

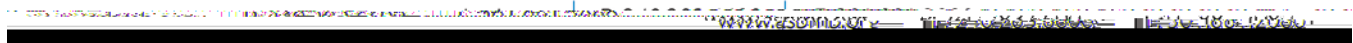
Purpose: The National Institute of General Medical Sciences (NIGMS) seeks input on approaches that will enhance the transitions of productive postdoctoral scientists from diverse backgrounds, including groups underrepresented in biomedical research, into independent faculty positions at research-intensive institutions. This Request for Information (RFI) will assist NIGMS in identifying, developing and implementing strategies that will allow the biomedical enterprise to benefit from a more diverse research workforce – namely, a broader variety of perspectives to address complex scientific problems, more robust learning environments, improved global competitiveness, and enhanced public trust.

See [NOT-GM-18-034](#) for additional background.

Responses should be addressed to: [https://www.nih.gov/od/officeofcommunications/foia/foia-requests/foia-requests.html](#)

graduates. Participation of NIH in programs and initiatives similar to the NSF) Louis Stokes Alliance for Minority Participation (LSAMP) or Communities of Learners of Underrepresented Discoverers in (LUDES) would increase the number of junior underrepresented minority studies, postdoctoral positions, and faculty positions. Past the ment by NIH to increasing the number of underrepresented minority and postdoctoral fellowships can build on support at the undergraduate faculty positions by scientists from underrepresented groups.

There is accumulating evidence that success of all students (but especially underrepresented minority students) is tied to the quality of their mentoring experiences. Given this, we recommend requiring a Graduate Student Mentoring Plan (modeled after the required Postdoctoral Mentoring Plan) on all research grants. This would help both underrepresented minority and other postdocs. The NIH might also consider





Institutions should also devise strategies to retain mid-career underrepresented minority faculty who can serve as mentors to junior underrepresented minority faculty. It is not uncommon for an underrepresented minority faculty member to get a grant early in his/ her position,

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Moreover, the NIH should also consider highlighting and expanding its current Research Supplement Program to a standalone funding source, aimed at increasing minority postdoc positions.