

**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)
 - Marie Bernard, Chief Officer for Scientific Workforce Diversity (COSWD)

- “NIH Data Management Policy - New Resources” (March 2; 2-3pm)
 - Gregory K. Farber, Director, Office of Technology Development and Coordination
 - Lyric Jorgenson, Acting NIH Associate Director for Science Policy
 - 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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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.

**Acting Associate Deputy
Director, NIH**



Courtney Aklin, PhD

**Acting Director of the
Office of Science Policy**



Lyric Jorgenson, PhD

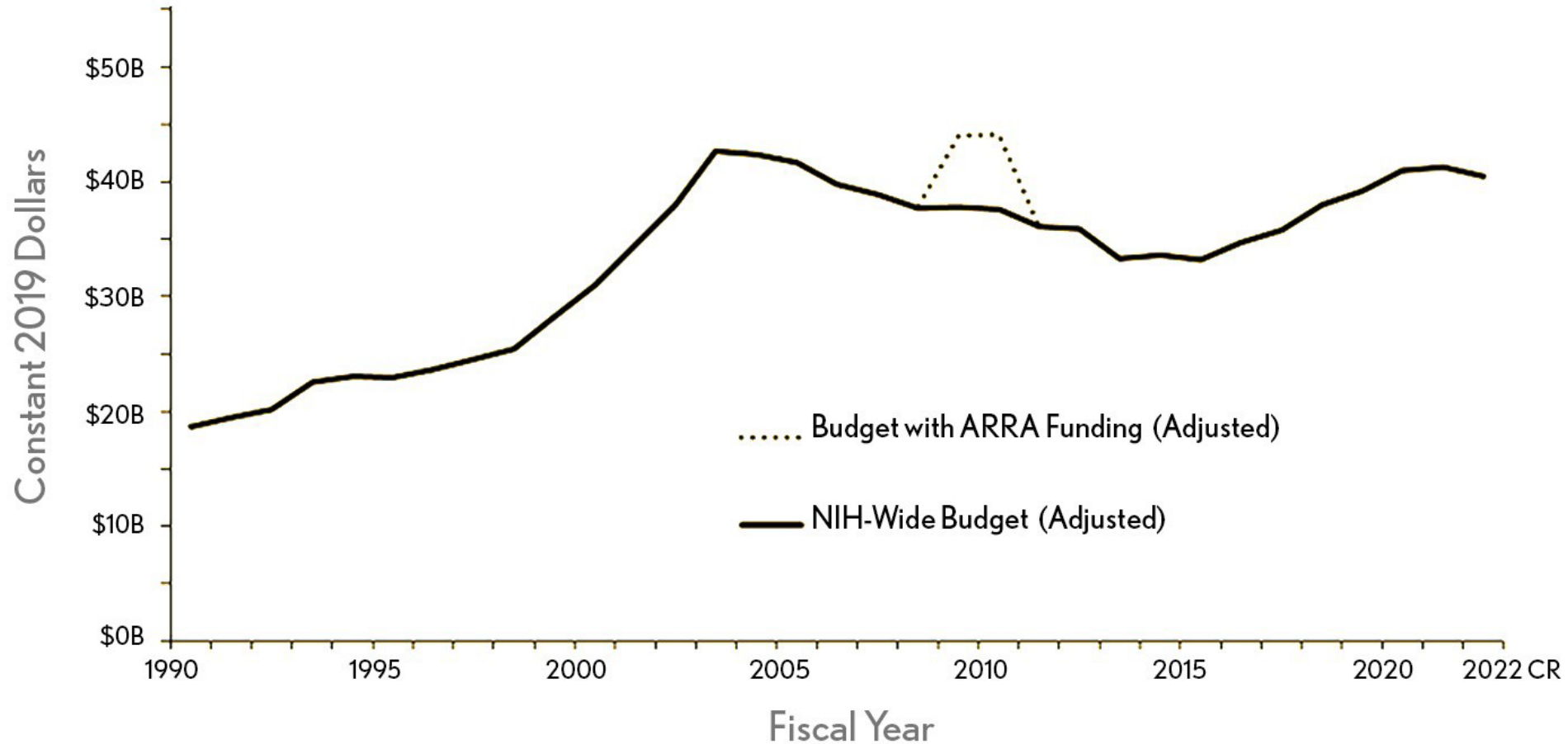
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National Institutes of Health Funding

1990-2022

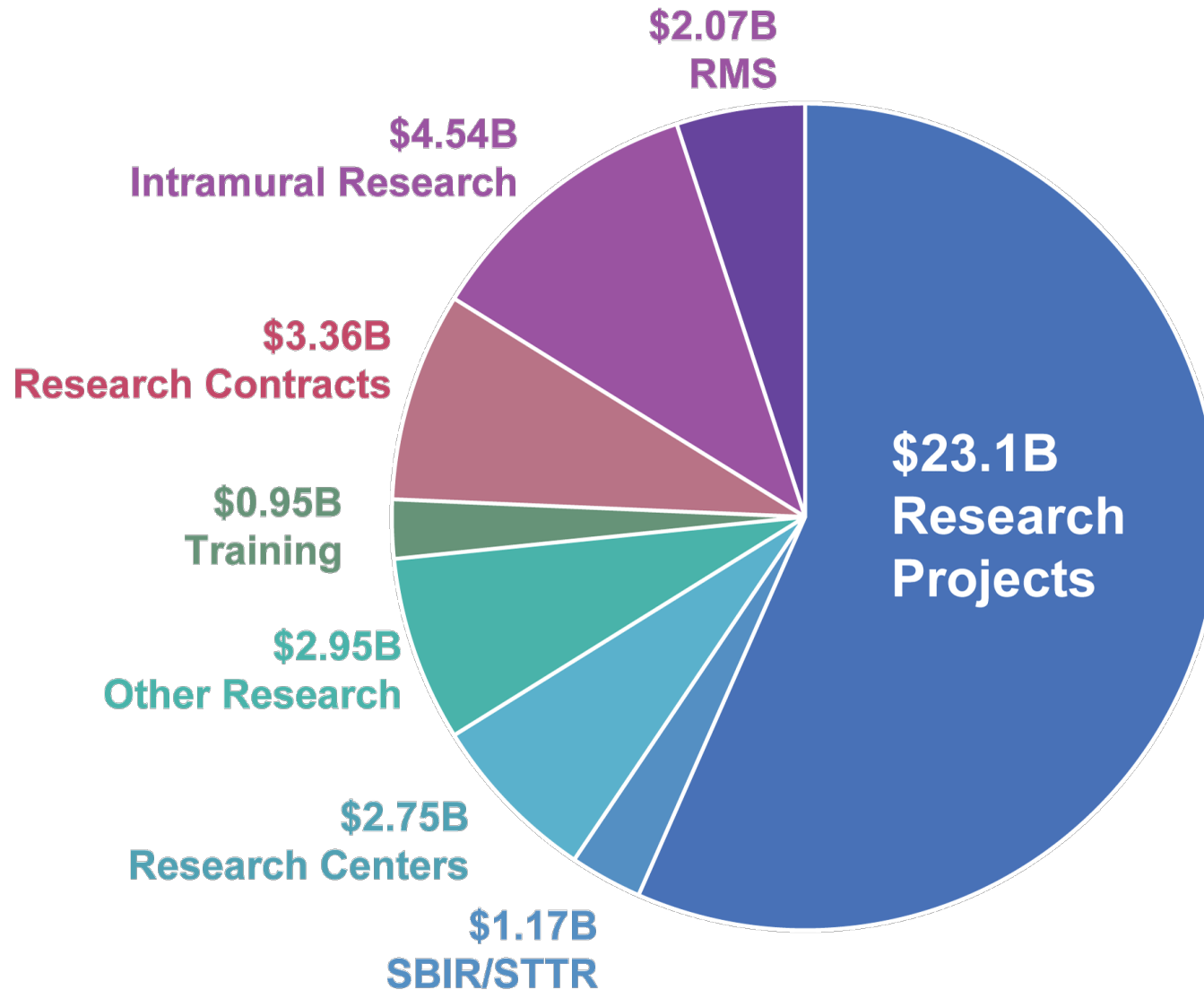


Note: Dollar values are adjusted to 2019 dollars using the Biomedical Research and Development Price Index (BRDPI).

<http://officeofbudget.od.nih.gov/gbiPriceIndexes.html>

Source: NIH Office of Extramural Research and Office of Budget source data (January 2021)

High Level Look at FY2021 NIH Budget

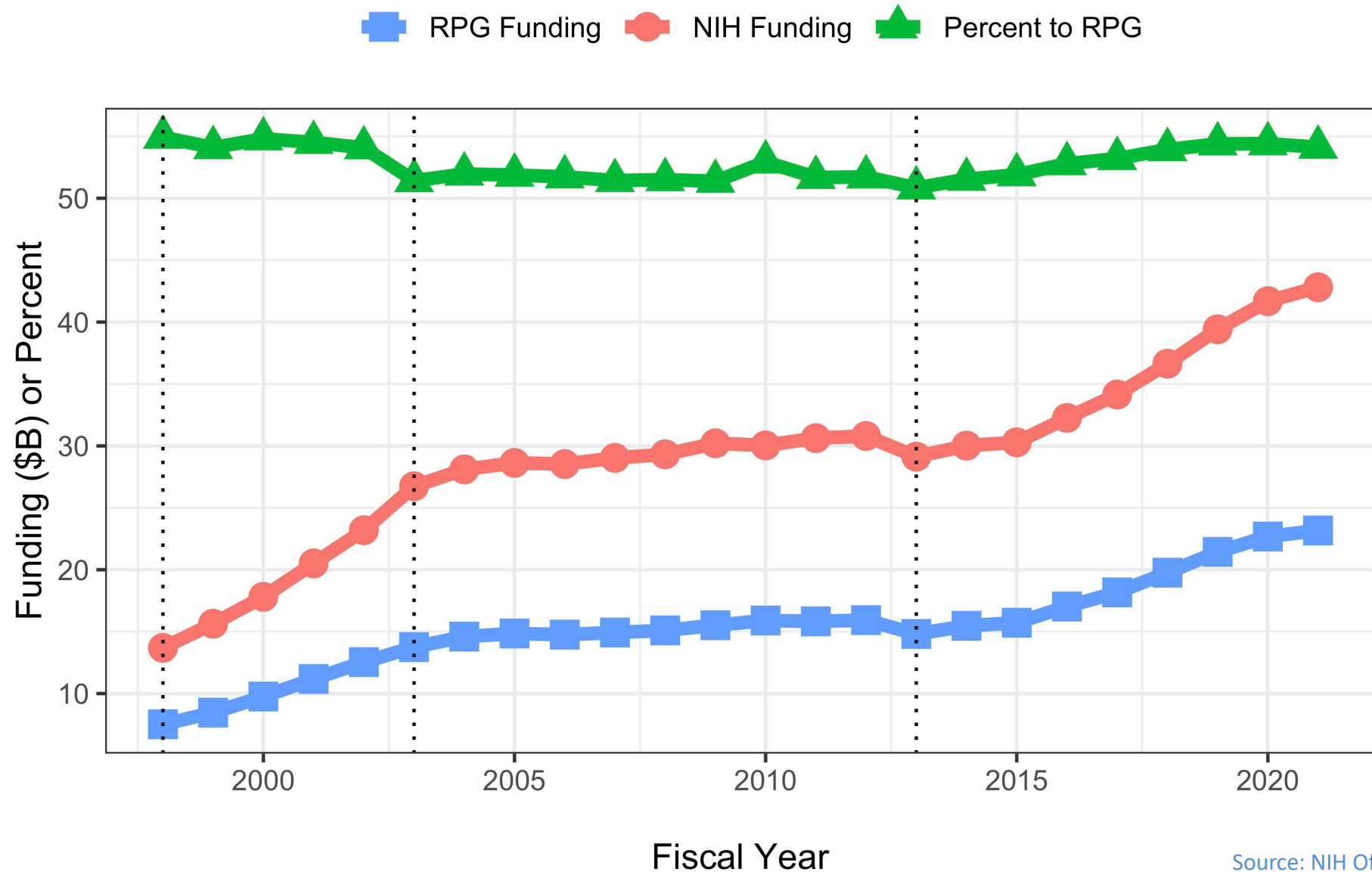


COVID-19 Emergency Supplementals

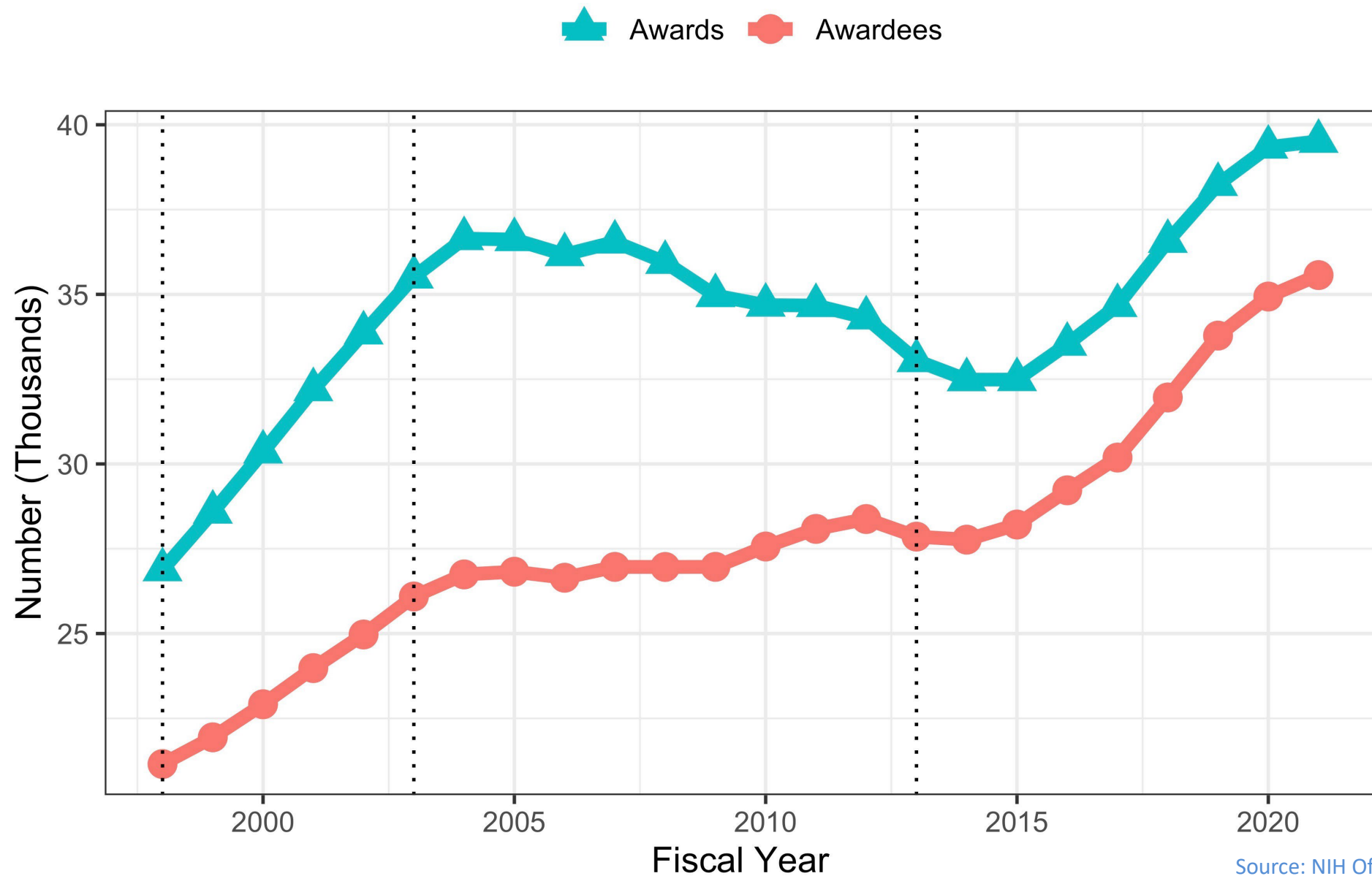
(\$ in Millions)

IC	FY 2020	FY 2021	Total	Purpose
NIAID	\$1,532		\$1,532	Vaccines, Therapeutics, Basic Research, Facilities, Diagnostics
OD	\$1,030	\$1,250	\$2,280	RECOVER, RADx, Common Fund
NIBIB	\$560		\$560	RADx Tech, Diagnostics
NCI	\$306		\$306	Diagnostics (Serology)
NHLBI	\$103		\$103	Therapeutics (Cardiovascular)
NCATS	\$36		\$36	Therapeutics (Screening)
NIEHS	\$10		\$10	Worker Training
NLM	\$10		\$10	Clinical Data Access
TOTAL	\$3,587	\$1,250	\$4,837	

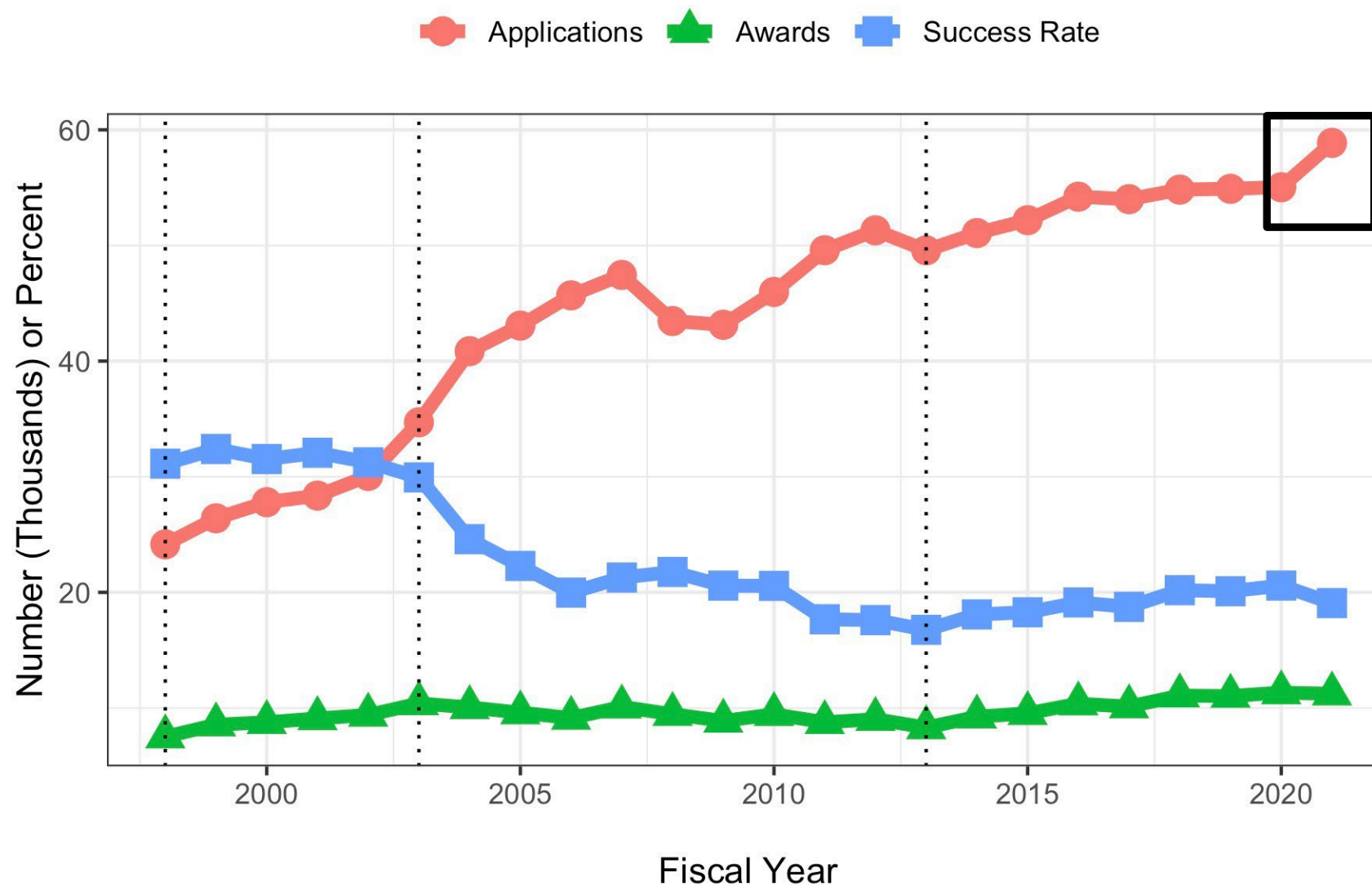
NIH Funding for Research Project Grants (RPGs)



Total Unique RPG Awards and Pl's

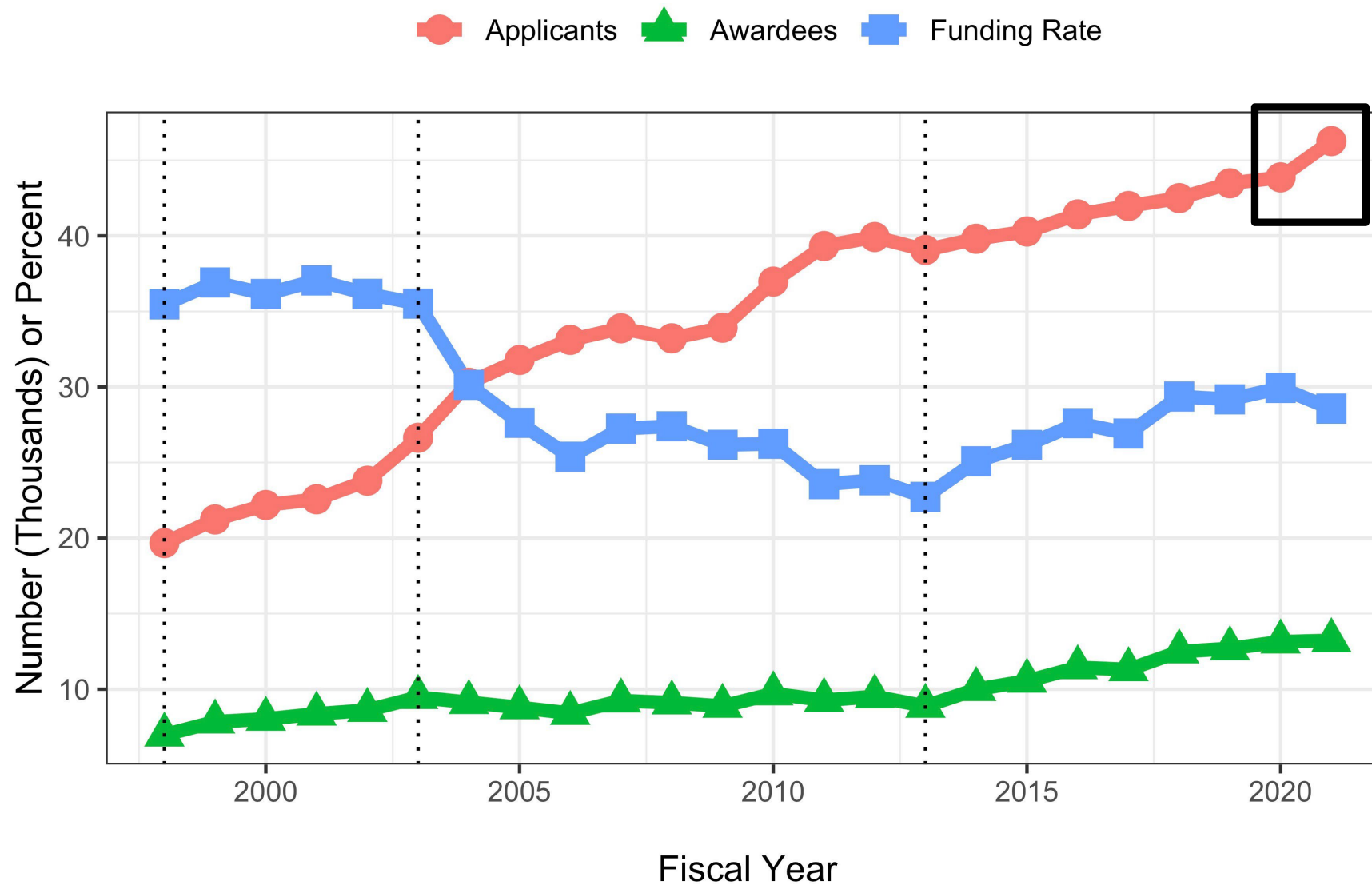


RPG Success Rate



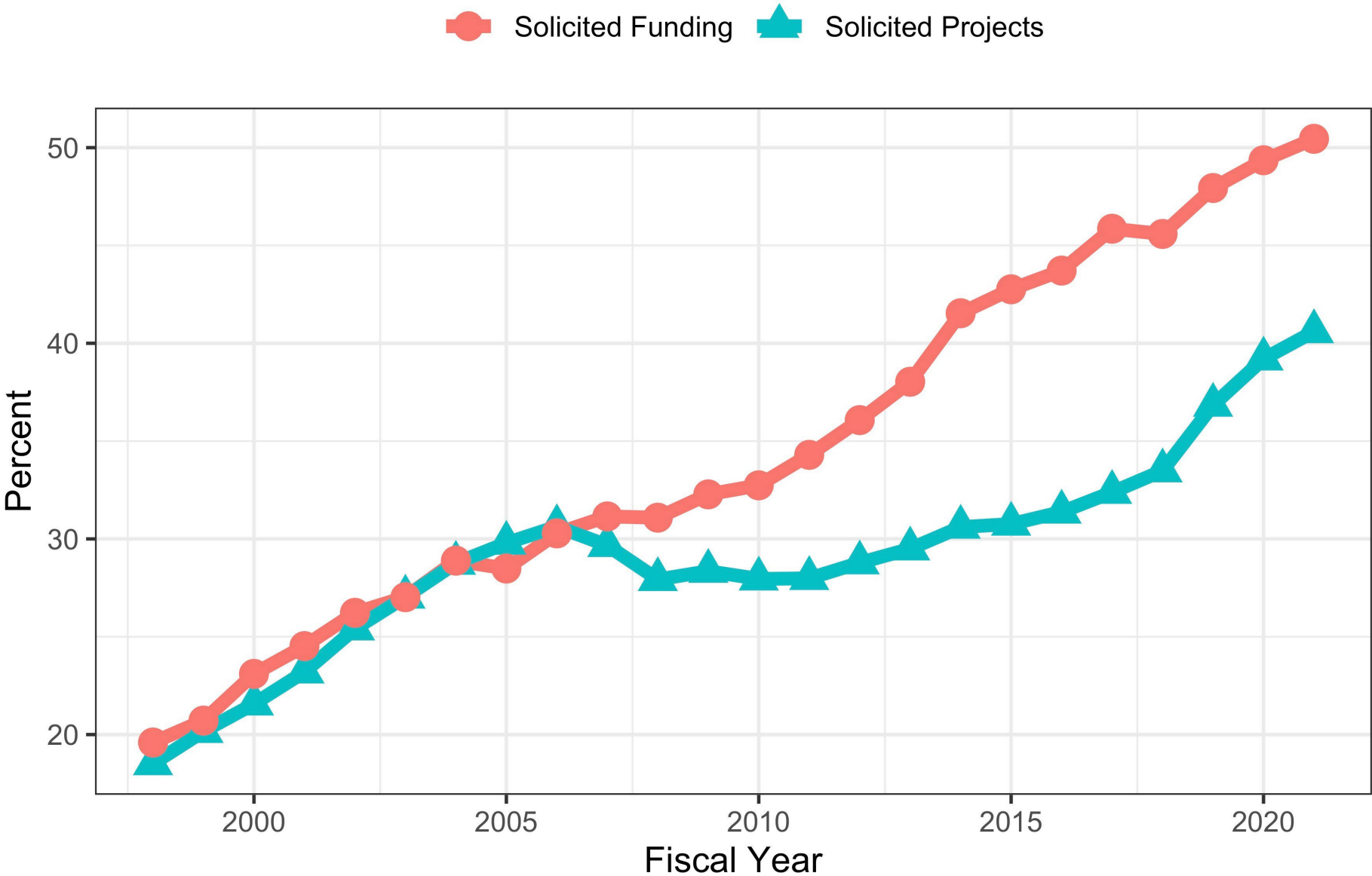
Increase in applications largely explains the decreased success rate

RPG Funding Rate

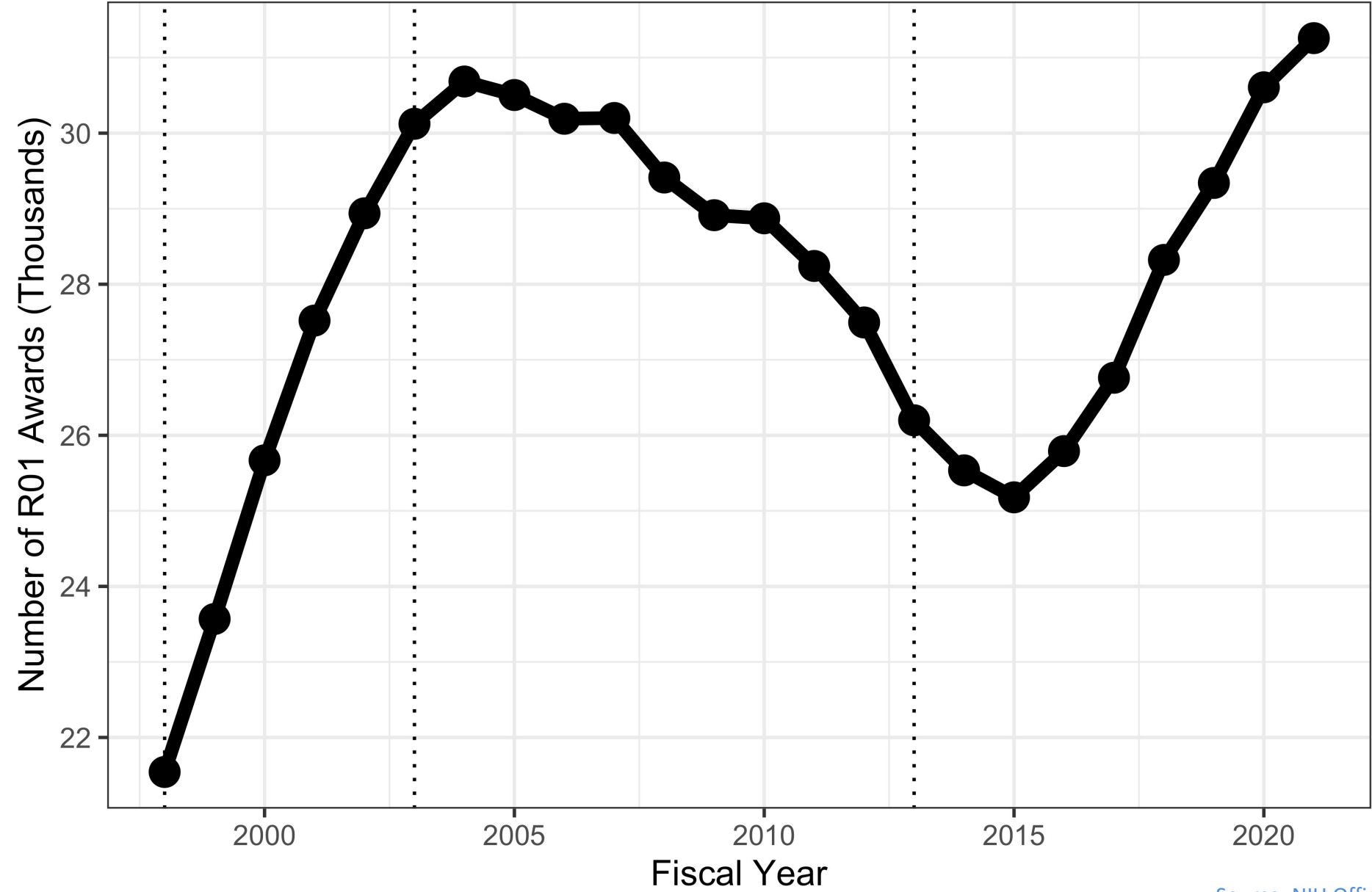


Number of unique applicants continue to rise, with marked increase in FY21

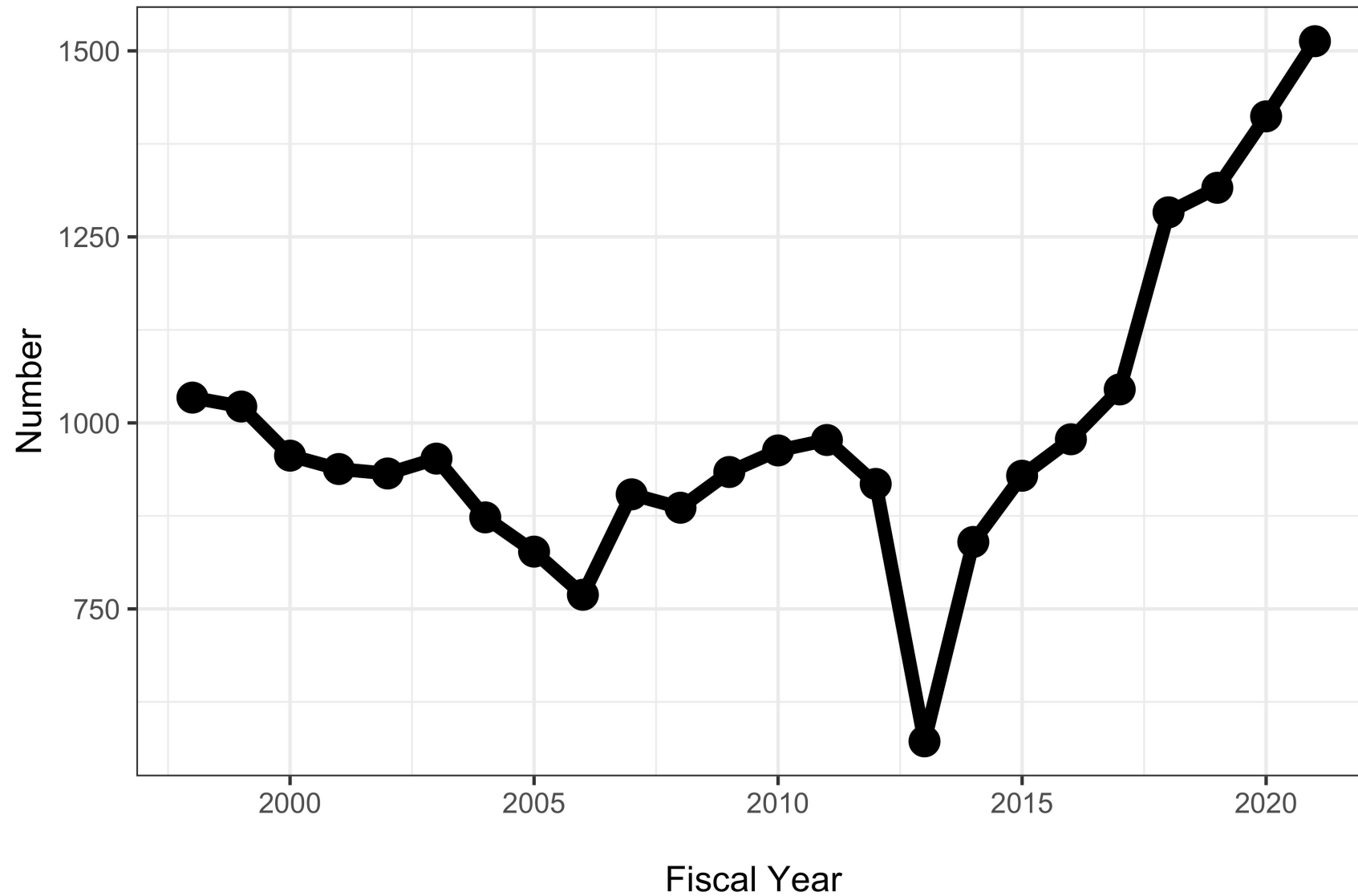
Increasing Percentage of RPGs are for Solicited Projects



Total R01 Equivalents



ESI's Funded on First R01-Equivalents

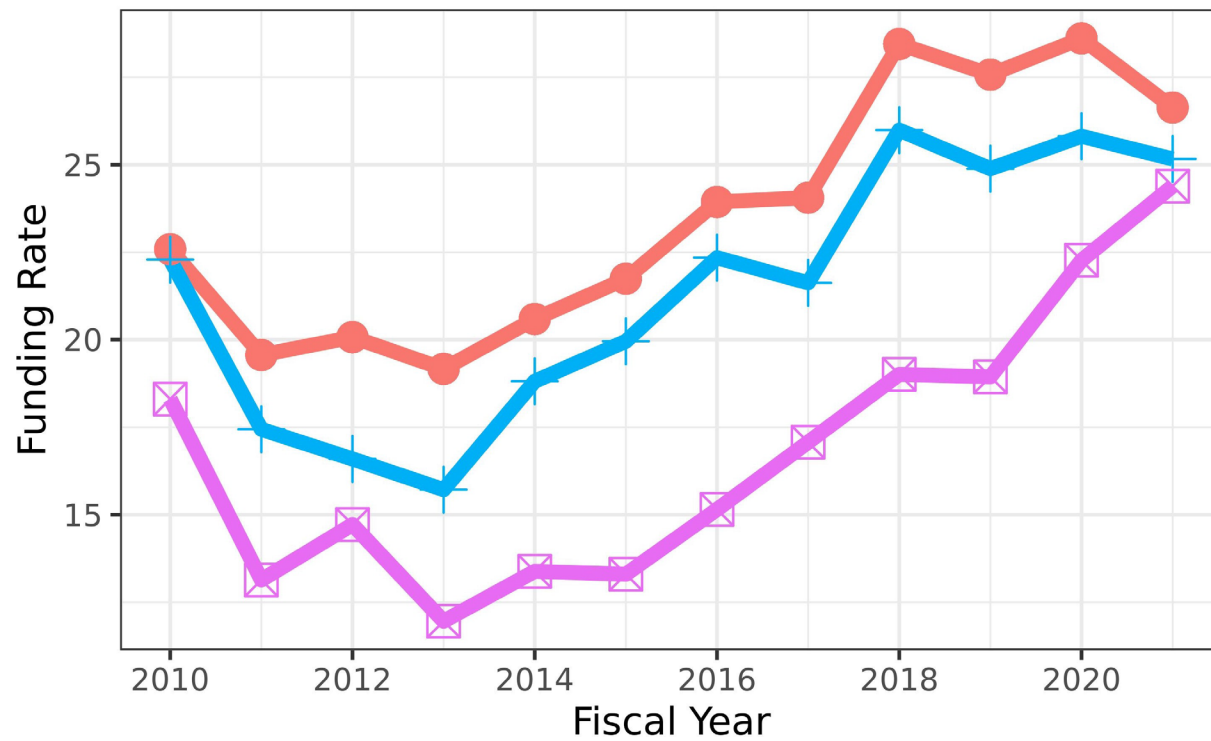


- NIH's goal is to fund 1100 ESI per year
- In 2020, NIH funded a record 1513 ESI applicants

Type 1 R01-Equivalent Applications

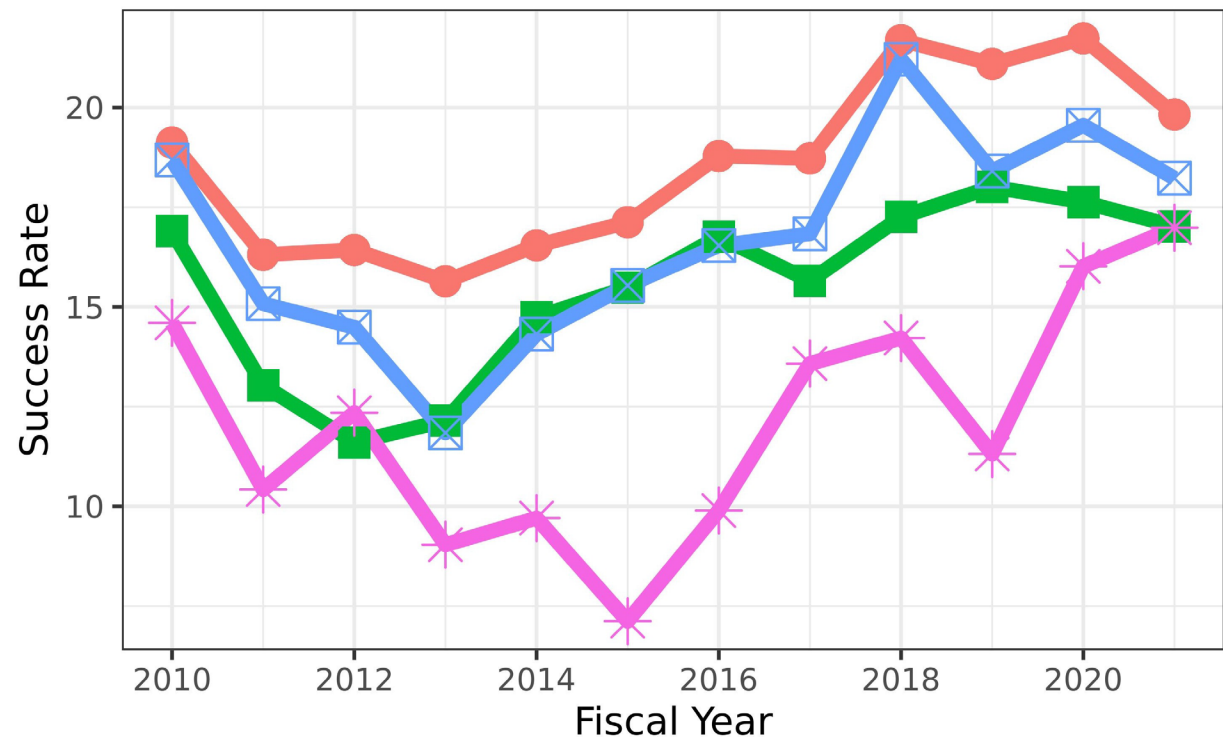
A: Funding Rates

White Hispanic Black

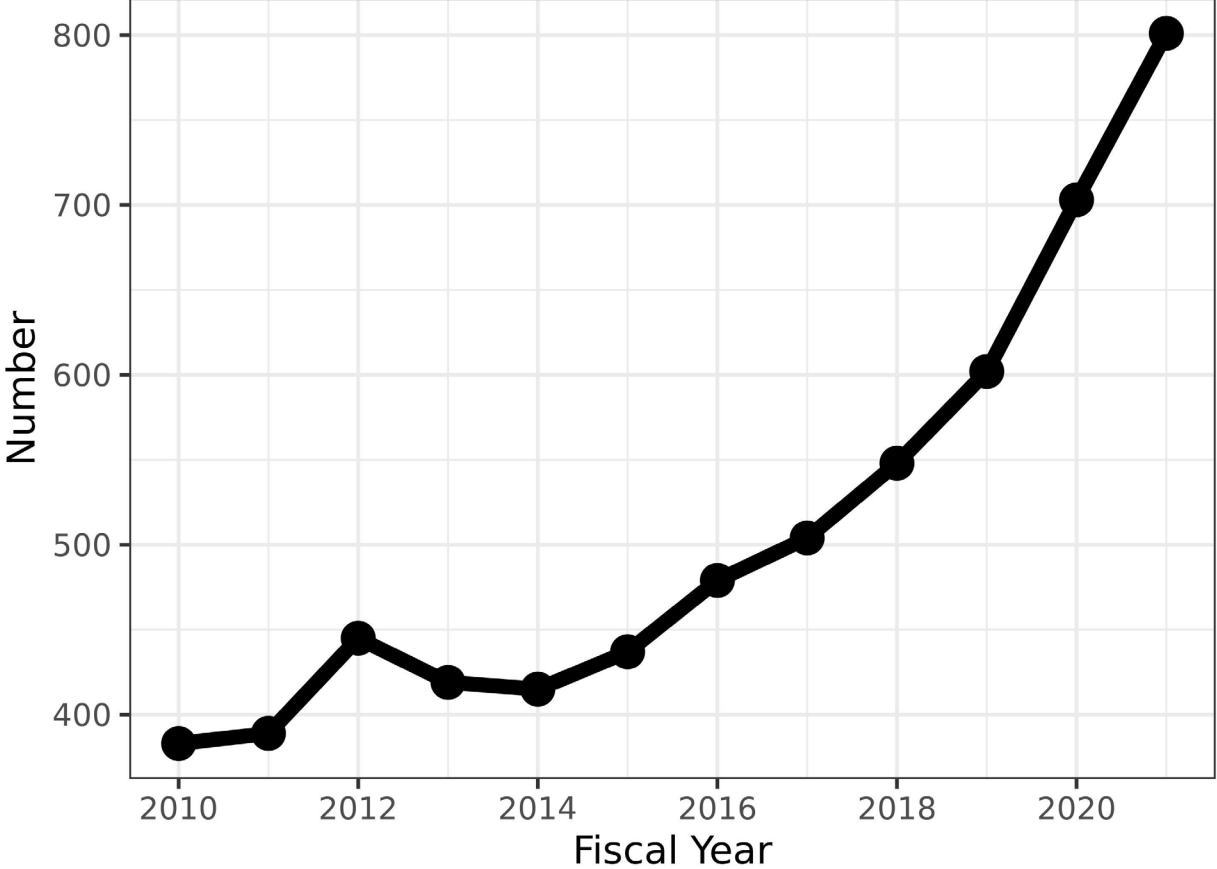


B: Success Rates

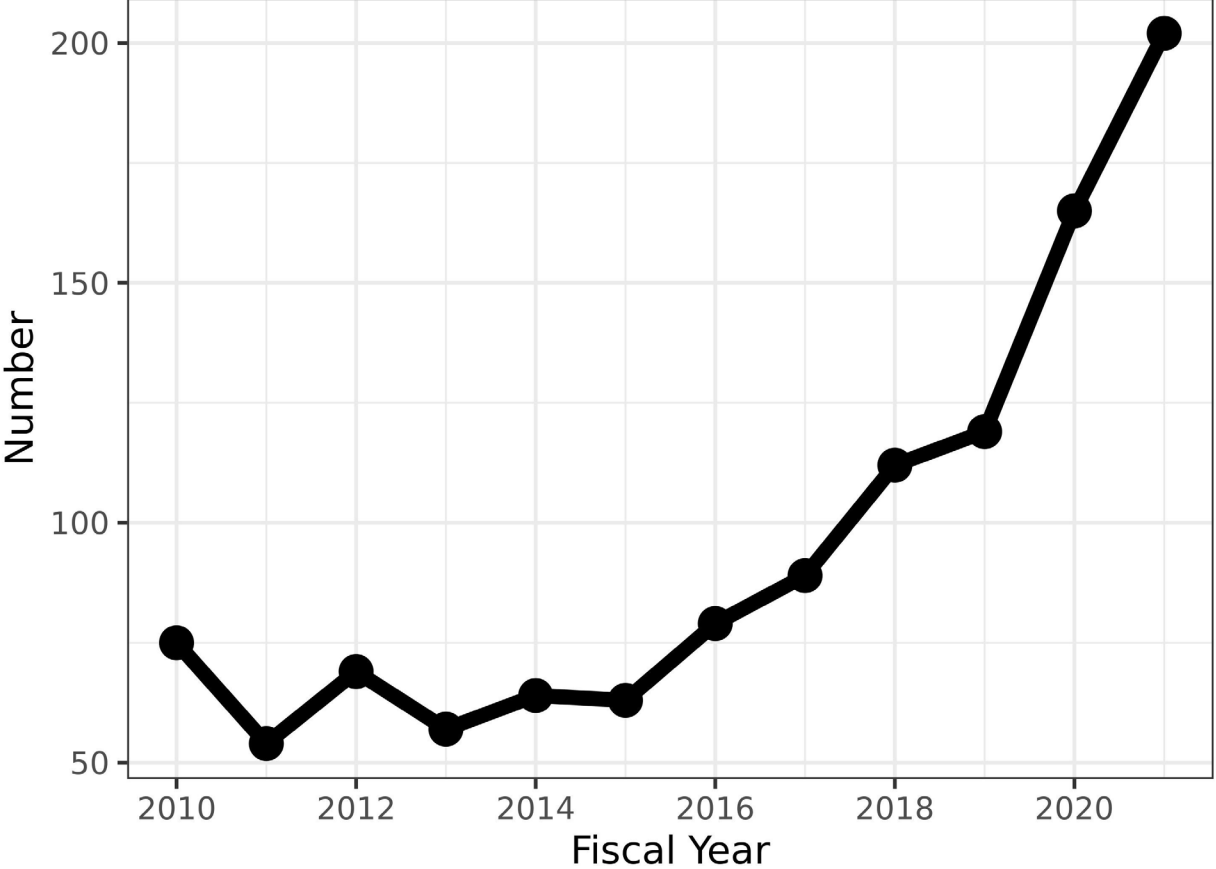
White Only Mixed Race Hispanic Only Black Only



A: R01-Equivalent Black Applicants



B: R01-Equivalent Black Awardees



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

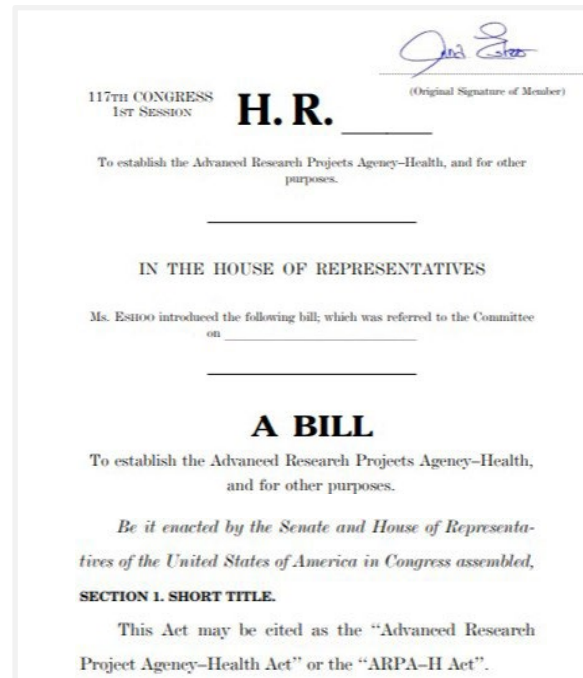


FY22 Senate Draft
Appropriation bill:

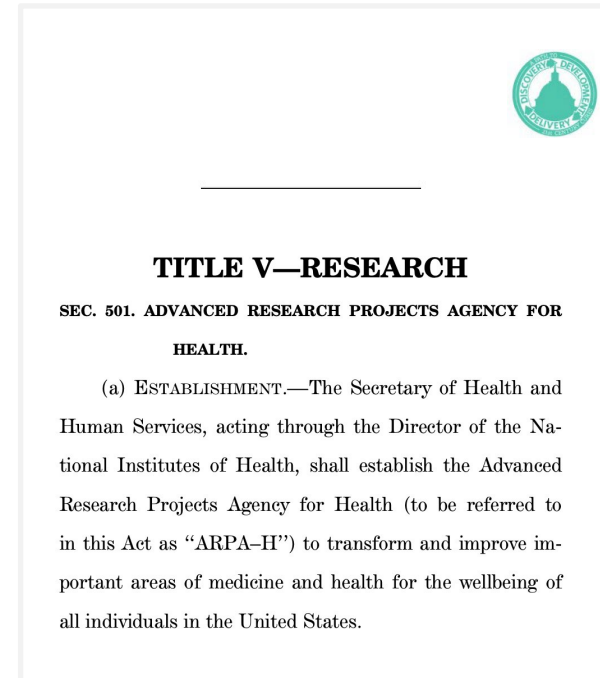
\$2.4B

Potential Authorization Pathways

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



H.R. 6000, Cures 2.0 Act



**Funds available over 3 years in each*

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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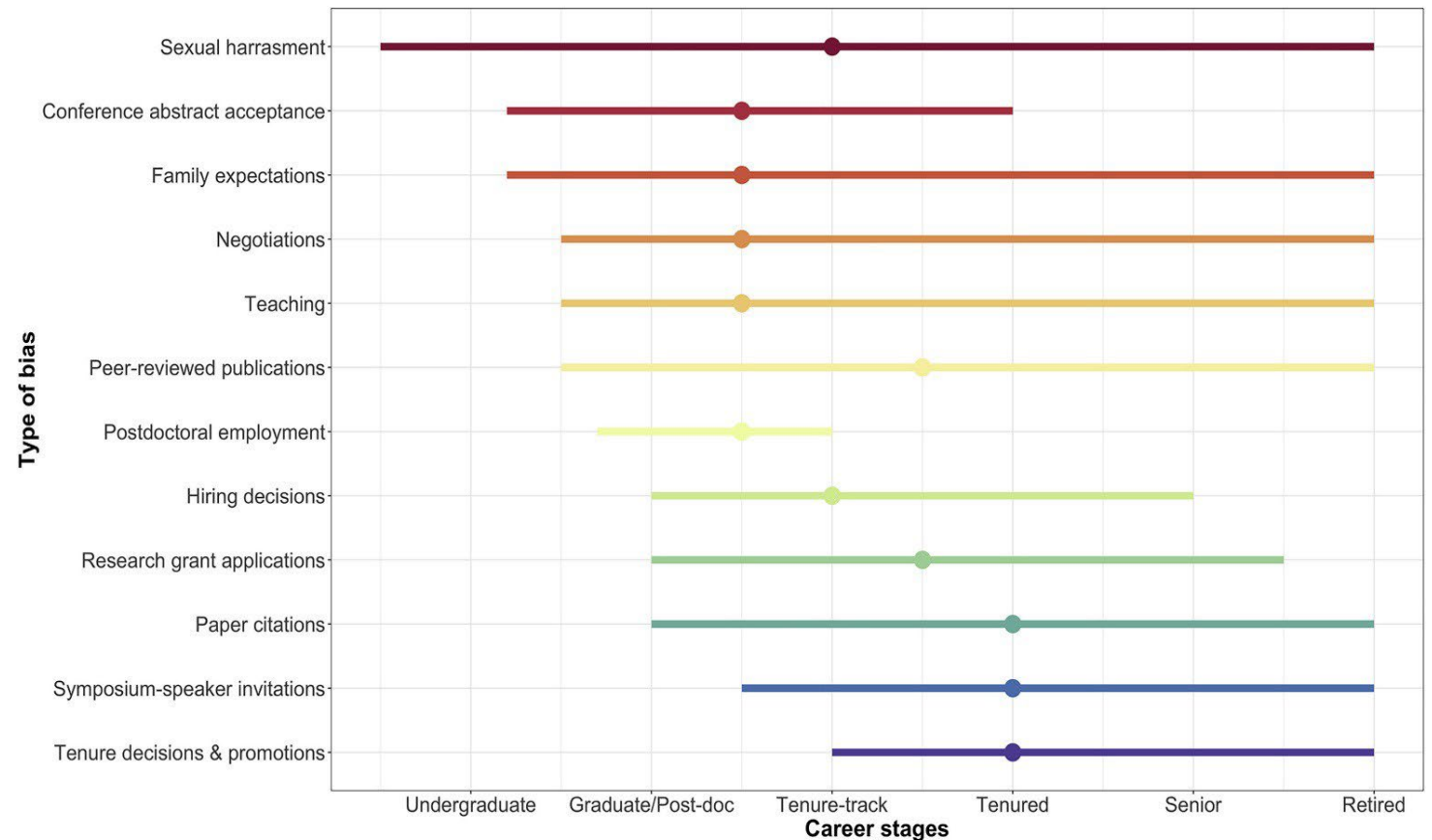
Gender Bias Persists in the Biomedical Workforce

Despite progress, women constitute...

- **57%** of applicants in PhD programs
 - Just **30%** of all faculty
- **35%** of NIH RPG awardees
- **46%** of NIH IRP tenure-track scientists
 - 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

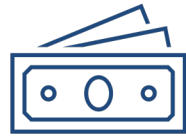


Barriers throughout the career span cumulatively increase gender disparities. Sustained action is needed to tear down barriers and achieve gender equity.

Perspective

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. Riès,^{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. Dronkers^{10,38,41,42}



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/harassment3t.1.htm>

<https://grants.nih.gov/grants/policy/harassment/data>



Hiring, Tenure, and Promotion

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:

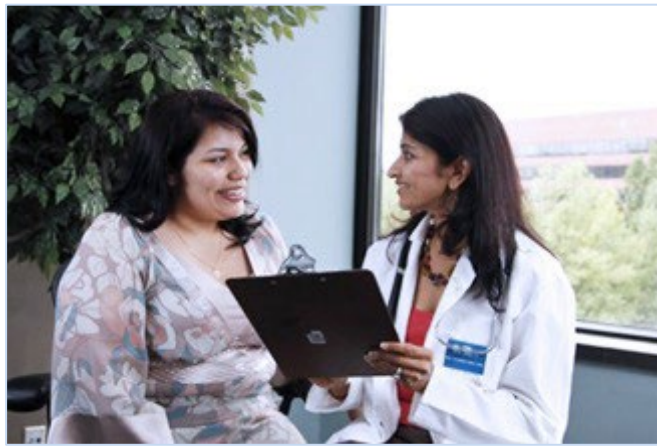
- Extend eligibility window for grants and awards based on parental leave
- Provide bridge funds at department and university level to support trainees during gaps in funding, especially during parental leave

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...

Lawrence.Tabak@nih.gov

@NIHDirector/Twitter

Turning Discovery Into Health

