

NCAA Working Group on Diversity and Health Disparities in the Biomedical Workforce

Daniel Calac, MD, Chair

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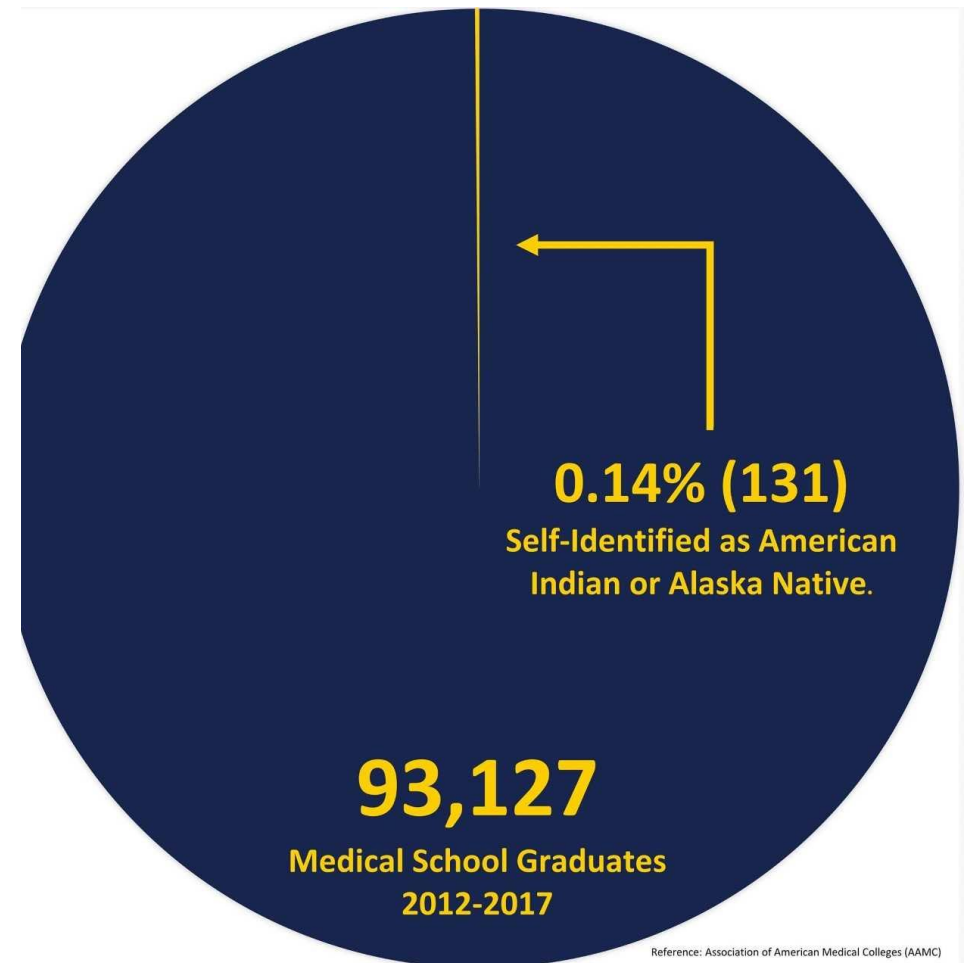
To support programs that guide young people into the alcohol research field and help retain them; while recognizing differences across settings

- George Koob, Ph.D.

Role of the NIAAA and NCAA Work Group

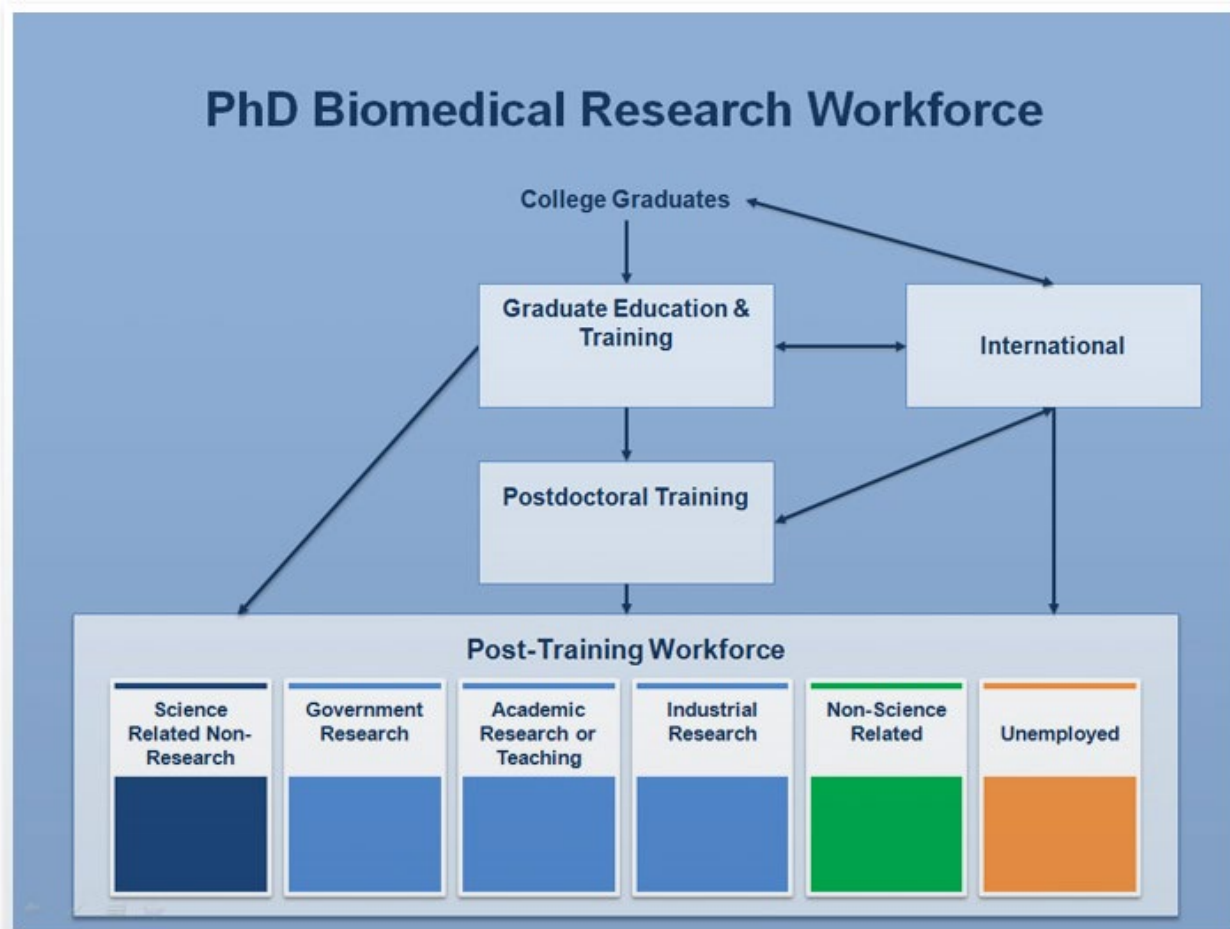
Background Information

- Facilitate a productive effort for Biomedical Workforce Diversity
- Conceptualize ideas around an out-facing website
- Summarize and review the literature
- Linking existing funding mechanisms and training programs



Facilitate a productive effort for Biomedical Workforce Diversity

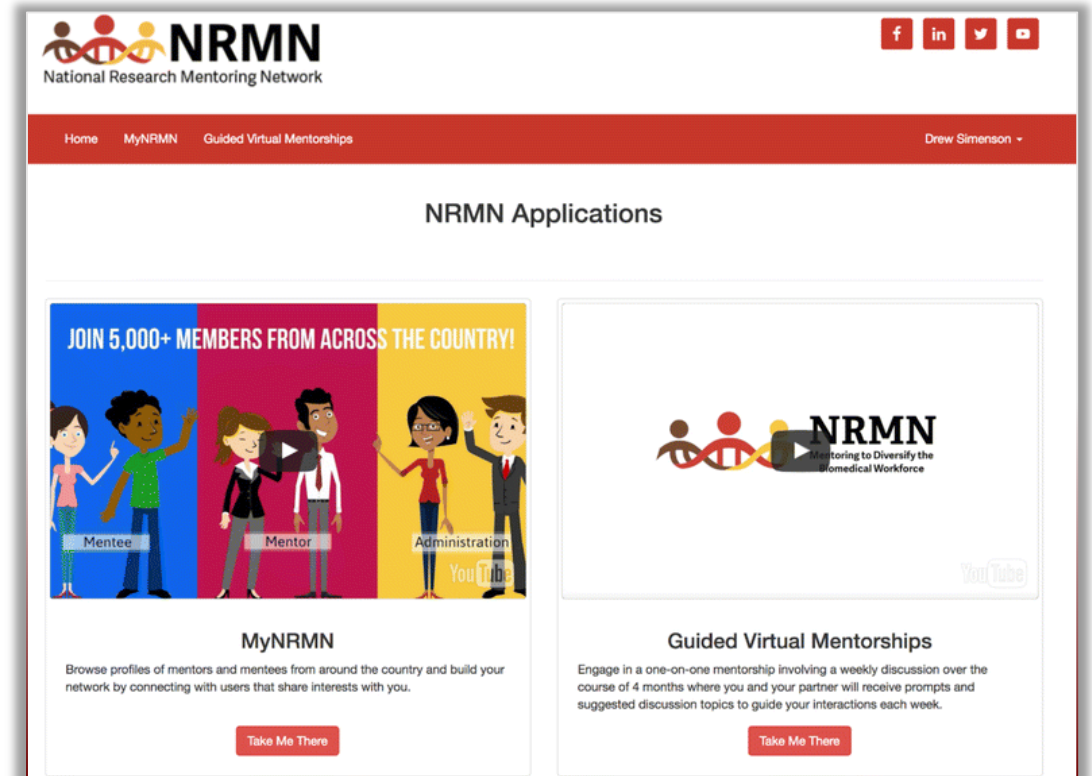
- Focusing on mentoring, rather than mentees
- Promote mentoring groups
- Identify and garner support from individual mentors



https://report.nih.gov/investigators_and_trainees/acd_bwf/

- Identify and share data with high visibility partners like NSF and BUILD programs
- Provide an online tool kit for mentors and mentees
- Promote an acceptable mentor brand

Conceptualize ideas around an out-facing website



<https://bmcproc.biomedcentral.com/articles/10.1186/s12919-017-0083-8>

Summarize and review the literature

- Track the outcome data of NIH diversity supplements
- Identify and share data (NSF/BUILD programs)



Exemplary Existing Programs

- Undergraduate
 - *NARCH - Native American Research Centers for Health
 - Meyerhoff Scholars Program – UMBC
- Graduate
 - SPINES - Summer Program in Neuroscience, Excellence and Success
 - *Diversity Supplements
- Postdoctoral
 - *K99/R00 - *BRAIN Initiative Advanced Postdoctoral Career Transition Award to Promote Diversity
- Investigator
 - *IPERT - Innovative Programs to Enhance Research Training
- Institutional
 - BUILD - Building Infrastructure Leading to Diversity Initiative
 - *U54 Collaborative Partnership, Mechanisms of Alcohol Pathology

*NIAAA participation

Initial Recommendations:

- Focus on mentoring, rather than mentees
- Track the outcome data of NIH diversity supplements
- Identify and share data with high visibility partners like NSF and BUILD programs
- Brand mentoring initiatives
- Use social media to disseminate information about what a good mentor is and how to mentor
- Distinguished lecture concept model
- Establish models to incentivize mentors
- Promote NIAAA activities at ABRCMS, SACNAS or other minority undergraduate research conferences to grantees and their students

NCAA Working Group Roster

Chair

- Daniel J. Calac, M.D., Chief Medical Officer, Indian Health Council Inc., Valley Center CA

Members

- Carmen E. Albizu-Garcia, M.D., Professor, Center for Sociomedical Research, University of Puerto Rico, PR
- Suzanne M. De La Monte, M.D., Professor of Pathology, Brown University, Providence RI
- Rueben A. Gonzales, Ph.D., Professor of Pharmacology, University of Texas, Austin, TX
- Patricia E. Molina, Ph.D., M.D., Richard Ashman Professor of Physiology, LSU Health Sciences Center-NO, LA
- Laura E. O'Odell, Ph.D., Professor of Psychology, University of Texas, El Paso, TX
- Seth J. Schwartz, Ph.D., Professor of Public Health Sciences, University of Miami FL
- Kenneth J. Sher, Ph.D., Curator's Distinguished Professor of Psychological Sciences, University of Missouri, MO
- Michael F. Summers, Ph.D., Professor of Chemistry and Biochemistry, University of Maryland at Baltimore, MD
- Robert E. Taylor, M.D., Ph.D., Professor of Pharmacology, Howard University Washington DC