

**PLANNING FOR CAREER
SUCCESS IN THE TRANSITION
FROM POSTDOC TO EARLY
STAGE INVESTIGATOR**

Moderator

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Presenters

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**NIDA Early Career Workshop
November 9, 2020**



TODAY'S DISCUSSION

- NIH SUPPORT FOR EARLY CAREER SCIENTISTS
- NIDA TRAINING AND CAREER DEVELOPMENT FUNDING OPPORTUNITIES
- NIDA FUNDING OPPORTUNITIES FOR INDEPENDENT EARLY CAREER SCIENTIST
- PREPARATION FOR CAREER SUCCESS
- YOUR QUESTIONS ANSWERED!



NIH Wants *YOU* to Succeed!

Aria Crump, Sc.D.

THE NEXT GENERATION RESEARCHER'S INITIATIVE

“To ensure the long-term stability of the biomedical research enterprise, NIH must encourage successful independent careers for early stage investigators and retain them as they become early established investigators in a way that enhances workforce diversity.” [NIH Guide Notice NOT-OD-17-101](#)

Early Stage Investigator (ESI)

- Completed terminal research degree or end of post-graduate clinical training, whichever date is later, within the past 10 years
- Has not previously competed successfully as project director or principal investigator for a substantial NIH independent research award

Priority funding for ESIs means that researchers will receive NIH R01 awards earlier in their careers.

ESIs can enter the date of their terminal research degree or the end date of their post-graduate clinical training in their eRA Commons profile.

NIH SUPPORTS EARLY CAREER AND DIVERSE SCIENTISTS

Information for Applicants	NIH OER Website , NIH Career Development Award Info
Tools and Engagement Opportunities	Finding PO and Getting Assistance ; Matchmaker Tool , Tools to “Target your Application” , NIH Center for Scientific Review (CSR) Peer Review Videos , CSR Early Career Reviewer Program
Efforts to Recognize Talent and Advance Meritorious Applications	Early Stage Investigator Policies , NIDA Avenir Award-DP2 , NIH Director’s New Innovator Award
Funding to assist with unique needs of early career scientists	Loan Repayment Program , Retention and Continuity Supplements
Support for Diverse Investigator Pool	Notice of NIH’s Interest in Diversity , NIH Office on Workforce Diversity , NIH Diversity Supplements

TIP: USE THE NIH REPORTER TO FIND SIMILAR PROJECTS

U.S. Department of Health & Human Services

NIH Research Portfolio Online Reporting Tools (RePORT)

Search

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QUICK LINKS RESEARCH ORGANIZATIONS WORKFORCE FUNDING REPORTS LINKS & DATA

Home > RePORTER > Query Form

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FIND PROGRAM OFFICIALS OR SIMILAR PROJECTS

QUERY BROWSE NIH MATCHMAKER SEARCH PUBLICATIONS BETA

SUBMIT QUERY CLEAR QUERY

Fiscal Year (FY): Current FY is 2020 Active Projects SELECT

RESEARCHER AND ORGANIZATION

Principal Investigator (PI) / Project Leader: (Last Name, First Name) Use '%' for wildcard in PI names Enter several PI/Project Leader names OR PI Profile IDs

Organization: LOOKUP Please enter at least 3 characters to use Lookup. Contains Begins with Exact

Department Type: SELECT

Organization Type: SELECT

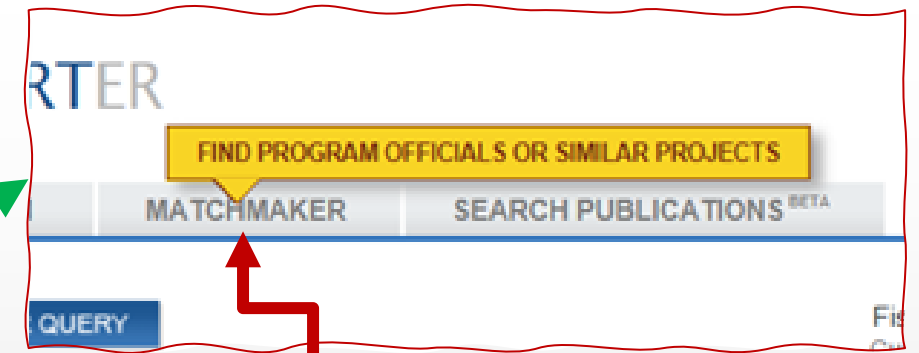
City: Use '%' for wildcard

State: SELECT

Country: SELECT

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QUERY BROWSE NIH MATCHMAKER SEARCH PUBLICATIONS BETA

Use Matchmaker to find similar projects and program officials

Enter abstracts or other scientific text and Matchmaker will return lists of similar projects from RePORTER or program officials associated with those projects. These matches are based on the terms and concepts used in the submitted text. Up to 15,000 characters are permitted. Matchmaker summarizes the projects by the program official, institute or center, review panel, and activity code.

Enter your Text:

Terms will be weighted by frequency of appearance in the text above. The process is automated and confidential. The Matchmaker system does not track and store submitted text. Characters left: 15000

CLEAR SIMILAR PROJECTS SIMILAR PROGRAM OFFICIALS

website: projectreporter.nih.gov

RESEARCH TRAINING OPPORTUNITIES FOR POSTDOCS

	Opportunity	Fit for YOU
National Research Service Award (NRSA) Postdoctoral Fellowship (F32)	Mentored postdoctoral training for up to 3 years. Current announcement: PA-20-242	<ul style="list-style-type: none"> -Trainee is the award PI -Citizen/permanent resident requirement
National Research Service Award (NRSA) Institutional Training Grant (T32) Appointment	Mentored postdoctoral training for up to 3 years	<ul style="list-style-type: none"> -Trainee must apply to existing program -Citizen/permanent resident requirement
NIDA Research Education Program for Clinical Researchers and Clinicians (R25)	Research experiences and courses for skills development that complement formal training programs	<ul style="list-style-type: none"> -Trainee must apply for existing program -Training supports individuals preparing for clinical research careers
NIH Intramural Research Program	Train with NIH scientist at an intramural research lab such as NIDA's Intramural Research Program (IRP)	<ul style="list-style-type: none"> -Salary competitive with NRSA postdoctoral awards -Eligible international students can apply

PATHWAY TO INDEPENDENCE AWARD (K99/R00)

Career transition mechanism facilitates a timely transition from mentored research positions to independent, tenure-track or equivalent faculty positions

- ❑ **PARENT K99/R00**
- ❑ **MOSAIC K99/R00** supports promising postdoctoral researchers from diverse backgrounds
- ❑ **K99/R00 Award in Tobacco Regulatory Research** supports researchers seeking to inform the development and evaluation of regulations on tobacco product manufacturing, distribution, and marketing

How it works:

- **Support and protected time** for an intensive, supervised research career development experience *and* independent research support
- **Transition mechanism:** 2 years as mentored scholar, 3 years as independent scholar
- R00 period award provides awardee with a maximum **budget of \$249,000 in total costs**
- Receipt of R00 funds is not automatic; transition request is reviewed by NIDA staff

Fit for YOU:

- For outstanding postdoctoral researchers or clinician-scientists who require a short amount of mentored support prior to independence.
- Eligibility: no more than 4 years of postdoctoral research experience (see [COVID-19 exception](#) info)
- Be sure to check FOA for US citizenship requirements

PATHWAY TO INDEPENDENCE AWARD (K99/R00)

“Parent” FOAs:

[PA-20-188](#), [PA-20-187](#), [PA-20-189](#)



MOSAIC FOAs:

[PAR-19-343](#), [PAR-19-342](#)



Tobacco Regulatory Science FOAs:

[RFA-OD-20-009](#), [RFA-OD-20-010](#)



NIDA 5-YEAR MENTORED CAREER DEVELOPMENT AWARDS

- Support and protected time for an intensive, supervised research career development experience
- NIDA salary support up to 100% of the PI's institutional base annual salary, up to a maximum of \$90,000 per year
- NIDA allows for funds up to \$50,000 annually for K01, K08, K23, and K25 research-related costs

- **K01: Mentored Research Scientist Development Award** [PA-20-190](#), [PA-20-176](#), [PA-20-190](#)
- **K08: Mentored Clinical Scientist Research Career Development Award** [PA-20-203](#), [PA-20-202](#), [PA-20-201](#)
- **K23: Mentored Patient-Oriented Research Career Development Award**, [PA-20-205](#), [PA-20-206](#), [PA-20-204](#)
- **K25: Mentored Quantitative Research Development Award**, [PA-20-199](#)

For more information, see:

[NIH Research Career Development Awards website](#)

ADDITIONAL TRAINING AND CAREER DEVELOPMENT OPPORTUNITIES FOR EARLY CAREER SCIENTIST

INSTITUTIONAL CAREER DEVELOPMENT PROGRAMS

NIDA Mentored Clinical Scientist Development Program Award in Substance Use and Substance Use Disorder Research (K12)

DIVERSITY SUPPLEMENTS

Supplements to investigators with active awards to train scientist from groups shown to be underrepresented in health-related research (note: available to scholars with disabilities)

INVEST FELLOWSHIPS FOR POSTDOCTORAL TRAINING

12-month experience for international scientists seeking postdoctoral research training and professional development opportunities

Resources for Career Success

Sarah Duffy, Ph.D.

Make the Most of Mentoring



Hold regular meetings - update progress, discuss roadblocks & next steps



Discuss mechanisms, likely study sections



Determine which ideas, data, resources (e.g. re-agents, cell lines, animals etc.) you can take with you



Discuss future collaboration



Help draft grant applications



Manage a team, e.g. students on a research project, under your mentor's guidance



Learn to work well, efficiently with others

High-impact science
requires teams of busy
people!



Develop leadership skills

Know the impact of
emotions
Learn to motivate others



Learn to run an effective meeting

Prepare (purpose and
agenda)
Keep meeting on track
Make sure all feel heard



Sharpen your writing skills

Practice, give
feedback on others'
papers



Learn to effectively communicate broadly

Present regularly
Consider non-academic
outlets (social media,
blogs, columns)

Hone Your Professional Skills

Networking: It's Fun and It's OK!

Why?

- Establish relationships for mutual benefit – and for the benefit of science!

What?

- Exchange ideas, needed changes in your field
- Discuss resources, career opportunities
- Or just hang out at professional meetings!

How?

- Be friendly, collegial - Learn to introduce yourself
- Have an elevator speech
- Listen to others – can you do something for them?
- Reciprocate and/or pay it forward – think long term

Cast a Wide Net

Who?

- Friends from college, grad school
 - Your field and others
- Your mentor's other mentees
- Other professors
- People you meet on panels
- Speakers, those whose work you respect
- Potential funders
- Policymakers, advocacy groups
- People who want to network with you

Thrive on Soft Money

Plan a Research Program

- Multiple (3?) funded projects at a time
- Strategize about potential future funding
- Keep an eye out for exciting new scientific directions

Diversify Funders

- NIH Institutes and Centers, other Federal (NSF, AHRQ, etc.)
- Private foundations
- Industry
- State and local governments

Secure Resources

- Find what's available at your institution
- Get to know the Office of Sponsored Research staff
- Learn how to obtain needed resources – What's the culture?

There's
More to Life
Than R01s:
Match the
Mechanism
to the
Science

- Science Track Awards for Rapid Transition R03s (The “STARTs”)
 - Facilitate entry of investigators ≤ 5 years past training by informing future applications
 - Behavioral (B/START) - produce preliminary findings
 - Imaging (I/START) - collection of “proof of concept” brain imaging data
 - HIV/AIDS (A/START) – pilot or feasibility studies, analysis of existing data, etc.
- R34 Planning Grants to Support Initial Development of Clinical Trials
 - Pilot Health Services and Economic Research on the Treatment of Drug, Alcohol, and Tobacco Use Disorders
 - Multi-site Pilot & Feasibility Studies For System-level Implementation of Substance Use Prevention and Treatment Services
 - Pilot and Feasibility Studies In Preparation For Drug And Alcohol Abuse Prevention Trials
 - Development and Testing of Novel Interventions to Improve HIV Prevention, Care, And Program Implementation
- Secondary Analysis FOAs, e.g.
 - Accelerating The Pace of Drug Abuse Research Using Existing Data
 - Secondary Analysis of Existing Datasets of Tobacco Use and Health
 - Maximizing the Scientific Value of Existing Biospecimen Collections

Resources

- NIAID's Postdocs' Guide to Gaining Independence: <https://www.niaid.nih.gov/grants-contracts/postdoc-guide>
- NIH Office of Intramural Leadership and Management Training:
 - Leadership Training https://www.training.nih.gov/leadership_training
 - Videocasts [https://www.training.nih.gov/oite_videocasts - revised](https://www.training.nih.gov/oite_videocasts_-_revised)
- National Institutes of Health Research Training and Career Development <https://researchtraining.nih.gov/resources/career-guidance>
- A Press Release is Not Enough:
<https://cherishresearch.org/2018/11/a-press-release-is-not-enough-austin-frakt-phd/>
- Guidance for Visa Holders
<https://www.niaid.nih.gov/research/foreign-workers>

QUESTIONS?



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