Guest Speaker
March 1, 2022

Moderator:
Wendy Streitz, President, COGR

Guest Speaker:
Dr. Lawrence Tabak, Acting Director, National Institutes of Health
NIH Update

Council on Governmental Relations (COGR) March Meeting
March 1, 2022

Lawrence A. Tabak, DDS, PhD
Acting Director, NIH
Department of Health and Human Services
COGR’s March Membership Meeting

**Contributions from NIH**

■ “Strengthening Diversity, Equity, Inclusion and Accessibility at NIH” (March 1; 2-3pm)
  o Marie Bernard, Chief Officer for Scientific Workforce Diversity (COSWD)

■ “NIH Data Management Policy - New Resources” (March 2; 2-3pm)
  o Gregory K. Farber, Director, Office of Technology Development and Coordination
  o Lyric Jorgenson, Acting NIH Associate Director for Science Policy
  o Taunton Paine, Director, Division of Scientific Data Sharing, Office of Science Policy
Topics for Today

- NIH Leadership Changes
- NIH Funding Trends
- ARPA-H Update
- Neuron commentary: Gender Bias in Academia
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- *Neuron* commentary: Gender Bias in Academia
Former Upstate NY dentist takes over NIH, becomes Dr. Fauci’s boss

Updated: Dec. 21, 2021, 1:08 p.m. | Published: Dec. 21, 2021, 1:08 p.m.

Dr. Lawrence Tabak, a University at Buffalo alumnus who served on the faculty at the University of Rochester from 1986-2000, has been named Acting Director of the NIH. (Video still)

By Geoff Herbert | gherbert@syracuse.com

A former Upstate New York dentist has taken over the National Institutes of Health (NIH), becoming Dr. Anthony Fauci’s boss as the Covid-19 pandemic continues.

Lawrence A. Tabak, D.D.S., Ph.D., has been named the Acting Director of the NIH, effective Monday, December 20. He replaces retiring director Francis Collins, and is believed to be the first dentist to take the helm at the federal government’s focal point for health research.
Acting NIH Principal Deputy Director

Tara A. Schwetz, Ph.D.
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- Neuron commentary: Gender Bias in Academia
National Institutes of Health Funding 1990-2022

Note: Dollar values are adjusted to 2019 dollars using the Biomedical Research and Development Price Index (BRDPI).  
http://officeofbudget.od.nih.gov/gbiPricingindexes.html

Source: NIH Office of Extramural Research and Office of Budget source data (January 2021)
High Level Look at FY2021 NIH Budget

- $23.1B Research Projects
- $2.07B RMS
- $4.54B Intramural Research
- $3.36B Research Contracts
- $0.95B Training
- $2.95B Other Research
- $2.75B Research Centers
- $1.17B SBIR/STTR
## COVID-19 Emergency Supplementals

($ in Millions)

<table>
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<tr>
<th>IC</th>
<th>FY 2020</th>
<th>FY 2021</th>
<th>Total</th>
<th>Purpose</th>
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<tr>
<td>NIAID</td>
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<td>Therapeutics (Screening)</td>
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<td>$3,587</td>
<td>$1,250</td>
<td>$4,837</td>
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</table>
Total Unique RPG Awards and PI’s

Source: NIH Office of Extramural Research
RPG Success Rate

Increase in applications largely explains the decreased success rate

Source: NIH Office of Extramural Research
Number of unique applicants continue to rise, with marked increase in FY21

Source: NIH Office of Extramural Research
Increasing Percentage of RPGs are for Solicited Projects

Source: NIH Office of Extramural Research
NIH’s goal is to fund 1100 ESI per year.

In 2020, NIH funded a record 1513 ESI applicants.

Source: NIH Office of Extramural Research
Type 1 R01-Equivalent Applications

A: Funding Rates

B: Success Rates

Source: NIH Office of Extramural Research
A: R01-Equivalent Black Applicants

Number

Fiscal Year

B: R01-Equivalent Black Awardees

Number

Fiscal Year

Source: NIH Office of Extramural Research
NIH remains committed to increasing diversity, equity, and inclusion in the biomedical research workforce

To learn more about NIH DEIA efforts, please attend:
“Strengthening Diversity, Equity, Inclusion and Accessibility at NIH” (March 1; 2-3pm) by Marie Bernard, Chief Officer for Scientific Workforce Diversity (COSWD)
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Draft Mission and Approach

Mission

To benefit the health of all Americans by catalyzing health breakthroughs that cannot readily be accomplished through traditional research or commercial activity

Leverages Approach Pioneered at DARPA
Guiding Principles Driving Culture

Linked to NIH – draw on vast knowledge, expertise, and infrastructure, but remain distinct, with unique culture and organization

Seek innovative ideas and collaborative, diverse people
Be nimble and urgent, time-bound
Be open and transparent, engage stakeholders
Fail early and accept risk
Be accountable — milestone driven — yet independent
Congressional Update

Appropriations Activity

FY22 President’s budget request: $6.5B

FY22 House Draft Appropriation bill: $3.0B

FY22 Senate Draft Appropriation bill: $2.4B

*Funds available over 3 years in each

Potential Authorization Pathways

H.R. 5585, the Advanced Research Project Agency-Health (ARPA-H) Act

H.R. 6000, Cures 2.0 Act

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TITLe V—RESEARCH

SEC. 501. ADVANCED RESEARCH PROJECTS AGENCY FOR HEALTH.

(a) Establishment.—The Secretary of Health and Human Services, acting through the Director of the National Institutes of Health, shall establish the Advanced Research Projects Agency for Health (to be referred to in this Act as “ARPA-H”) to transform and improve important areas of medicine and health for the wellbeing of all individuals in the United States.
Listening Session
Feedback and Summary Report

5100+ Participants

 Nearly 250 Organizations

16 Sessions

White House and National Institutes of Health Release Report Summarizing the Listening Sessions with Stakeholders on the Proposed Advanced Research Projects Agency for Health

SEPTEMBER 30, 2021 • PRESS RELEASES
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- NIH Leadership Changes
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- *Neuron* commentary: Gender Bias in Academia
Gender Bias Persists in the Biomedical Workforce

Despite progress, women constitute...

• 57% of applicants in PhD programs
  o Just 30% of all faculty

• 35% of NIH RPG awardees

• 46% of NIH IRP tenure-track scientists
  o Just 26% of IRP tenured investigators

Women also face rates of sexual harassment of up to 58% for academic faculty and staff

These disparities are even greater for women of color

Barriers throughout the career span cumulatively increase gender disparities. Sustained action is needed to tear down barriers and achieve gender equity.
Gender bias in academia: A lifetime problem that needs solutions

Anaïs Llorens,1,39,* Athina Tzovara,1,2,3,39,* Ludovic Bellier,1,40 Ilina Bhaya-Grossman,4,40 Aurélie Bidet-Caulet,5,40 William K. Chang,1,40 Zachariah R. Cross,6,40 Rosa Dominguez-Faus,7,40 Adeen Flinker,8,40 Yvonne Fonken,1,9,40 Mark A. Gorenstein,1,10,40 Chris Holdgraf,1,11,40 Colin W. Hoy,1,40 Maria V. Ivanova,10,40 Richard T. Jimenez,1,40 Soyeon Jun,1,12,40 Julia W.Y. Kam,1,13,40 Celeste Kidd,10,40 Enitan Marcelle,1,40 Deborah Marciano,1,14,40 Stephanie Martin,1,15,40 Nicholas E. Myers,1,16,40 Karita Ojala,17,40 Anat Perry,18,40 Pedro Pinheiro-Chagas,19,40 Stephanie K. Ries,20,40 Ignacio Saez,21,40 Ivan Skelin,22,40 Katarina Slama,1,40 Brooke Staveland,1,14,40 Danielle S. Bassett,23,24,41 Elizabeth A. Buffalo,25,41 Adrienne L. Fairhall,26,41 Nancy J. Kopell,27,41 Laura J. Kray,14,41 Jack J. Lin,28,29,41 Anna C. Nobre,16,41 Dylan Riley,30,41 Anne-Kristin Solbakk,31,32,33,34,41 Joni D. Wallis,1,10,41 Xiao-Jing Wang,35,41 Shlomit Yuval-Greenberg,36,41 Sabine Kastner,37,41,42 Robert T. Knight,1,10,41,42 and Nina F. Dronkers10,38,41,42
Funding and Awards

**Recommended Actions:**
- Create funding mechanisms awarded exclusively on the merit of the scientific proposal, regardless of the merit of the PI
- Alerting review committee to potential gender bias and possibly prefacing grant reviews with bias training

**NIH Steps**
- Pilot of multi-stage, partial double-blinded review of R01 applications (April 2021)
- Working Group of CSR Advisory Council
- Removal of those accused of sexual harassment from peer review committees
- Publication of CSR reviewer demographic data
- “Bias awareness in review” training for SROs, Reviewers, and Chairs (launched 2021)
- Provide contacts for reporting concerns around fairness in review
Sexual Harassment

**Recommended Actions:** Sexual harassment to be equated to scientific misconduct, including similar mechanisms for reporting, investigation, and adjudication

**NIH Steps**

**Extramural**
- **Reporting requirements** when:
  - Investigator removed from a grant due to harassment findings/allegations
  - PIs/key personnel removed from their position or disciplined due to concerns about harassment, bullying, retaliation, or hostile working conditions (starting in FY22)
- Safe work environment, free of harassment= explicit condition of all awards
- Published new guidelines for creating a safe and inclusive environment (2021)
- Provide mechanisms for harassment to be reported to NIH

**At NIH:**
- **Strengthened policies** on preventing and addressing harassment and centralized the reporting and inquiry process (2018, 2021), including:
  - Options for anonymous reporting and reporting by witnesses
  - NIH Policy Statement on Personal Relationships
- Added language to **clarify the policy**, including adding additional information for contractors (2021)

[https://grants.nih.gov/grants/policy/harassmen3t1htm](https://grants.nih.gov/grants/policy/harassmen3t1htm)
Recommended Actions:

• When legally possible, academic institutions can set policies on gender equity, set goals for gender ratios in different position categories, and develop recruitment strategies to achieve these goals
• Include mediators from equity committees to participate through the hiring/promotion procedure

NIH Steps (Intramural)

• New guidelines for hiring Scientific/Clinical Directors with best practices to ensure diverse hiring
• Requirement of EDI representative on search committee for tenure-track, tenure, and senior scientist positions
• Formation of the NIH Equity Committee to assess hiring, resource allocation, and promotion
• NIH Distinguished Scholars Program
• NIH Scientific Workforce Recruitment Tool
Conferences

**Recommended Actions:**
- Conferences can require the inclusion of both men and women speakers or provide a justification for single-gender symposia
- Conferences required to have a code of conduct, including clear plans of action in the case of harassment and the procedure for removing confirmed harassers

**NIH Steps**
- U13/R14 grants must include diversity plans (Starting 2021)
- Reiterated expectations that conferences organizers employ strategies to prevent/mitigate effects, such as establishing codes of conduct
- Commitment of former NIH Director to no longer participate in “manels”
- Next steps:  
  - Required submission of safety plans prior to award
Family Responsibilities

Recommended Actions:
• Extend eligibility window for grants and awards based on parental leave
• Provide bridge funds at department and university level to support trainees during gaps in funding, especially during parental leave

NIH Steps
• Career development awardees may request adjustment to appointment status or % effort for family situations (2018)
• Supplements for time off for childcare (postdocs, faculty members)
• 2020 pilot program: supplements for research continuity and retention of eligible investigators facing QLE
• ESI eligibility extension for childbirth
• NRSA child-support allowance
• Keep the Thread Program for postdocs to retain fellows through times needed for family responsibilities (Intramural)
NIH welcomes open discussion on this topic.

Stay tuned for upcoming manuscript expanding on NIH’s efforts on tackling gender bias – to be published this year.
NIH...

Turning Discovery Into Health

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@NIHDirector/Twitter