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Minority Opportunities in Research Division
National Institute of General Medical Sciences



Investing in Discovery: National Institute of General Medical Sciences Strategic Plan 2008-2012

From Core Principles

- n Develop a biomedical research workforce representative of American society at large and actively support training of the next generation of scientists
- n Ensure stability and rigor in the nation's basic biomedical research enterprise and infrastructure



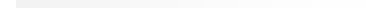
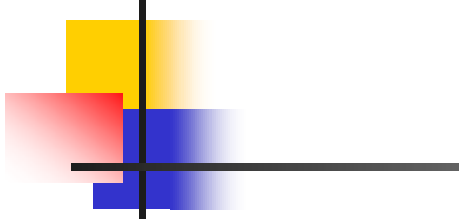
Government Strategy

- n Identify [URM]
- n Improve Research Capability
- n Provide a Research Experience
- n Other Skills Development
- n Encourage Partnerships

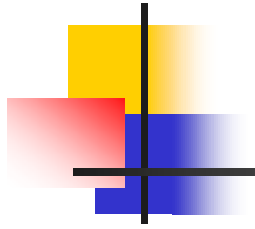


Government Strategy

- n Provide special \$\$ for the inclusion of URM
- n Require plans for inclusion on Training Grants and on Center grants



1.44636967



n 5%

n 10%

n 9.8%

n 16.5%



How should we judge program effectiveness?

$$n \ N_{\Delta} = N_{t2} - N_{t1}$$



How should we judge program effectiveness?

$$n \quad V = N_{\text{actual}} - N_{\text{expected}}$$

$$N_{\text{expected}} = f(N_{\text{init}}, k_{1,2,3\dots})$$

$k_{1,2,3\dots}$ are covariates such as
SES, R/E/G, SAT/GRE, GPA, zipcode,
experience, peer group, attitude...



How should we judge program effectiveness?

$$n \ V = N_{\text{actual}} - N_{\text{expected}} - N_R$$



What are the key social and institutional factors that shape decisions of minority.....

- n Don't believe everything you think!
- n Question assumptions, generalizations and myths



What are the key social and institutional factors that shape decisions of minority.....

- n Treisman
- n Lori Piestewa



What are the key social and institutional factors that shape decisions of minority.....

- n Develop a critical review of the literature
- n Ask good questions



Other Questions

- n What builds self efficacy (Bandura)?
- n What mitigates stereotype threat (Steele)?
- n What changes the belief that talent (intelligence) is fixed versus malleable (Dweck)?
- n What promotes or undermines intrinsic motivation?



Other Questions

- n Can you cultivate curiosity? or FIB? Is it a measurable covariate with success?
- n How important is self investment?
- n How important to learning is risk?

Beware the N of 1

