's much better than any R1 pay line you're going to find. We do have quite a few questions coming in,
so I just also want to mention that any that we don’t get. Two people can definitely feel free to follow up after the fact. You can also e-mail OPSD at yale.edu and we can continue to facilitate and answer some of those questions, but the question I wanted to pose that came in that either that probably both the NIH folks and some of the Yale folks can talk to as well. And I think Doctor Holmes started to address this, but how involved should the trainees be in assisting and
writing the diversity supplement?

So we do like to see that the trainee participated in.

You know, writing you know the specific aims, kind of like what a doctor Kaminski was talking about.

Like you're coming up with your own ideas, it's still in scope with the parent grant,

but we'd like to see that the candidate is taking initiative to.

Come up with the specific aims and participate in writing the research proposal.

Yeah, but like Angela mentioned before,

you know sometimes we'll see like a mentoring plan where the candidate describes you know what the training is
and that we really don’t like to see. We want to see that the mentor is going to be providing mentoring.

Holly, did you want to mention something as well? And I think Natalie and also Sri and hopefully Nigel too. So yeah, I can just mention as a review or we look for that question as I review these things. I looked to see how well that statement is integrated with the science.
00:55:57.410 --> 00:55:58.238 that’s being proposed.

00:55:58.250 --> 00:56:00.520 Does that science look like this? Was science that this person wants to do? You know?

00:56:00.530 --> 00:56:01.860 Basically I want to see that I want to see that person not only in their personal statement, but I want to see that person in the science that’s being proposed.

00:56:05.227 --> 00:56:06.643 see that person not only in their personal statement, but I want to see that person in the science that’s being proposed.

00:56:10.690 --> 00:56:11.840 On the other hand, it cannot read like that person wrote it or came up with it on their own.

00:56:15.380 --> 00:56:17.368 So it is a. It is this balance. It’s not something that the I wrote as a typical supplement.

00:56:19.990 --> 00:56:21.796 They could have done without the candidate.
On the other hand, it’s not a paper that the candidate writes themselves, and in fact that will be like, like Desiree said, that will actually be a very big strike against the application, but we should see the candidate in the science and training plan with lots and lots of mentoring already evident in the application. One of the things I see too often is that I think sometimes people think the mentoring can happen.
after they get the supplement
and we have to see evidence that the mentoring is already been happening with the preparation

Natalie so the two things is of course regardless, actually of the identity of the mentee expecting them to write something on their own is unfair, right?

So I think that the idea is that you our approach is we engage in team we never submit.

Supplement and actually even other grants would before people have
been a few months in the lab, right?

So they have to be engaged. They have to learn. We usually do it iteratively.

The other thing that I've learned is that it's again, it's really important to as a mentor to sometimes really listen and develop the career thoughts of the mentee. Because sometimes, like I'm a physician, so somebody may not want to tell me that they want to do a PhD and not go to Med school, right? And the same thing I mentioned.
The Tony Mallard, who’s a patent attorney, right? So it wasn’t clear how he fits in initially, But he opened up. We spoke about it and then we developed a plan that included actually a diversity supplement and also some additional training. And I think it does require a little bit of thinking, and because of these. Complex our relationship. You know the mentor is much older, much more established. Much more everything than the Mattie you you have to be a
little bit quiet to be honest.
Like allow them and so but but it is an iterative process and and I will come and say these are the things you need. Like if you want to go to school you need to shop to shutter somebody right? If you need to do PG maybe you do also a little bit of a coursework, something minimal so so it is an iterative process. But the. You have to allow these few months of thinking about it. Initially. Yeah, great points, definitely appreciate that.
we actually have.

I think now that I think about we have one of our faculty that was on a diversity supplement that I completely forgot about and. This was a different thing, so this was an assistant professor immediately after fellowship, so. For him, he knew what he wanted to do. It was identifying the parent grants while he was writing his cake. So this was actually, I think, death mentor, together with me was. The other thing is actually just allowing the person to do his thing.
00:59:27.380 --> 00:59:30.320 Yeah yeah, yeah yeah, yeah.

00:59:32.110 --> 00:59:33.218 Excellent, thanks so much.

00:59:34.460 --> 00:59:36.726 So I could add my bits, Nigel wrote.

00:59:36.726 --> 00:59:38.691 Read the parent grant and

00:59:38.691 --> 00:59:40.380 wrote the first draft,

00:59:40.380 --> 00:59:42.420 and then I facilitated all the

00:59:42.420 --> 00:59:44.882 letters so the letters from all the

00:59:44.882 --> 00:59:46.940 people he shadowed and Dean neuron.

00:59:46.940 --> 00:59:48.380 And then we revised it.

00:59:48.380 --> 00:59:49.968 That's like a really.

00:59:49.980 --> 00:59:51.308 people he shadowed and Dean neuron.

00:59:51.760 --> 00:59:54.064 Yeah, we like to see that the PI's

00:59:54.064 --> 00:59:55.350 usually indicate that exactly

00:59:55.350 --> 00:59:57.300 what you said in the application.

00:59:57.300 --> 01:00:00.088 That's like a really.
Super strong application.

Well, time is short Nigel.

I’m going to give you the last word before I close things out. Absolutely I would in regards to what we’re talking about.

I think the writing of the application is a great learning opportunity for the mentee.

I don’t think I ever have the opportunity to sit down and not only look at the science I was doing in depth in the way that I needed to write this, but it also forced me to think about my career.

so I would encourage you know any API's and you’re wondering how much.

Responsibility and how much freedom you want to give to your mentees.
01:00:38.860 --> 01:00:40.180 at the end of the day,
NOTE Confidence: 0.76904918
01:00:40.180 --> 01:00:41.830 you know definitely you’re going to
NOTE Confidence: 0.76904918
01:00:41.830 --> 01:00:43.538 be the one checking over everything
NOTE Confidence: 0.76904918
01:00:43.538 --> 01:00:45.188 and making sure that you know
NOTE Confidence: 0.76904918
01:00:45.188 --> 01:00:46.797 these are crossed is about it,
NOTE Confidence: 0.76904918
01:00:46.800 --> 01:00:49.272 but giving them the freedom to learn and
NOTE Confidence: 0.76904918
01:00:49.272 --> 01:00:51.540 maybe make mistakes in the beginning,
NOTE Confidence: 0.76904918
01:00:51.540 --> 01:00:53.860 hopefully plan is out for a long time.
NOTE Confidence: 0.76904918
01:00:53.860 --> 01:00:54.790 It’s a great way to.
NOTE Confidence: 0.634290844
01:00:55.970 --> 01:00:57.650 Excellent, really well said.
NOTE Confidence: 0.634290844
01:00:57.650 --> 01:00:58.988 Well, I know there are lots of
NOTE Confidence: 0.634290844
01:00:58.988 --> 01:00:59.939 other questions that were coming in.
NOTE Confidence: 0.634290844
01:00:59.940 --> 01:01:01.760 Again, definitely feel free to
NOTE Confidence: 0.634290844
01:01:01.760 --> 01:01:03.711 e-mail those OSD at yale.edu.
NOTE Confidence: 0.634290844
01:01:03.711 --> 01:01:05.746 We’ll also put the website
NOTE Confidence: 0.634290844
in the chat again as well,

but just wanted to thank all of the panelists who joined.

I wanted to thank the working group who helped us set this up and just know that we will continue to have resources available that people can reach out to, and again appreciate people being available.

Even some who are on the panel to provide feedback as well.

So thanks again to all the panelists for being here. Thank you all. You're welcome bye.