Successful Training Grant Management

Jay F. Piccirillo, MD, FACS
Professor and Director
Clinical Outcomes Research Office
Department of Otolaryngology – Head and Neck Surgery
Predoctoral Clinical Research Training Program
Washington University School of Medicine
St. Louis, Missouri
**Institutional Research Training Grants T32, T34, and T35**

- To develop or enhance research training opportunities for individuals who are training for careers in specified areas of biomedical, behavioral, and clinical research.

- To help ensure that a diverse and highly trained workforce is available in adequate numbers and in the appropriate research areas and fields to carry out the nation’s biomedical and behavioral research agenda.

- Kirschstein-NRSA program supports predoctoral, postdoctoral, and short-term research training as well as limited specialized support at the prebaccalaureate level.
Training Program Director

- Training PD must be an individual with the skills, knowledge, and resources necessary to organize and implement a high-quality research training program at the recipient organization.

- Training PD will be responsible for the selection and appointment of trainees to the Kirschstein-NRSA research training grant and for the overall direction, management, and administration of the program.
Selection and Appointment

- Predoctoral Training
- Postdoctoral Training
- Prebaccalaureate Training
- Citizenship
- Short-Term Research Training
- Full-time research
Predoctoral Training

- Individuals who have a baccalaureate degree and are enrolled in a doctoral program leading to either a Ph.D., a comparable research doctoral degree, or a combined clinical degree and Ph.D, such as M.D./Ph.D.

- Students enrolled in health-professional programs that are not part of a formal, combined program (i.e., M.D./Ph.D.), and who wish to postpone their professional studies to gain research experience.

- Predoctoral research training must emphasize fundamental training in areas of basic biomedical and behavioral sciences.
Postdoctoral Training

- Individuals who have received a Ph.D., D.V.M., D.D.S., M.D., or comparable doctoral degree from an accredited domestic or foreign institution
- Research training at the postdoctoral level must emphasize specialized training to meet national research priorities in the biomedical, behavioral, or clinical sciences
- In all cases, health-professional postdoctoral trainees are to engage in at least 2 years of research, research training, or comparable experiences beginning at the time of appointment
Prebaccalaureate Training

- NIH offers two distinct programs for prebaccalaureate training under the auspices of the Kirschstein-NRSA undergraduate support mechanism (T34)
- Both programs are designed to support students from institutions with a substantial minority enrollment
Citizenship

- The individual to be trained must be a citizen or a noncitizen national of the United States or have been lawfully admitted for permanent residence at the time of appointment.
- Noncitizen nationals are people, who, although not citizens of the United States, owe permanent allegiance to the United States. They generally are people born in outlying possessions of the United States.
- Individuals who have been lawfully admitted for permanent residence must have a currently valid Alien Registration Receipt Card (I-551) or other legal verification of such status.
Short-Term Training

- NIH offers two short-term training programs:
  - those that are part of a traditional institutional research training grant (T32)
  - those that exclusively support short-term trainees (T35)
- Short-term research training experiences of 2 to 3 months are available to students in health-professional schools under both mechanisms
- All short-term training must be full time
Full-Time Research

- Research trainees are expected to devote full time to the proposed research training, devoting at least 40 hours per week to the program.
- During the 40 hours per week required for research training, research trainees who also are training as clinicians must devote their time to the research training and must confine clinical duties to those that are an integral part of the research training experience.
Special Program Considerations

- Institutions must attempt to recruit individuals from racial or ethnic groups underrepresented in the biomedical and behavioral sciences.
- The following groups are ones that nationally are underrepresented in biomedical and behavioral research: African Americans, Hispanic Americans, Native Americans, Alaskan Natives, and Pacific Islanders.
Direction

- Training Opportunities - Mentors
- Curriculum
- Interaction with other programs/trainees
- Next step -- Transition to next funding mechanism (F32 or K award)
Mentors

- Need good set of mentors – skilled in mentoring and focused on nurturing young people
- Think hard about who you are training and who the mentors are
- Focus on trainee – not searching for cheap lab labor
- Importance of mentor-mentee contract
- Challenge of oversight
- What leverage do you have over trainees/mentors?
Curriculum

- What curriculum?
- How to get curriculum to trainees
- Classroom may not be effective site for postdocs
- How much time should be devoted to research experience vs. didactic coursework
- Build milestones for trainees – empower them to meet milestones
Interaction with Other Program/Trainees

- NIH encourages interaction and interdisciplinary contact
- Clinical researchers from multiple disciplines
- Basic science researchers interact with clinicians
- Clinician-researchers interact with basic scientists
Next Step

- One of the most challenging transitions in any research career is the transition from postdoctoral trainee to independent scientist
- How will your trainees transition to next step F32, K, K99/R00 award
- Fostering independence -- How does this training experience fit into big picture of “Independence Before 40”
Management and Administration

- Methods for ongoing evaluation of the quality of the training program
- NIH encourages PDs to develop plans to obtain feedback from current and former trainees to help identify weaknesses in the training program and to provide suggestions for program improvement
Training Grant Application

- Criteria for Evaluation
- Progress Report
- Minority Recruitment Plan
- Training in Responsible Conduct of Research
Criteria for Evaluation

- Past research training record of both the program and the designated preceptors
- Objectives, design, and direction of the research training program
- Caliber of preceptors as researchers, including successful competition for research support
**Criteria for Evaluation**

- Quality of the organizational training environment and relationship of the program to the broader training program
- Quality of the applicant pool and the selection of individuals for appointment to the training program, including an assessment of the racial and ethnic diversity of the trainee
- Record of the research training program in retaining health-professional postdoctoral trainees for at least 2 years
Progress Report

- Yearly progress reports are required for non-competing continuation of support
- Any remaining balance at the end of a budget year requires NIH approval to carry forward into the next budget period
Minority Recruitment Plan

- New and competing continuation applications must provide for the recruitment and retention of individuals from underrepresented minority groups.
- Competing continuation applications also must include a detailed section on the outcomes of the minority recruitment plan proposed in the previous competing application.
- Information on successful and unsuccessful recruitment strategies must be included.
Minority Recruitment Plan

- The renewal application must include information on the racial/ethnic distribution of the following:
  - Students or postdoctorates who applied for admission
  - Students or postdoctorates who were offered admission
  - Students or postdoctorates appointed to the research training grant.

- For trainees who were enrolled in the academic program, the application should include information about the duration of research training and whether those trainees have finished their training in good standing.
Training in the Responsible Conduct of Research

- Every trainee must receive instruction in the responsible conduct of research
- Applications must describe a program to provide formal or informal instruction in research integrity and/or the responsible conduct of research
- All programs are strongly encouraged to consider instruction in the following areas
  - conflict of interest
  - responsible authorship
  - policies for handling misconduct
  - data management, data sharing
  - policies regarding the use of human and animal subjects
Budget

- Stipend - subsistence allowance to help defray living expenses during the research training experience
  - Prebaccalaureate
  - Predoctoral
  - Postdoctoral

- Training-Related Expenses - Funds to defray costs such as staff salaries, consultant costs, equipment, research supplies, staff travel, and other expenses directly related to the training program
### Institutional Training Grants

<table>
<thead>
<tr>
<th>category</th>
<th>Pre-doctoral</th>
<th>Post-doctoral</th>
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<tbody>
<tr>
<td><strong>Stipends</strong></td>
<td>$20,772/year</td>
<td>$36,996 – 51,036/year</td>
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<tr>
<td><strong>Tuition/fees</strong></td>
<td>60% up to $16,000</td>
<td>60% up to $16,000 for dual degree</td>
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<tr>
<td></td>
<td>60% up to $21,000 for dual degree</td>
<td>60% up to $16,000 for additional degree</td>
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<tr>
<td><strong>Training Related Expenses</strong></td>
<td>$4,200 (includes health insurance)</td>
<td>$7,850 (includes health insurance)</td>
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<tr>
<td><strong>Trainee Travel</strong></td>
<td>$400-$1000 (typical range)</td>
<td>$400-$1000 (typical range)</td>
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<tr>
<td><strong>F&amp;A</strong></td>
<td>8% (excludes tuition/fees, equipment)</td>
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Budget

- Trainee Tuition, Fees, and Health Insurance - 100 percent of all costs up to $3,000 and 60 percent of costs above $3,000
- Trainee Travel Costs
- Facilities and Administrative Costs – 8%
Initial Thoughts

- Admissions
  - Attracting trainees
  - Describing/selling program
- Need good set of mentors
  - Train Mentors
  - Evaluate mentors
- Evaluation/Tracking
- Minority Recruitment
Additional Thoughts

- Interpersonal Conflict
  - First try to understand
  - Intervene quickly
- Serve as trainees advocate
- Respect mentor as colleague
- Recognize trainee depression/illness – get help
- Document, document, document
For More Information

NIH Grants Policy statement at
Contact

Jay F. Piccirillo, M.D., F.A.C.S.
Director
CTSA -- Predoctoral Interdisciplinary Clinical Research Training Program
Washington University School of Medicine
660 S. Euclid Avenue, Campus Box 8115
St. Louis, Missouri USA 63110
(314) 362-7394
piccirilj@ent.wustl.edu