Career Development Awards 101

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• Dozens of ambitious, productive, and determined early career investigators
• Members of the Newman Society
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Training and Career Timetable

Stage of Research
Training / Career

- GRADUATE/MEDICAL STUDENT
  - Predoctoral Institutional Training Grant
  - Predoctoral Individual Fellowship

- POSTDOCTORAL
  - Postdoctoral Institutional Training Grant
  - Postdoctoral Individual Fellowship

- EARLY
  - Institutional Career Development Award
  - Mentored Career Development Award

- MIDDLE

- SENIOR

Award Types

NIH
Purpose of Career Development Programs:

To provide protected time for individuals to further develop research expertise.
Which Career Development Award?
K Kiosk & K Award Wizard
Overview of Types of NIH K Awards

- PhD scientists: K01, K22, K25
- Physician-scientists: K08, K23
- PhD or physician-scientists: K99/R00
- Institutional K Award: K12
- Mid-career: K24 (mentors)
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 the capacity for mentoring junior investigators through a programmatic approach.
Vanderbilt K12 programs
(internal & external funding)

• Building Interdisciplinary Careers in Womens Health (BIRCWH)
• Vanderbilt Clinical & Translational Research Scholars Program (VCTRS)
• Vanderbilt Clinical Oncology Research Career Development Program (VCORCDP)
• Vanderbilt Emergency Medicine Research Training Program (VEMRT)
• Vanderbilt Environmental Health Sciences Scholars (VEHSS)
• Vanderbilt In Vivo Cellular & Molecular Imaging Center (VICMIC)
• Vanderbilt Physician Scientist Development Program

• For More Information on Specific Programs:
Why Apply for a Mentored Career Development Award (CDA)?

A recent NIH study of comparable funded & unfunded K01, K08 & K23 applicants concluded that CDA recipients were more likely to:

- Remain in research
- Publish in scientific or medical journals
- Apply for an NIH research grant
- Receive an R01
- Apply for & receive a research grant renewal
K01: Mentored Research Scientist Development Award

- For: Those with a research (non-clinical) doctorate
- Provides an intensive, mentored research experience
- Candidates normally must have a doctoral degree and postdoctoral experience
- Not an extension of postdoctoral training
- Varied and limited NIH IC participation
  - Used for re-entry
  - Used for pursuit of new research area
K08: Mentored Clinical Scientist Development Award

• For: Those with Clinical Doctorate
• Supervised research experience for individuals with health professional degree who are committed to a career in laboratory research
• Phased award period
  • Didactic experience
  • “Hands-on” research experience
• For individuals intending a career in basic or early translational research
K22: Research Career Award for Transition to Independence

• For Research or Clinical Doctorate
• Assists transition to independence
  – Some Institutes /Centers have phased out this award & use K99/R00 mechanism instead
• May be activated after identifying a suitable position at a research institution
• Might include mentored and independent phases
• May support an NIH intramural and an extramural phase

NIH
K23: Mentored Patient-Oriented Research Development Award

• For: Those with Health Professional Degree

• Supervised research for clinically trained professionals with a commitment to focus on patient-oriented research
  – Patient-oriented research = research in which the investigator directly interacts with human subjects

• Must have completed clinical training, including specialty/sub-specialty, if applicable, prior to award
K25: Mentored Quantitative Research Development Award

• For: those with Research Doctorate in Quantitative/Engineering Disciplines
• Mentored experiences for scientists from quantitative and engineering backgrounds interested in pursuing health-related research
• Postdocs to senior faculty eligible to apply
K99/R00: NIH Pathway to Independence Award

• For Health Professional or Research Doctorates with Research Experience at the Postdoctoral Level
  – **K99**: Mentored research experience for up to 2 years
  – **R00**: Transition to research independence as junior faculty for up to 3 years

• Applicants: no more than 5 years of postdoctoral research training at the time of initial application or resubmission

• Non-U.S. citizens may apply, but institution must be domestic

• Transition to R00 phase requires offer and acceptance of tenure-track, full-time assistant professor position (or equivalent)
Research Career Development Awards

total funding & average size

NIH
Research Career Development Awards

All New K Awards

# Awards

Fiscal Year


K01 K08 K22 K23 K25 K99
Mentored K Awards: Scored Review criteria

• Candidate
  – Career development plan
  – Plans to evaluate progress

• Mentor
  – Letters of Reference and Mentor(s) statements

• Research plan

• Environment & Institutional Commitment to the Candidate

*Items in red will be discussed in depth this afternoon*
Mentored K Awards: Additional Review criteria

• Additional Review Criteria
  – Training in the Responsible Conduct of Research
  – Protection for Human Subjects
  – Inclusion of Women, Minorities, and Children
  – Vertebrate Animals
  – Biohazards
  – Resubmission, Renewal, Revision factors

• Additional Review Considerations
  – Select Agents Research
  – Resource Sharing Plans
  – Budget & Period of Support
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*(if different from FOA, FOA supersedes)
The Good News: Success Rates are Higher for K Awards than R01 Awards!
Success Rates for Individual K awards
Eligibility—Who can Apply?

- **Degree:** Doctoral Degree (generally)
  - Some (K08, K23) require clinical degree

- **Citizenship:** US Citizen, Non-Citizen National, Permanent Resident (except K99/R00)

- **Previous Funding:** Previous NIH PD/PI are Ineligible
  - PD/PI on R01 or subproject PD/PI on a P01 is **NOT OK**

*Read the Eligibility Section of the Funding Opportunity Announcements (FOAs) carefully!*
Common Features

- **Duration**: 3-5 years
  - Extensions in time – award terms remain in effect; e.g. minimum effort requirement must be maintained during the extension period

- **Mentor**: Entry level awards require a mentor, multiple mentors are OK

- **Independent Support**: Mentored Ks encouraged to apply for independent support during K award
Common Features: Appointment & Effort

• **Appointment:**
  – For K eligibility purposes, individual must have a full-time appointment at applicant organization *(organization defines “full-time”)*
  – Any minimum effort requirement must be covered by that appointment

• **Level of Effort:**
  – Mentored awards require full-time effort (defined as at least 9 person months (i.e. 75%) on research and the rest on other career development related activities)

• **At the time of application and initial award, all candidates must meet the full-time appointment requirement as well as the minimum 75% effort requirement.**
Common Features: Costs

Some costs vary widely across NIH ICs. Review specific Program Announcements carefully.

• **Salary/fringe benefits:**
  – Salaries capped between $75,000 and legislatively mandated cap (currently $199,700)
  – Fringe benefits are over & above any salary cap
  – Salary supplementation is OK, but must 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 (cont.)

- **Ancillary Personnel Support:**
  Generally **not** allowed
  - salary for administrative/secretarial support, support for mentors

- **F&A Costs:** 8% Rate
  Base = Modified Total Direct Costs

**Take Home:**
**Ks fund the scientist and not the science**
Common Features: Changes

• **Change of Institution or Mentor:**
  
  – Requires prior approval in writing of the NIH awarding component; contact NIH staff ASAP!
Application Procedures

• K awards are electronically submitted using application package found with Funding Opportunity Announcement (FOA)

• **Submission Dates:**
  – **New:** February 12, June 12, October 12
  – **Renewal, Resubmission, Revision:** March 12, July 12, November 12

• Institute / Center use of Career Awards is variable

  Read the FOA carefully; call the NIH awarding component with any questions
Funding of Individual K Awards Varies by Institute / Center
K Award Success Rates Vary by Institute & Center
Application Procedures

Electronic Submission involves the following business processes

• **Research Strategy:**
  – Uses format like Research grants to align with review criteria (Significance, Innovation, Approach)
  – Page limit for Research Strategy + Candidate’s Information = 12 pages

• **Budget:** Now required with application

• **Candidate’s Biosketch:** Includes “Research Support” section and Personal Statement; same as other biosketch used by investigators
Application Procedures (cont)

• **Reference Ltrs:**
  – Submitted directly through the eRA Commons; not as part of the Grants.gov application.
  – Are matched with application at NIH.
  – Must include correct FOA # to match.
  – Referees need not be registered in the Commons to submit a reference letter
  – Candidate use Commons to monitor receipt only (Can’t view actual reference letters)

• See Special Career Instructions in Application Guide (Section I.7)

Some Examples of Non-NIH Career Development Awards

- VA Career Development Award
- Dermatology Foundation Career Development Award
- NASPghan-CDHNF Fellow to Faculty Transition Award
- Robert Wood Johnson Faculty Development Award
- Foundation for Anesthesia Education and Research Mentored Research Grant
- Doris Duke Clinical Scientist Development Award
- American Epilepsy Society Early Career Physician Scientist Award
- American Diabetes Association Young Investigator Award

Ask your mentor, peers, professional societies
Conversation Points

• How will you fund the science?
• When is it OK to double up?
• Why do you say “K Awards are a two edged sword”?
• What does my mentor mean by saying I don’t want all five years?
• What counts as “my” career development?
• How do I access the funded grants library?