

## Office of Faculty Affairs and Diversity



April 10, 2024

Dear Colleagues,

On behalf of the Office of Faculty Affairs and Diversity and the Diversity Trainee Fund Committee, I am pleased to announce several new funding mechanisms that have been established to increase the diversity of trainees at the Hutch. While 58% of our current post-docs are women and 42% identify as a person of color, only 6% of our post-docs identify as an underrepresented minority (URM, we use the NIH definition which defines Blacks/African Americans, Hispanics/Latinx, American Indians/Alaska Natives, and Native Hawaiians/Pacific Islanders as URM). This is in contrast to the U.S. and city of Seattle populations where 31% and 15% of individuals identify as an URM, respectively.

Toward this end, the Hutch has allocated funds to support the funding mechanisms described below designed to enhance our recruitment of URM trainees. Applications for these funds will be reviewed by the Diversity Trainee Fund Committee, which is chaired by myself (Chris Li) and includes one faculty member from each division, Harmit Malik (Basic), Rafael Santana-Davila (Clinical), Daphne Avgousti (HB), Holly Harris (PHS), Martin Prlic (VIDD), and Tina Termini (TST). **All applications will be reviewed on a rolling basis, and we aim to provide funding decisions within 1 week.**

### FUNDING MECHANISMS

We will begin accepting applications July 1<sup>st</sup>, 2024, at the start of FY25.

#### 1. Presidential Postdoctoral Fellowship Award:

##### Brief Description:

This award will provide between 50%-100% of salary support for diverse post-docs who meet one of the NIH defined criteria as underrepresented. Matching funds (50% support) is strongly preferred, but 100% will be awarded if strongly justified.

##### Benefits to Awardees:

- Awardee will join a cohort of other Presidential Postdoctoral Fellows that will meet quarterly
- Participation in an annual career development workshop focused on trainees from underrepresented groups

- Annual lunch with the Fred Hutch President, Tom Lynch
- 1:1 mentoring with a mutually selected faculty member in addition to the primary mentor
- Funds to attend one scientific conference annually

#### Eligibility Criteria:

- The candidate meets the NIH criteria for a Diversity Supplement (see <https://grants.nih.gov/grants/guide/pa-files/PA-20-222.html>)
- If the primary mentor is a Full or Associate Professor, they must have a NIH grant that is eligible for a diversity supplement (see PA-22-222. Virtually every R, U, and P grant mechanism is eligible, but eligibility varies by NIH institute. Please consult your grant's program officer to discuss your potential application further). The faculty member does not need to be the PI of the eligible grant, co-investigators of grants are also eligible to apply for supplements. This requirement for an eligible NIH grant is waived for Assistant Professors.
- For new post-doc positions the application process should include requests for a diversity statement from all applicants (this is now strongly encouraged for all new post-doc searches and DEI Core provides support for requesting these statements and guidelines for their review. Please contact [diversity@fredhutch.org](mailto:diversity@fredhutch.org) for more information. If requesting diversity statements is not part of the recruitment process a diversity statement from the trainee must be requested.
- External candidates are strongly preferred. Internal candidates will be considered if they are diversity supplement eligible, there is a demonstrable strong need for this support, and a clear plan is in place to apply for a supplement.

#### Submission Requirements:

- **Post-doc's diversity statement, CV, and research statement**
- **PI mentoring statement:** mentoring history and mentoring plan for the proposed post-doc (1 page max)
- **Level of funding requested:** Requests above 50% support require additional justification.
  - Please include amount for fringe, salary, etc.
- **Plan for funding the post-doc beyond the first year:** Name/number of NIH grant that will likely be the basis for a diversity supplement or other mechanisms that will be applied for to support the post-doc (1/2 page max)

#### Expectations:

- PI/awardee will apply for a NIH diversity supplement or equivalent during year 1, or PI has another source for longer term funding

## **2. Post-doctoral Fellow Recruitment Funds:**

#### Brief Description:

Will provide funds to support travel for diverse post-doc candidates to interview at the Hutch (on campus visit) or to enhance the recruitment of any Diversity Supplement eligible post-doc candidates (e.g., funds for moving expenses, signing bonuses, etc.). Awards are anticipated to be in the range of \$1000 but requested amounts will be considered on a case-by-case basis.

### Eligibility Criteria:

- The candidate meets the NIH criteria for a Diversity Supplement (see <https://grants.nih.gov/grants/guide/pa-files/PA-20-222.html>)

### Submission requirements:

- Post-doc's diversity statement, CV, and research statement
- For new post-doc positions the application process must include requests for a diversity statement from all applicants (this is now strongly encouraged for all new post-doc searches and Human Resources provides support for requesting these statements and guidelines for their review).
- Justification for the funds requested (1/2 page max)

## **3. Student Fellowship Award:**

### Brief Description:

Will provide funds to support Diversity Supplement students (graduate, post-bac, undergraduate, and high school) for up to one year as a transition to a NIH diversity supplement or other source of funding. Funding requests can include salary, stipends, and/or tuition.

### Eligibility Criteria:

- The candidate meets the NIH criteria for a Diversity Supplement (see <https://grants.nih.gov/grants/guide/pa-files/PA-20-222.html>)
- If the primary mentor is a Full or Associate Professor they must have a NIH grant that is eligible for a diversity supplement (see PA-22-222. Virtually every R, U, and P grant mechanism is eligible, but eligibility varies by NIH institute. Please consult your grant's program officer to discuss your potential application further). The faculty member does not need to be the PI of the eligible grant, co-investigators of grants are also eligible to apply for supplements. This requirement for an eligible NIH grant is waived for Assistant Professors.
- External candidates are strongly preferred. Internal candidates will be considered if they are diversity supplement eligible, there is a demonstrable strong need for this support, and a clear plan is in place to apply for a supplement.

### Submission Requirements:

- **Student's diversity statement and CV**
- **Trainee description:** Current career stage, current research, career objectives (1 page max)
- **PI mentoring statement:** mentoring history and mentoring plan for the proposed post-doc (1 page max)
- **Level of funding requested:** Requests above 50% support require additional justification.
  - Include cost break down of salary, fringe, etc.
- **Plan for funding the trainee beyond the first year:** Name/number of NIH grant that will likely be the basis for a diversity supplement or other mechanisms that will be applied for to support the post-doc (1/2-page max)

#### **4. Travel Awards**

##### Brief Description:

Will provide travel funds for current URM trainees at the Hutch to attend scientific conferences when business travel is allowed to resume.

##### Eligibility Criteria:

- Candidate is a URM
- Candidate is presenting scientific work at the conference
- Attendance at conferences focused on minority/underserved populations is preferred but not required

##### Submission Requirements:

- Trainee description: Current career stage, current research, career objectives (1/2 page max)
- Conference that the trainee will attend and amount requested with justification
- Copy of the conference abstract the trainee will present

##### Expectations:

- Awardees are expected to submit a brief report about their experience at the conference they attended (1 page max)

Please direct any questions about these mechanisms to me ([cili@fredhutch.org](mailto:cili@fredhutch.org)) and submit application materials to the Office of Faculty Affairs and Diversity ([ofad@fredhutch.org](mailto:ofad@fredhutch.org))

The Human Resources recruiters who support post-doc recruitment also have several resources (free and paid) to assist in diversifying the dissemination of post-doc ads. Please contact Krystle Fister ([kfister@fredhutch.org](mailto:kfister@fredhutch.org)), in Human Resources for more information.