


NIH CAREER DEVELOPMENT

NIH Career Development Programs (K's)

<http://grants1.nih.gov/training/careerdevelopmentawards.htm>



<p>Henry Khachaturian, Ph.D. Special Programs Officer Office of Extramural Research, NIH Email: hk11b@nih.gov</p>	<p>Rebecca Claycamp Chief Grants Management Officer, NIMH, NIH Email: rclaycam@mail.nih.gov</p>
--	--

Career Development Programs

- Become a well-informed consumer
- Find out about NIH Institute and Center missions and programs www.nih.gov
- Find out about Institute and Center specific utilization of funding mechanisms
- Contact appropriate program or grants management staff
- Talk with potential mentors, collaborator, peers (early...follow up...)

Purpose

Purpose of NIH Career Development Programs:

- *To help ensure that a diverse pool of highly trained scientists are available in adequate numbers and in appropriate research areas to address the Nation's biomedical, behavioral, and clinical research needs.*

Career Development Programs

- **Fourteen Different Mechanisms**
- Articulate with Career Stage:
 - Mentored, Mid-career, Senior
- Interact with other NIH Awards
- **K Kiosk at:**
<http://grants.nih.gov/training/careerdevelopmentawards.htm>
- **Career Award Wizard at:**
<http://grants.nih.gov/training/kwizard/index.htm>

Common Features: Eligibility

- **Eligibility—Who can Apply?**
 - Doctoral Degree (generally)
 - Some (**K08, K23, K24**) require clinical degree
 - US Citizen, Non-Citizen National, Permanent Resident (except *K99/R00*)
 - Previous NIH PIs may be Ineligible
 - Usually PI on R03 or R21 is OK (except **K99/R00**)
 - PI on R01 or subproject PI on a P01 is **not** OK
- **Read Announcements carefully!**

Common Features: Duration

- Duration: three, four, or five years
 - Extensions in time – award terms remain in effect (i.e. minimum effort, no salary from other federal funding source)
- Entry level awards require a mentor, multiple mentors OK
- Mentored Ks encouraged to apply for independent support during K
- Non-mentored awards (e.g., **K02, K24**) are sometimes renewable

Common Features: Effort

- **Level of Effort:**
 - Mentored awards require full time effort (defined as at least 75 percent on research and the rest on other career development activities)
 - **Policy (Issued 8/2004):** For K eligibility purposes, individual must have a full-time appointment at applicant organization; and the minimum effort requirement must be covered by that appointment. Guide Notice: OD-04-056:
<http://grants.nih.gov/grants/guide/notice-files/NOT-OD-04-056.html>

Common Features: Effort

- **Policy (Issued 11/2003):** *Mentored* awards in final 2 years may now reduce effort on K if replaced by effort as a PI or subproject PI provided they remain in mentored situation.
 - Effective with applications submitted since 2/1/04
 - See NIH GUIDE Notice:
<http://grants.nih.gov/grants/guide/notice-files/NOT-OD-04-007.html>
- Non-mentored senior awards either 25% to 50% or full-time
- Temporary reduction permissible in unusual and pressing circumstances

Common Features: Costs

- Some costs vary widely across NIH Institutes/Centers. Review specific announcements carefully.
- **Salary/fringe benefits:**
 - Salaries capped between \$75,000 and legislated cap (currently \$186,600)
 - Fringe benefits are over & above any cap
 - Salary supplementation OK, but must be from non-Federal sources & not require extra duties that would interfere with K activities
 - **Research/development costs:**
 - Generally \$25,000 to \$50,000
 - Commonly used for: supplies, equipment, technical personnel, travel to research meetings or training, tuition/fees, computational services

Common Features: Costs

- **Ancillary Personnel Support:**
Generally **not** allowed--salary for administrative/secretarial support, support for mentors
- **F&A Costs:** 8% Rate, Base = Modified Total Direct Costs

Common Features: Income

- **Other income:**
 - Fees resulting from research activities required by the K award may not be retained by the recipient
 - Royalties and fees may be retained if incidental, not required by research & training activities of the K award, and consistent with grantee institution's policies. Examples: scholarly writing, service on advisory groups, lecturer/speaker fees, fees resulting from clinical practice, professional consulting, or other comparable activities
- **Change of Institution or Mentor:**
 - Requires prior approval of the NIH awarding component; contact NIH staff ASAP!

Application Procedures

- **PHS Form 398 – Career Award Section**
- See also special instruction in a particular Funding Opportunity Announcement
- **Submission Dates:**
 - February 12, June 12, October 12
- IC Use of Career Awards is Variable! – Read the Announcement, call the NIH awarding component!

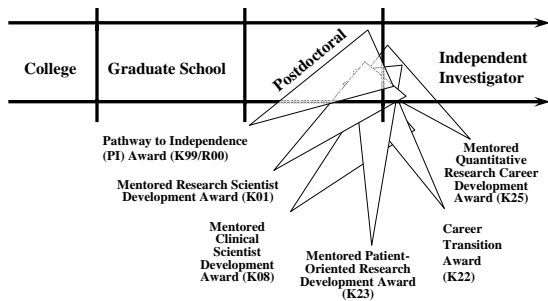
Application Procedures (cont.)

- In new Announcements, new contact table in for participating ICs includes:
 - Scientific/Research Contact
 - Financial/Grants Management Contact
 - Salary Support
 - Research Support

Transition to E-Submission

- Transition for K mechanisms to the SF-424 (R&R) and electronic submission through Grants.gov currently targeted for June 2007
- Timeline and other E-Submission information found at: <http://era.nih.gov/ElectronicReceipt/>
- SF424(R&R) Application Guides found at: <http://grants.nih.gov/grants/funding/424/index.htm> (No K-specific information incorporated yet)

Mentored K Awards



Mentored K Awards: What are they?

- Support mechanisms that provide mentored research experiences to gain additional expertise in a new research area or in an area that will significantly enhance research capabilities.

Mentored K Awards: Objective

- It is expected that the mentored research and career development experience will lead to an independent and productive research career

Mentored K Awards: Which One?

- **K01:** Mentored Research Scientist Development Award
- **K08:** Mentored Clinical Scientist Development Award
- **K22:** Research Career Award for Transition to Independence
- **K23:** Mentored Patient-Oriented Research Development Award
- **K25:** Mentored Quantitative Research Development Award
- **K99/R00:** NIH Pathway to Independence (PI) Award

K01: Option for Res. Doctorate

- Provides an intensive, mentored research experience
- Candidates normally must have a research or health professional doctorate & postdoctoral experience
- Not an extension of postdoctoral training
- Varied and limited NIH Institute & Center (IC) participation
 - Some ICs use for re-entry
 - Some ICs use to pursue new research area
- Requires plan for independence

K08: Option for Hlth. Prof. Docs

- Supervised research experience for individuals w/health professional degree who are committed to a career in laboratory or field-based research
- Phased award period
 - didactic experience
 - “hands-on” research experience
- Can support non-patient-oriented research

K22: Option for Res./Clin. Deg.

- Each participating IC has specific eligibility criteria and award provisions
- Assists transition to independence
- Applications may have no applicant institution
- NIH issues a provisional award letter
- Activated after identifying a suitable position at a research institution
- Might include continuing postdoctoral segment
- Several include intramural phase & extramural phase
- Eligibility may be restricted
- ICs using this mechanism: NIAID, NIAMS, NCI, NICHD, NIDA, NIDDK, NEI, NIEHS, NHGRI, NHLBI, NINR (*many are phasing these out & using K99/R00 instead*)

K23: Option for Patient Res.

- 3-5 yrs supervised study & research for clinically trained professionals w/a commitment to focus research on patient-oriented research
- Patient-Oriented defined as research conducted w/human subjects (or material of human origin such as tissues, specimens) for which PI directly interacts w/human subjects
- Requires clinical doctorate or equivalent
- Must have completed clinical training, (including specialty/sub-specialty if applicable) prior to award
- May submit application prior to completion of clinical training

K25: Option for Quant. Degree

- Mentored experiences for scientists from quantitative and engineering backgrounds interested in pursuing health-related research
- Postdocs to Senior Faculty eligible to apply (Some Institutes have exceptions)

K99/R00: Option for Transition

- Provides up to 5 years of support in two phases
- K99: Provides an intensive, mentored research experience for up to 2 years
- R00: Independent scientist phase; transition to research independence as junior faculty (up to 3 years of support)
- Applicants: no more than 5 years of postdoctoral research training at the time of initial application or resubmission(s)
- U.S. citizens and non-U.S. citizens may apply
- Domestic institutions only (both phases)
- Transition to R00 phase requires offer and acceptance of tenure-track, full-time assistant professor position (or equivalent)

K12: Options for Institutions

- K12: Institutional Mentored Research Scientist Development Program
 - Enhance research career development for individuals, **selected by the institution**, who are training for careers in specified research areas
 - Provides institutions with a greater capacity for mentoring junior investigators
 - Not transferable to another institution
 - Usually solicited by a Funding Opportunity Announcement

Mentored K Awards: Review

- Candidate
- Mentor
- Career Development Plan
- Research Plan
- Institutional Environment

Helpful Hints for K Awards

- **Read the Program Announcement, and Contact program staff!**
- **Read the Instructions in the application kit!**
- Observe Page limitations
- Give yourself and your sponsor enough time
- Give references enough time
- Career Development Plan should be appropriate considering previous experience
- Capable and experienced sponsor? Co-sponsor?
- Project should have merit as research and as career development mechanism
- Arrange for pre-review

Review Criteria

➤ **Candidate:**

- Research and Scholarly Record
- Potential for and Commitment to a Productive Scientific Research Career

➤ **Mentor & Environment:**

- Experience as Researcher and Mentor
- Quality of the Research Environment

Review Criteria (cont.)

➤ **Career Development Plan:**

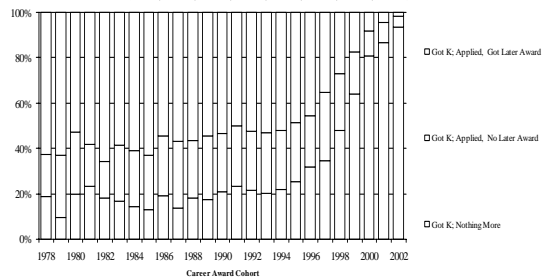
- Potential Value for Transition to Independence

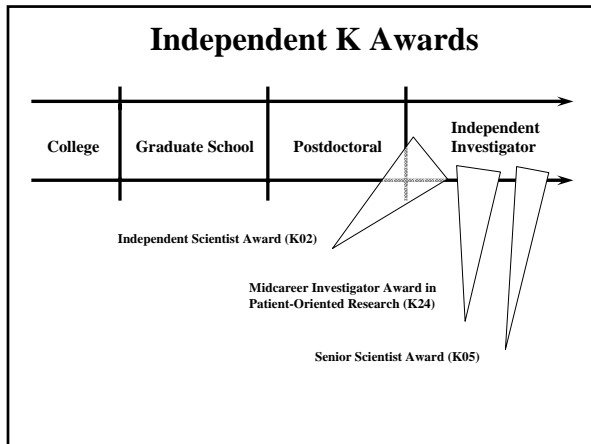
➤ **Research Plan:**

- Objectives, Design, Direction
- Feasibility
- Scientific Merit

Mentored K Awards: Outcome

Outcome Patterns for Selected Career Awardees
(K01, K07, K08, K20, K21, K22, K23, K25)





K02: Option for Res. or Clin. Deg.

- Intended for newly independent scientists (*some ICs require NIH support*) who demonstrate a need for a period of intensive research focus in order to enhance their research careers
- Limited NIH Institute and Center participation
- May be renewable
- Provides only salary & fringe benefit support. Assumes other research support exists
- Salary pro-rated (up to legislated maximum rate)

K24: Option for Patient Res.

- Provides clinician investigators protected time to devote to patient-oriented research & to serve as research mentors for junior patient-oriented researchers
- Protects between 25% and 50% of professional effort
- Candidate must engage in patient-oriented research
- Salary pro-rated (up to legislated maximum rate)
- Salary from other Federal sources OK for non-K effort
- Nearly all ICs participate

K05: Senior Scientist Award

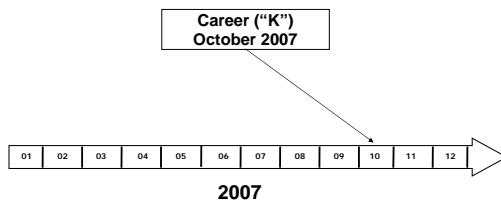
- Provides stability of support for well-established, outstanding scientists with high levels of productivity whose expertise is critical to the mission of a particular NIH Institute or Center
- Requires past record of NIH support
- Requires peer-reviewed support at time of award
- Limited NIH Institute and Center participation (Only NCI, NCCAM, NIAAA, NIDA, NIMH)

Extramural Loan Repayment

- Extramural Programs
 - Health Disparities
 - Individuals from Disadvantaged Backgrounds
 - Contraception and Infertility
 - Pediatric Research
 - Clinical Research
- Researchers at 50% effort or more at non-profit organizations with qualifying educational debt
- Payments to loaning institution up to \$35,000 per year
- Pay tax on the loan payments
- Concurrent service requirement
- Office of Loan Repayment Website: <http://www.lrp.nih.gov/>
- Application Period: September - December

Planned Transition Dates of “K”

E-Submission using the SF424 (R&R)
<http://era.nih.gov/ElectronicReceipt/>



Other Information Sites

- K Kiosk – NIH Career Development Awards:
<http://grants1.nih.gov/training/careerdevelopmentawards.htm>
- Career Award Wizard:
<http://grants1.nih.gov/training/kwizard/index.htm>
- Determining Full-Time Professional Effort for Career Awards: <http://grants1.nih.gov/grants/guide/notice-files/NOT-OD-04-056.html>
- New Policy on Mentored K Award Salaries: Change In NIH Policy Concerning Concurrent Support From K Award and a Research Grant:
<http://grants1.nih.gov/grants/guide/notice-files/NOT-OD-04-007.html>
