NIH-Funded CSU Institutional Training Grants and Research Education Programs

Speakers

Laurie Stepanek, National Institutes of Health
Overview of NIH/NIGMS Programs to Enhance Diversity of the Biomedical Research Workforce

Megumi Fuse, San Francisco State
Student Enrichment Opportunities in STEM at San Francisco State University

Keith A. Trujillo, CSU San Marcos
U-RISE at CSU San Marcos

Judy Brusslan, Cal State Long Beach
The Bridges to the Doctorate Program at CSULB: Listen to the Reviewers and be Creative

Sonsoles de Lacalle, CSU Channel Islands
Initiative to Enhance Diversity in the Biomedical Research Workforce at CSUCI

Robert L. Vellanoweth, Cal State LA
Key features of the 25-year Bridges to the Doctorate Program at Cal State LA

Frank A. Gomez CSU Office of the Chancellor fgomez@calstate.edu
Overview of NIH/NIGMS Programs to Enhance Diversity of the Biomedical Research Workforce

Special Guest
Laurie Stepanek – National Institutes of Health

Laurie Stepanek, Program Director
NIH, Division of Training, Workforce Development, and Diversity
laurie.stepanek@nih.gov
Questions & Answers

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Student Enrichment Opportunities in STEM at San Francisco State University

Megumi Fuse – San Francisco State University and Student Enrichment Opportunities

Collaborators: Drs. Ray Esquerra, Blake Riggs, Frank Bayliss, Linda Chen

Megumi Fuse, Professor & Director of Student Enrichment Opportunities
San Francisco State University, Department of Biology
fuse@sfsu.edu
Talk Overview

• Structure of our Bridge to Doctorate grant and plans for the future

• 2 Broader strategies for success
  • Holistic applications (GPA)
  • Working with student clubs
Talk Overview

• Structure of our Bridge to Doctorate grant and plans for the future

• 2 Broader strategies for success
  • Holistic applications (GPA)
  • Working with student clubs
History of the SEO Office

• Initiated by Dr. Frank Bayliss
• First grant: NIH Bridge to Doctorate from 1992-present
• NIH RISE 1999 (MS and UG)
• Since then,…
• **NIH:** MARC, PREP, IRACDA, Bridge to Baccalaureate
• **NSF:** CSU-LSAMP, REU (various), BAAM, STC (CCC),
• **OTHER:** Beckman, CIRM, Genentech Foundation, Bristol-Myers Squibb, Vir Biotech
B2D Project Overview

• Old NIH Bridge to Doctorate from 1992-2021
  ➔ new B2D started in Aug. 2021
• Overview of 4 semester MS program
• Outcomes
• Plans for the future
Student Enrichment Opportunities at SFSU

Activities: Colloquium

**MS sem1**
- RCR, Rigor, Elevator pitch
- Recruiter visits
- Course planning/advising (IDP)

**MS sem2**
- RCR, Rigor, SOPs, CVs
- Abstract preparation /conferences
- Cohort building

**MS sem3**
- PhD applications
- Recruiter visits, 1-on-1
- Sacnas/ABRCMS

**MS sem4**
- Interviews
- Career panels, peer mentorship
- Thesis completion

Megumi Fuse, PhD  
SF SU/Biology  
fuse@sfsu.edu
Results: MS programs

- From 2004-2020, ~235 MS students successfully entered PhD programs
- By 2020, ~110 completed PhD degrees
- Between 2020-2025, ~60 projected to complete their PhD (~75%)
- Since funding from programs such as B2D, diversity in MS programs has increased without displacing the non-UR population

Student Enrichment Opportunities at SFSU

Megumi Fuse, PhD  SF SU/Biology  fuse@sfsu.edu
Activities: SCIP (Science Coding Immersion Program)

- Based on Pennings et al. (2020)

- **Goals:**
  - Maintain scientific community
  - Provide skills remotely
Activities: SCIP

- Teams of 4-5 students or faculty
- 2hr/day, 4 days/week
- Online mechanisms:
  - Slack
  - Zoom
  - Udacity courses (free)
- Webinars hosted alumni
Results: SCIP

- Over 150 participants (50% with no coding experience)
- Most UG and MS
- Heightened confidence in coding skills

Student Enrichment Opportunities at SFSU

Megumi Fuse, PhD
SF SU/Biology
fuse@sfsu.edu
Student Enrichment Opportunities at SFSU

Next Steps/Long-Term Plans

**MS sem1**
- RCR, Rigor, Elevator pitch
- Recruiter visits
- Course planning/advising (IDP)

**MS sem2**
- RCR, Rigor, SOPs, CVs
- Abstract preparation /conferences
- Cohort building

**MS sem3**
- PhD applications
- Recruiter visits, 1-on-1
- Sacnas/ABRCMS

**MS sem4**
- Interviews
- Career panels, peer mentorship
- Thesis completion

**MS summer1**
- SCIP
Talk Overview

• Structure of our Bridge to Doctorate grant and plans for the future

• 2 Broader strategies for success
  • Holistic applications (GPA)
  • Working with student clubs
Broader Strategies: Holistic Applications

• We have an agreement with Grad Division (Waivers <3.0)

• Data from 1990s-2000s
Broader Strategies: Holistic Applications

- No difference for UG GPA <3.0 and > 3.0 in terms of:
  1. Final MS GPA (>3.7)
  2. Acceptance rate into PhD programs
  3. Completion rate of the PhD
  4. Time to completion of the PhD

→ Letters of rec and research statements are better indicators of success than GPA

- We also post a list of schools not requiring GRE
Talk Overview

• Structure of our Bridge to Doctorate grant and plans for the future

• 2 Broader strategies for success
  • Holistic applications (GPA)
  • Working with student clubs
Broader Strategies: Working with Student Clubs

- Advertising
  - Clubs host lab tours, information days…
- Alumni from clubs are on our admissions committee
- Clubs host alumni panels, application workshops
- Bay Area clubs meet

Megumi Fuse, PhD
SF SU/Biology
fuse@sfsu.edu
Summary

• A holistic approach to the student is imperative
• Create a strong enough community that alumni remain, and that situations such as the pandemic do not fully derail activities
• The SEO office is the glue: SEO Scholar
Questions & Answers

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Associate Director, Office for Training, Research and Education in the Sciences (OTRES)  

Denise Garcia, PhD, Director of OTRES  
Richard Armenta, PhD, Associate Director of OTRES

Keith A. Trujillo, Professor Emeritus  
CSU San Marcos, OTRES and Department of Psychology  
keith@csusm.edu
U-RISE @ CSUSM Overview

• National Institute of General Medical Sciences (NIGMS)
  • Division of Training, Workforce Development, and Diversity (TWD)
    • Undergraduate and Predoctoral Cross-Disciplinary Training Branch
      • Bridges to the Baccalaureate (T34)
      • Undergraduate Research Training Initiative for Student Enhancement (U-RISE) (T34)
    • Maximizing Access to Research Careers (T34)
    • Postbaccalaureate Research Education Program (PREP) (R25)
    • Bridges to the Doctorate (T32)
    • Graduate Research Training Initiative for Student Enhancement (G-RISE) (T32)
    • Initiative for Maximizing Student Development (IMSD) (T32)

Keith A. Trujillo  CSUSM OTRES  keith@csusm.edu
U-RISE National Goals

• “...to develop a **diverse pool of undergraduates** who complete their baccalaureate degree, and **transition into and complete biomedical, research-focused higher degree programs**...”

• “...limited to applications from training programs at baccalaureate degree-granting **research-active institutions**...”
  • Less than $7.5 million total costs in NIH research grants over the last 3 years
  • Nearly all CSU campuses eligible

• Focus on students from groups “...**underrepresented in biomedical research**: Blacks or African Americans, Hispanics or Latinos, American Indians or Alaska Natives, Native Hawaiians and other Pacific Islanders.”

Keith A. Trujillo       CSUSM OTRES       keith@csusm.edu
• U-RISE housed in Office for Training, Research and Education in the Sciences (OTRES)
  • Grant-funded center at CSUSM (not state-supported)

RISE (R25)
MARC (T34)
1999-2020

U-RISE (T34)
2020-present

Reduced funding
Fewer student trainees

Keith A. Trujillo  CSUSM OTRES  keith@csusm.edu
## Activities

Two-year program – juniors and seniors

<table>
<thead>
<tr>
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<th>Fall 1</th>
<th>Spring 1</th>
<th>Summer 2</th>
<th>Fall 2</th>
<th>Spring 2</th>
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<tr>
<td></td>
<td>Research Method and Stats I for supervised research and NSF GRFP proposal</td>
<td>Research Methods and Stats II</td>
<td>Grad School Applications</td>
<td>Mentor peers in NSF draft</td>
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<td></td>
<td>Draft Symposium Paper #1 from supervised research</td>
<td>Present journal club articles relevant for NSF GRFP draft</td>
<td>Finalize and submit NSF GRFP</td>
<td>Grad School interviews</td>
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<td>Draft NSF with peer mentor</td>
<td>Present Supervised Research in CSUSM</td>
<td>Draft Symposium paper #2</td>
<td>Methods and stats booster</td>
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<tr>
<td></td>
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<td>Student Research Symposium</td>
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<td>Methods and stats booster</td>
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<td>(hone research skills, network)</td>
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<td>Formal Journal Club critique</td>
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**Supervised Research**

- Annual National Conference Presentations
- Critical Thinking
  - U-RISE Workshops
  - U-RISE seminar course

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**Ongoing**

- Academic Support
  - Supplemental Instruction
  - STEM Center/PARL Support
  - Academic Advising

- Cultural Validation
  - UR Science Role Models
  - Community Building
  - Culturally-relevant content & diversity discussions

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**Keith A. Trujillo**

CSUSM OTRES

keith@csusm.edu
More than 325 students to graduate programs from CSUSM OTRES programs

First U-RISE cohort will graduate in spring 2022

Keith A. Trujillo  CSUSM OTRES  keith@csusm.edu
Lessons Learned

• Be nimble
  • Regular changes at NIH demand flexibility
• Institutional support essential (required by NIH)
  • Work with campus administrators
  • Leverage resources
• Program announcement prescriptive and specific
  • Checklist of required components necessary to successful proposal
• Lots of data required
  • Start early

Keith A. Trujillo  CSUSM OTRES  keith@csusm.edu
Next Steps/Long-Term Plans

• Continuous adjustments to improve preparation for grad school
  • Develop the next generation of scientific leaders
• Apply for any and all relevant funding opportunities
  • Bridges to the Doctorate (NIGMS R25)
  • ESTEEMED (NIBIB R25)
• Round out offerings in Training, Research and Education (OTRES)

Keith A. Trujillo
CSUSM OTRES
keith@csusm.edu
Summary

• NIH supports preparation of students for graduate studies in the biomedical and behavioral sciences
  • Multiple programs, multiple targets
  • Focus on prep of undergrads from underrepresented groups aligns well with CSU mission
• U-RISE offers support for juniors and seniors
  • Transition from little knowledge/understanding to grad-school ready
  • Exciting and gratifying to participate in preparing future leaders
Questions & Answers

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The Bridges to the Doctorate Program at CSULB: Listen to the Reviewers and be Creative

Judy Brusslan, Professor

Luis Mota-Bravo, UC Irvine
Project Overview

• “The goal of the Bridges to the Doctorate Research Training Program is to develop a diverse pool of scientists earning a Ph.D. who have the skills to successfully transition into careers in the biomedical research workforce.”

• Two Partner Institutions: M.S. terminal degree with biomedical research training (CSULB) and research-intensive Ph.D. granting institution > $7.5 million (UC Irvine)

• Provide a bridge for M.S. students to enter research-intensive Ph.D. programs.

• T32, PAR 21-198 EXTENSIVE! Start in early June for September 25 deadline.

• Research Training Program Plan (25 pages)

• Data Tables

• Other Attachments: Recruitment Plan to Enhance Diversity, Trainee Retention Plan, Outcomes Data Collection and Storage Plan, Dissemination Plan, Institutional Course Credit Agreements

Judy Brusslan
CSULB/Biological Sciences
Judy.Brusslan@csulb.edu
Activities_Initial Grant Writing

• First submission in September 2019. RISE M.S. to Ph.D. Program 2015-2021: strong track-record with 75% of students in Ph.D. programs.

• Not enough time, priority score: not fundable

• Comments that I could address for September 2020 resubmission.
  • CSULB-UCI current interactions not described.
  • Incomplete Data Tables
  • Primary literature on best practices on diversity training not cited.
  • Near-peer mentoring program not defined.

Judy Brusslan                  CSULB/Biological Sciences     Judy.Brusslan@csulb.edu
Activities: Responses to Reviewers

• CSULB-UCI current interactions not described.
  • Count CSULB students in UCI Ph.D. Programs, ~3 per year
  • Two RISE M.S. to Ph.D. students matriculated to UCI
  • BUILD: Field Trips, Summer Research Opportunities, PREPP (Pre-Professor Program), UCI Recruitment
  • Emphasize proposed interactions: BTD attending UCI seminars, UCI faculty/post-docs speaking at CSULB, MSP Research Symposium, Campus Tours including research labs, Mock interviews, in-house rates for UCI research facilities.

• Incomplete Data Tables
  • Get your Dean involved
  • Get someone to help you!

Judy Brusslan  
CSULB/Biological Sciences  
Judy.Brusslan@csulb.edu
Activities: Responses to Reviewers

- Primary literature on best practices on diversity training not cited.
  - Joy!

- Diversity Literature Journal Club for the last year of the RISE M.S. to Ph.D. Program

**Judy Brusslan**
CSULB/Biological Sciences  
Judy.Brusslan@csulb.edu
Activities: Responses to Reviewers

• Near-peer mentoring program not defined.

  • Summer mentor training between first and second year of BTD program (active listening)
  • Monthly meetings between second-year mentor and first-year student (food/coffee)
  • Mentoring topics covered must be reported using Qualtrics form (accountability)
  • First year BTD students serve as mentors in their second year.

• Eskreis-Winkler, L et al. (2019) A large-scale field experiment shows giving advice improves academic outcomes for the advisor. PNAS 115: 14808-14810 https://doi.org/10.1073/pnas.1908779116
Lessons Learned

• Priority Score Better: 37…

• Two-page response to reviewers’ comments: emphasized success of RISE M.S. to Ph.D. and CSULB’s ongoing interactions with UCI, despite pandemic. (April 26, 2021)

• “Hi Judy, Your pending application 1T32GM138075-01A1 has been approved for funding at a level of 5, 10, 10, 10, 10 for years 1 to 5 respectively.” (June 22, 2021)

• Persistence, persistence, persistence.

Judy Brusslan       CSULB/Biological Sciences       Judy.Brusslan@csulb.edu
Next Steps/Long-Term Plans

- It is really happening!
- Interview students accepted into M.S. programs (Biology, Microbiology, Biochemistry, Chemistry)
- Write MOUs for students and mentors
- Set up web site
- Set up Career Panel for October 22
- Wait for NoA (August 1)
- Training Related Expenses ($8400), Stipends, xTrain
- BTD-Career Development Community: IDP’s, iBiology Research Design online training, RCR
- Read and re-read proposal to bring everything to fruition!

Judy Brusslan
CSULB/Biological Sciences
Judy.Brusslan@csulb.edu
Summary

- Dreams can come true

The Bridges to the Doctorate Program at CSULB: Listen to the Reviewers and be Creative

Judy Brusslan  
CSULB/Biological Sciences  
Judy.Brusslan@csulb.edu
Questions & Answers

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Email: Judy.Brusslan@csulb.edu

The Biological Sciences Department is hiring a tenure-track Bacteriologist spread the word. Position will be posted soon!
Initiative to Enhance Diversity in the Biomedical Research Workforce

Sonsoles de Lacalle – CSUCI

Sonsoles de Lacalle, Professor & Chair
CSUCI, Health Science Program
sonsoles.delacalle@csuci.edu
The Team

Leadership team
Sonsoles de Lacalle, Health Science
Biology
Melissa Soenke, Psychology

External evaluator
Anthony DePass (DePass AcademicConsulting)
HyeSun Lee, Psychology
Hugo Tapia,

Our Questions

• Is it possible to motivate students to choose a career in biomedical research through specific curricular components within the constraints of a teaching-intensive institution (PUI)?

• To what extent a focused investment in training faculty from biomedically-relevant disciplines at PUIs can inspire and support students in the decision to pursue careers in biomedical research?
Cultural norms on a college campus

According to the cultural mismatch theory of inequality*, U.S. institutions tend to promote mainstream, independent cultural norms, and exclude interdependent norms more characteristic of underrepresented groups like first generation college students, individuals from working class backgrounds, and racial and ethnic minorities.

Initiative to Enhance Diversity in the Biomedical Research Workforce at CSUCI

Continuing Generation college students often tend toward Independence

- College viewed as a way to distinguish oneself and gain independence;
- Interest in expressing preferences, being unique, and standing out in a crowd;
- Expectations that one will voice opinions, challenge professors, and stand out in the classroom;
- More likely to seek out help when experiencing difficulties in classes.

First generation college students often tend toward Interdependence

- Values reflect adjusting and responding to the needs of others, working closely with others, and being part of a community;
- Priorities include maintaining relationships and fitting in;
- Expectations include being cooperative, rather than competitive, and that professors should be deferred to;
- Less likely to seek help when experiencing difficulties in classes.

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CSUCI/Health Science
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Initiative to Enhance Diversity in the Biomedical Research Workforce at CSUCI

Activities

Intervention For Students

• A techniques-intense summer course (the "Biomedical Research Bootcamp") that will introduce students to biomedical research, using neuroscience concepts as a common thread.

• Incorporates activities aimed at increasing sense of cultural match (difference education student panel, affirmation and goal reframing exercises, group work)
Initiative to Enhance Diversity in the Biomedical Research Workforce at CSUCI

Activities

Intervention For Faculty

Two-part faculty training program:

1. Redesigning courses to incorporate course-based undergraduate research experiences (CURES).

2. Training in mentoring undergraduates from diverse backgrounds.
Lessons Learned

Initiative to Enhance Diversity in the Biomedical Research Workforce at CSUCI

The good, the bad and the ugly……

• Building the team: what is each getting out of this?
• Anticipating as many pitfalls as possible (IRB, release time, etc.)
• A comment on funding, IDC distribution and other matters
• The difference between a grant and a cooperative agreement with NIH
• Timelines
• Deliverables: individual and collective
Questions & Answers

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Key features of the 25-year Bridges to the Doctorate Program at Cal State LA

Robert Luis Vellanoweth – Cal State LA

Robert Luis Vellanoweth, Professor
Cal State LA, Department of Chemistry & Biochemistry
vllnwth@calstatela.edu
Key features of the 25-year Bridges to the Doctorate Program at Cal State LA

The LABB ➔ PhD Program

Key Features of a 26-year Effort

increasing diversity in biomedical science
one student at a time
Key features of the 25-year Bridges to the Doctorate Program at Cal State LA

LABB⇒PhD

- **MS students in Biological Sciences and Chemistry & Biochemistry**
  - Target students with an interest in a research career, especially firm plans for PhD
  - Insufficient preparation during their undergraduate careers
  - Usually have research experience but lower GPAs (2.8 – 3.2)

- **Partner Institutions**
  - Biological and Chemical Sciences programs at UC Irvine, UCLA, and USC

- **Doctoral Institution Coordinators**
  - Luis Mota-Bravo, PhD, UC Irvine
  - Tama Hasson, PhD, UCLA
  - Meredith Drake-Reitan, USC
Academics: Correcting the Undergraduate Record

- Entrants usually have research experience but lower GPAs (2.8 – 3.2)
- Special attention to lower grades as undergraduates when choosing options
- Well-developed, literature-based graduate coursework
- Training in ethics and responsible conduct of research

**Goal:** Students show they can perform academically at the graduate level and finish the MS with GPA > 3.5
Literature: Critical Analysis of Original Research Studies

- Fellows attend monthly Journal Club meetings in their discipline
- Journal Club coordinator chooses students randomly to present methods and describe data
- Data is discussed by group members to draw conclusions from data only
- Compare their findings to authors’ conclusions

**Goal:** Students learn to read papers as expected for functioning scientist
Seminars: Interacting with Local Scientists

- Weekly seminar series in Biomedical Sciences
- Always off-campus speaker, usually from partner institution
- Coordinate with Journal Club advisors to host speaker immediately after paper analyzed
- Meal and meeting opportunities with speaker

**Goal:** *Students make contacts with local scientists to begin networking for PhD admission*
Research: Training in Well-Equipped Labs by Committed Advisors

- At least 35 advisors ready to incorporate students into their research endeavors
- Focus is on acquiring results during the first year
- Manuscripts prepared for publication by fall of second year
- Work with co-mentor at PhD partner institution when it makes sense for the research

Goal: Students demonstrate research accomplishments in time for PhD applications
Results

- 85% transfer rate from MS program to a PhD program
- Very little attrition, >40 PhDs earned so far
- Students well sought after—especially by non-Bridge partner institutions
- Likely major contributing factor to Cal State LA’s #1 ranking in upward mobility

Future Goal: Expand program to 25 students and include all biomedically relevant MS programs
Questions & Answers

Key features of the 25-year Bridges to the Doctorate Program at Cal State LA

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LABB->PhD Program
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### Speaker Contacts

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</table>
Next Steps/Closing Remarks

Dr. Frank A. Gomez
Executive Director, STEM-NET
Office of the Chancellor

https://www2.calstate.edu/impact-of-the-csu/research/stem-net

Frank A. Gomez
CSU Office of the Chancellor
fgomez@calstate.edu
Webcast Feedback Survey

Please take a few moments to tell us about your webcast experience.

Use the QR Scan Code to download it
Join our CSU STEM-NET Community listserv
csustemnet@lists.calstate.edu

Begin a Conversation with Colleagues and Join our Private CSU STEM-NET Facebook Group
https://www.facebook.com/groups/2629611737269292

Frank A. Gomez  
CSU Office of the Chancellor  
fgomez@calstate.edu
STEM-NET Virtual Research Café 10.0

- October 15 11AM-12PM

Dr. Jorjeta Jetcheva
Assistant Professor
Department of Computer Engineering
San Jose State
**Presentation Topic:**
Personal Knowledge Assistants

Dr. Tianjun Lu
Assistant Professor
Department of Earth Science & Geography
Cal State Dominguez Hills
**Presentation Topic:**
Promoting Healthy Communities through Transportation and Environment

Dr. Breanna Putman
Assistant Professor
Department of Biology
Cal State San Bernardino
**Presentation Topic:**
The New Normal: What makes animals prepared to survive wildfires?

Registration Here
Save the Date

STEM-NET November Webcast

- NSF RAPID and EAGER Awardees Webcast, November 4th 10AM-12PM

Registration Here:
THANK YOU FOR JOINING US TODAY!
For more information about STEM-NET visit our website:

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