MINNESOTA IRACDA PROGRAM APPLICATION FORM—an NIH funded Research and Academic Career Development Award (IRACDA) postdoctoral training grant.

The purpose of the Minnesota IRACDA Program is to develop a diverse group of highly trained scientists to address Minnesota's and the nation's biomedical research needs

Overview: The Minnesota IRACDA Program is a collaboration between the University of Minnesota and the nearby community colleges of Normandale Community College (NCC) and North Hennepin Community College (NHCC), that predominantly serve students from minority and low-income urban populations. This program provides a diverse cohort of recent PhD scholars with rigorous scientific research training, instruction, mentoring, and experience in teaching, and career development guidance. Our training enabled scholars to transition to tenure-track faculty positions and research-related employment upon completion of their fellowship. In turn, the scholars serve as mentors, role models, and research instructors for undergraduate students. Many of these undergraduates from our partner institutions transfer to the University of Minnesota to complete their bachelor's degrees in STEM fields.

Eligibility: Applicants must have completed their last doctoral degree (PhD, MD, DDS) within 2 years of the start of the program (August 31st), and must be United States citizens or permanent residents.

Application Process

The Minnesota IRACDA Program recently adopted a two-phase mentored application process.

Phase I. Applicants should submit the following information in this section to David Greenstein (green959@umn.edu).

Applicant name:_____

E-mail:_____

Date (or expected date) of award of final doctoral degree:_____

Institution of final doctoral degree:_____

Are you a U.S. citizen or permanent resident? □ Yes □ No

Proposed IRACDA Research Mentor:_____

I have contacted the proposed IRACDA Research Mentor □ Yes □ No

I would like assistance in identifying an IRACDA Research Mentor □ Yes □ No

A complete Phase I application consists of the following components:

(1) A letter of interest in the program, stating your areas of research interests and, if available, the names of potential mentors at the University of Minnesota.

(2) Your *curriculum vitae*.

(3) A teaching statement discussing your interests and experience in teaching.

(4) A diversity statement, articulating your understanding and contributions to diversity, equity, and inclusion (past, present, and future).

(5) A demographics form (see page 3). NOTE: This information is not used in the evaluation process, but only for the purposes of reporting program metrics. The Executived Steering Committee that reviews application will not see your demographics form and this information will be anonymized.

To progress to the second phase, we like to see that the applicant has at least one, and preferably two first-author publications from their doctoral dissertation work (includes manuscripts on preprint servers so please be sure to include this information).

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Eligibility: Applicants must have completed their last doctoral degree (PhD, MD, DDS) within 2 years of the start of the program (August 31st), and must be United States citizens or permanent residents.

Application Process

The Minnesota IRACDA Program recently adopted a two-phase mentored application process.

Phase II. Applicants should submit the following information in this section to David Greenstein (green959@umn.edu). Recommendations letters should likewise be sent to David Greenstein.

Applicant name:_____

E-mail:_____

Date (or expected date) of award of final doctoral degree:_____

Institution of final doctoral degree:_____

Are you a U.S. citizen or permanent resident? □ Yes □ No

Proposed IRACDA Research Mentor:_____

I have contacted the proposed IRACDA Research Mentor □ Yes □ No

My proposed IRACDA Research Mentor has collaborated on my research plan □ Yes □ No

Recommendation Letter 1 (name and email address):_____

Recommendation Letter 2 (name and email address):_____

A complete Phase II application consists of the following components:

(1) Research plan (5 pages maximum).

(2) Two letters of recommendation.

(3) Your updated *curriculum vitae*.

(4) Your updated diversity statement, articulating your understanding and contributions to diversity, equity, and inclusion (past, present, and future).

(5) Your updated teaching statement.

Candidate review and selection: The Minnesota IRACDA Program utilizes a holistic candidate review process to assess a candidate's capabilities. Our Executive Steering Committee gives balanced consideration to academic metrics (publication record, recommendation letters, and the research proposal) and consider them in combination with experiences and attributes that relate to how the applicant might contribute to the teaching and diversity missions of the program. The Executive Steering Committee considers the following factors when selecting candidates: (i) The strength of the publication record—we do not use journal impact factors or journal identities as proxies for quality, but rather study the publications for rigor, completeness, and author contributions. (ii) The originality, scholarship, and career development opportunities provided by the research proposal. (iii) The potential of the applicant for an independent career in research and teaching, as evinced by the recommendation letters and accomplishments. (iv) The commitment of the applicant to teaching and mentoring. (v) The contributions the applicant brings to the program's mission of promoting diversity.

Minnesota IRACDA Program
Optional Demographic Information Form

Dear Minnesota IRACDA Program Applicant:

The purpose of the NIH-funded Institutional Research and Career Development Award program is to train diverse cohorts of scientists to address the nation's biomedical research needs. As part of this, our program tracks the demographic information of our applicants and IRACDA scholars. Please note that providing this information is voluntary and this information will not be shared with the committee that evaluates applications. Proving this information (or not) has no bearing on your application.

(1) Do you meet the current NIH guidelines for underrepresented individuals?

Defined as follows:

- Individuals from racial and ethnic groups that have been shown by the National Science Foundation to be underrepresented in health-related sciences on a national basis (visit nsf.gov to see data and the report "Women, Minorities, and Persons with Disabilities in Science and Engineering"). The following racial and ethnic groups have been shown to be underrepresented in biomedical research: Blacks or African Americans, Hispanics or Latinos, American Indians or Alaska Natives, Native Hawaiians, and other Pacific Islanders. In addition, it is recognized that underrepresentation can vary from setting to setting; individuals from racial or ethnic groups that can be demonstrated convincingly to be underrepresented by the grantee institution should be encouraged to participate in NIH programs to enhance diversity. For more information on racial and ethnic categories and definitions, see the OMB Revisions to the Standards for Classification of Federal Data on Race and Ethnicity.

- Individuals with disabilities, who are defined as those with a physical or mental impairment that substantially limits one or more major life activities, as described in the Americans with Disabilities Act of 1990, as amended. See NSF data here.

- Individuals from disadvantaged backgrounds, defined as those who meet two or more of the following criteria:
  - Were homeless as a child (or currently are homeless);
  - Were in the foster care system;
  - Were eligible for the Federal Free and Reduced Lunch Program for two or more years;
  - Have/had no parents or legal guardians who completed a bachelor's degree;
  - Were eligible for Federal Pell grants when pursuing their education;
  - Received support from the Special Supplemental Nutrition Program for Women, Infants and Children (WIC) as a parent or child (Definition: https://www.fns.usda.gov/wic/wic-eligibility-requirements).
  - Grew up in one of the following areas: (a) a U.S. rural area, as designated by the Health Resources and Services Administration (HRSA) Rural Health Grants Eligibility Analyzer, or (b) a Centers for Medicare and Medicaid Services-designated Low-Income and Health Professional Shortage Areas (qualifying zipcodes are included in the file). Only one of the two possibilities listed can be used as a criterion for the disadvantaged background definition.

(2) Do you have a disability not specifically referenced in the Americans with Disabilities Act that sets you apart from peers?

If yes, what is the disability?

(3) Are you a member of another group in the biomedical sciences currently not recognized by NIH, such as LGBTQ, that you believe faces unique challenges?

If so, what is the group?