**To be updated following the latest NIH PA-15-322 FOA. Please review the** [**FOA**](http://grants.nih.gov/grants/guide/pa-files/PA-15-322.html) **for the latest instructions. Contact** **Allison.Gottlieb@mssm.edu** **for additional info.**

**Diversity Supplement Step 5: Template for Expanding Research Capabilities of Candidate**

A description of how the research and career development experiences will expand and foster the research capabilities of the candidate; how the proposed experiences relates to the specific research goals and objectives of the parent grant; evidence of adequate mentoring experience and success; evidence that the candidate will receive research mentoring

* Brief description/outline of applicant’s specific focus with regards to parent grant and supplement
	+ How will this study enhance the program proposed in the parent grant and the applicant’s research
* Description/Explanation of applicant’s training
	+ If applicable, describe whether an [Individual Development Plan (IDP)](http://icahn.mssm.edu/static_files/MSSM/Files/Research/Resources/Grants%20and%20Contract%20Office/IDP_memo.pdf) is in place for the candidate.
	+ How often will you meet with applicant for mentoring and to discuss the progress of the project
	+ How will exposure to colleagues’ work and interactive nature of meetings help applicant
	+ Qualities/skills the applicant will gain from these meetings
* Who is applicant’s mentor?
	+ If applicable, mention applicant’s secondary mentors with brief description of their focus
* How will research environment enhance career development path?
* Describe the Lab’s previous experience in training others and ability to provide environment where individuals can develop successful academic careers
* If applicant is joining a lab or a Center, describe the members of this lab/Center, the topics studied there and research interest
* If applicable, mention the member of the lab/Center who may be responsible for career development and training and how the applicant will have access to these types of resources.
* Discuss ISMMS’s dedication to diversity through the Center for Multicultural and Community Affairs of ISMMS information (provided below)
	+ **CMCA’s Faculty Scholar Program: Highly Individualized Career Mentoring for Minority Faculty within an Academic Medical Center Setting**

Since 2002, the Center for Multicultural and Community Affairs has conducted *The Faculty Scholars Program (FSP),* a highly individualized career-mentoring program for minority junior basic science and clinical faculty at The Icahn School of Medicine at Mount Sinai. The FSP aims to recruitment and retention minority junior faculty to develop, nurture, and monitor their success in the areas of research, teaching and education, service to the community, and clinical practice and professional leadership in academic medicine.

The FSP was developed for the exclusive purpose of addressing the challenges facing minority faculty with regard advancement and promotion and to level the playing field by equipping them with the tools, information, and resources for success in academic medicine. A critical factor of success thus far has been our ability to remain highly individualized in our career mentoring, coaching, and development within all areas of responsibility of our faculty.

Faculty participants of the FSP are physicians, physician-scientists, and biomedical researchers. All of the FSP participants are self-identified members of racial and ethnic groups underrepresented in medicine and science. Since 2002, over 60 minority junior faculty members have participated in the FSP.

The highly individualized nature of the FSP is a result of both financial support for protected time (when federal funding was available) and individualized check-in meetings. When financial funding was available, each Faculty Scholar received support for at least one day of protected time to allow for focused attention and investment in their career development. Currently, FSP offers individualized check-in meetings continue to take place with each Faculty Scholar with two seasoned career-development experts in academic medicine. Progress, roadblocks, challenges, and accomplishments are discussed and monitored in all areas of responsibility including clinical, research, administrative, teaching, and service in the individualized check-in meeting. In addition, the FSP offers access to a network of junior faculty peers of color, seasoned senior faculty committed faculty development, mentorship opportunities to matriculated medical and graduate students of color, and limited funding support for professional development activities and resources.

Some specific outcomes include advancement in rank, successful submission of research career development awards, scholarship products, and retention of faculty and in academic medicine.

**Sample 1**

We believe that the research environment at the Zena and Michael A. Wiener Cardiovascular Institute at ISMMS is ideally suited to enhance [Applicant]’s proposed career development path and advancement of his/her research project. The purpose of the Institute is to provide an interactive environment for scientists and physician-scientists pursuing research elucidating molecular mechanisms of heart failure and ventricular dysfunction. The Institute currently comprises of eight independent investigators (names) and four junior faculty members (names). Collectively, their laboratories cover a broad range of research interests, such as gene therapy regenerative medicine, tissue engineering, etc. The Institute also has multiple core facilities supporting cardiovascular research: (list). The Institute sponsors a seminar series focused on myocardial biology, to which national/international scientists are invited. Aside from the formal seminar series, there is a high level of interaction within the Insitute and within the myocardial biology group, with several collaborative projects already underway.

Dr. Dennis Charney, Dean of ISMMS and Dr. Valentin Fuster, Director, Zena and Michael A. Wiener Cardiovascular Institute have given the mentoring of post-doctoral fellows and junior faculty one of the highest priorities at Mount Sinai. In the fall of 2008, Dr. John Smith joined the Institute as Assistant Director of Cardiovascular Research Development and Training…In a matter of months, Dr. John Smith created a mentoring program to assist post-doctoral fellows and junior faculty with specific aspects of their career development, such as progression of their research projects and the crafting of application for extramural support…In this regard, [applicant] will have access to the resources of Dr. Schwarz.

[Applicant] will complete an Individual Development Plan (IDP) as part of the yearly evaluation with me as the mentor. Dr. John Smith and I will meet with [Applicant] on a monthly basis to discuss his/her research projects and to mentor him/her with regard to her career and future plans. In addition, we will conduct formal semi-annual meetings with her. He/She will be required to present his/her research to the Institute on a bi-annual basis. Finally, we will both provide him/her with critical reviews of all her manuscript and grant applications prior to their submission.

**Sample 2**

Career Development Experience and Candidate Development

The goal for [applicant]’s experience would be to teach him/her the basics of human mucosal immunology, to help develop his/her thinking and skills to become a successful research scientist and to expose him/her to other faculty, students and post-doctoral fellows who would help to mold his/her career direction. [Applicant] would work specifically on the studies outlined above with a specific focus on defining the interaction between intestinal epithelial cells and lamina propria lymphocytes. He/She will focus more on the studies relating to defects in lymphocyte activation and epithelial cell antigen presentation in patients with IBD in the future. The basic research studies will add to as well as expand the sphere of the program proposed in the parent grant. With an emphasis on IBD related defects we can compare and contrast findings with those defined in the normal state as well as in patients with non-IBD inflammatory disorders. [Applicant] will develop the technology to isolate lymphocytes and epithelial cells from the intestine, perform cell culture, isolate RNA and DNA and perform PCR.

With regard to [applicant]’s specific training he/she will become part of the structure of the PPG. As such he/she will be required to attend the weekly [Mentor’s Name] lab meeting where post-doctoral students and graduate students present their newest data on an ongoing basis. Topics covered in this meeting include general mucosal immunology, food allergy research projects, studies relating to T cell activation and cytokine biology and HIV infection within the GI tract. By being exposed to the work of others and given the interactive nature of the meeting, [Applicant] can learn by initially observing and then subsequently actively participating. He/She will learn how to present to a group, defend his/her data, critique the data of others and most importantly, think critically about a specific research issue. The PPG also has a weekly Pathology conference with [doctor’s name,] where all of the human specimens and mouse models are analyzed, scored for the presence or absence of inflammation and new directions discussed. This is an incredibly invaluable meeting as we have all learned from observation and have been able to develop new models and ask new questions. Lastly, as part of the Immunology Institute, [Applicant] will be expected to attend and present at the Institute wide weekly Work in Progress (WIP) meeting and post-doc journal club. The former includes post-docs and graduate students as well as all faculty in a highly interactive and collaborative session. In this forum, [Applicant] will gain exposure to the wider field of Immunology including, dendritic cell biology, innate immunity, imaging of the immune response, etc. The WIP is extremely well attended and provides a platform for presentation to a larger audience with diverse interests. The journal club experience exposes [Applicant] to critical evaluation of the literature with a broad array of topics supervised by two senior faculty members. [Applicant] has already taken Immunology course given at Mount Sinai for medical students and graduate students. We have offered to let him/her take this as a refresher course if he/she feels that he background requires refreshing.

Mentoring Program

[Applicant] will have a primary mentor in Dr. [Name of Mentor]. Dr. [Name of Mentor] is the PI of the PPG and the PI of the project in which he/she will actively participate. His/Her secondary mentors will be Drs. [names], both experiences investigators in mucosal immunology and IBD models and project leaders in the PPG. Their focus is more in the direction of mouse models of colitis but they can provide expertise in the technical aspects of her work including qPCR, transfections, fluorescence microscopy and tissue section staining, etc. The Institute as a whole provides a valuable resource in terms of a wide array of technologies from which [Applicant] can take advantage.

**Sample 3**

Fostering Dr. Smith’s Independent Research Capability:

Dr. [Applicant] is a third year Fellow in the Department of Medicine at the Icahn School of Medicine at Mount Sinai. He/She graduated from [Name of University School of Medicine], completed an internal medicine residency and is a third year fellow both at The Icahn School of Medicine at Mount Sinai. In order to obtain formal training in clinical epidemiology, he/she has recently started a Masters in Science and Clinical Research (MSCR) at the Icahn School of Medicine at Mount Sinai.

This research project will enhance Dr. [Applicant] research capability by giving his/her direct experience, under the mentorship of Dr. [Applicant], with designing, analyzing, and interpreting the results of complex secondary database analyses. Our plans for mentorship include weekly meetings with Dr. [Applicant] to discuss the progress of the research, presentations, other activities, and to provide career advice. To complement the research component of this supplement, he/she will complete the MSCR program at Mount Sinai. This is a two-year program that provides didactic training in principles of clinical research that include: statistics, clinical epidemiology, clinical trials design, health services research, survey research, outcomes measurement, research ethics, and scientific writing, among others. He/She will also complete the Mount Sinai PPHS/IRB responsible conduct of research, good clinical practice and HIPAA training courses. The analytic skills she obtains from his/her course work, combined with the experience she will have in conducting analysis of large databases will provide Dr. [Applicant] with the skills necessary to contribute to a growing field of clinical research. In addition to this formal curriculum, he/she will participate in the Department’s weekly research meetings and fellow’s research “Work-In-Progress” meetings. He/She will also present his work-in-progress for critical review at each of these meetings on a regular basis. Finally, he/she will present his work at national research meetings and in manuscript form.