



# Freeman Hrabowski

**SCHOLARS PROGRAM**

**2025  
Program  
Announcement**

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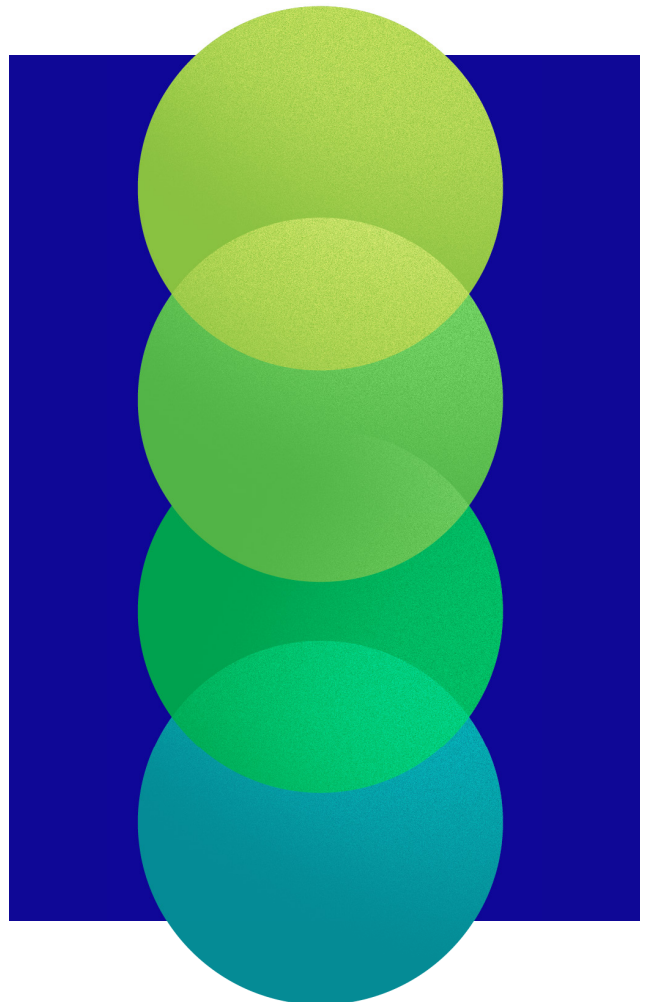
**Applications due:**  
May 15, 2024, at 3 p.m. (ET)

**Scholars selected and notified:**  
April 2025

**Earliest start date:**  
September 2025



[www.hhmi.org/fhs](http://www.hhmi.org/fhs)

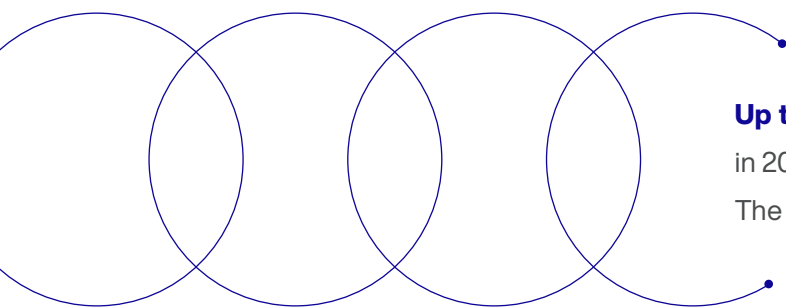


For US science, one of today's most pressing challenges is to maximize scientific impact by building a workforce that fully reflects our diverse country. To pioneer life-saving medications, transformative technology, and basic knowledge that the whole world needs, we can't afford to leave talent behind. The Howard Hughes Medical Institute (HHMI) is committed to addressing this challenge through our science and education mission. HHMI's strategy is to influence academic science at key points along career pathways, from undergraduate to tenured faculty.

See more at [diversity.hhmi.org](https://diversity.hhmi.org).

**HHMI is seeking creative and innovative early career faculty for our Freeman Hrabowski Scholars Program.**

Freeman Hrabowski Scholars will be outstanding basic researchers, including physician-scientists, who have strong potential to become leaders in their fields and to advance diversity, equity, and inclusion through their mentoring efforts and understanding of systemic exclusion and marginalization in science of trainees from different backgrounds. Scholars will prioritize scientific excellence in their own research while creating an inclusive lab climate that serves as a model within their own institutions and beyond. Eligible research areas are in the biological and biomedical sciences and include many [scientific disciplines](#) in a wide range of organisms.



**Up to 30 Freeman Hrabowski Scholars** will be selected in 2025, with future competitions anticipated every other year. The competition is open to all eligible applicants.

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## HOWARD HUGHES MEDICAL INSTITUTE

The Howard Hughes Medical Institute (HHMI) advances the discovery and sharing of scientific knowledge to benefit us all. Founded in 1953, HHMI is a biomedical research organization and philanthropy with a vibrant community of researchers, educators, students, and professionals. Together, we're unlocking the fundamentals of biology and building an open, inclusive future for science.

HHMI is committed to six core values: Excellence, Collaboration, Innovation, Integrity, Inclusion, and Developing Others.

## DR. FREEMAN A. HRABOWSKI III

The Freeman Hrabowski Scholars Program honors the contributions of Dr. Freeman A. Hrabowski III, president emeritus of the University of Maryland, Baltimore County (UMBC), and a major force in increasing the number of scientists, engineers, and physicians from backgrounds underrepresented in science in the United States. Dr. Hrabowski's leadership sparked the development of new and growing programs at UMBC, HHMI, and other institutions around the US, including the renowned Meyerhoff Scholars Program for undergraduate students.

# Program Overview

*Following HHMI's philosophy of supporting "people, not projects," the Freeman Hrabowski Scholars competition is open to all early career faculty at **eligible US institutions** who hold PhD and/or MD degrees and conduct research within a broad range of **scientific disciplines** in the life sciences. For the duration of their appointment, Scholars will have freedom to change their research focus following their scientific curiosity.*

Freeman Hrabowski Scholars will be employed by HHMI and will maintain an academic appointment and lab at their research institutions, similar to HHMI Investigators. Scholars will be appointed to a five-year term, renewable for a second five-year term after a successful progress evaluation.

Scholars will receive up to \$8.6 million over the ten-year period, including full salary and benefits, a research budget of approximately \$400,000 per year over the first five years (\$600,000 per year during the second five years), and eligibility to participate in the HHMI capital equipment program.

Scholars will be required to spend at least 80 percent of their time on their research; the remainder may be spent on related professional activities, such as teaching, academic service, patient care, and consulting (subject to HHMI's consulting policies).

Freeman Hrabowski Scholars will prioritize scientific excellence in their own research,

while fostering an inclusive lab environment and becoming role models of inclusive lab leadership. Scholars will attract, support, and train undergraduates, PhD, MD, and MD-PhD students, and postdoctoral fellows in their labs. Through this approach, the program seeks to support both current and future generations of scientists. In addition, the program aims to protect Scholars' time by directly incorporating diversity, equity, and inclusion efforts into the work of trainee mentoring and the active conduct of research.

Scholars will participate in professional development to advance their leadership and mentoring skills. In addition, Scholars will become part of HHMI's broader community, joining and contributing to scientific meetings and events alongside HHMI Investigators, Janelia Research Campus Group Leaders, Hanna Gray Fellows, Gilliam Fellows, and others representing a range of career stages.

# Eligibility

## THE COMPETITION IS OPEN TO INDIVIDUALS WHO:

- Hold a PhD and/or MD (or equivalent)
- Began their first post-training position and began a tenure-track (or equivalent) faculty position on or after March 1, 2020, or have accepted an offer for a tenure-track (or equivalent) position that will begin no later than March 1, 2025
- Maintain a tenure-track appointment or equivalent at an [eligible US institution](#) (Federal government employees are not eligible.)
- Have a research focus in the biological and biomedical sciences, working across many [scientific disciplines](#) in a wide range of organisms
- Are authorized to work in the US or can obtain work authorization for the duration of employment (HHMI sponsors visas for eligible individuals.)

**This is an open competition and there are no limits on the number of applicants or Scholars from an institution.**

*HHMI seeks a broad and diverse applicant pool. We encourage applications from individuals of all backgrounds, including members of groups underrepresented in science and from institutions not previously affiliated with HHMI. The Freeman Hrabowski Scholars program is an employment program, and HHMI is committed to equal opportunity employment. All qualified applicants receive consideration without regard to sex, race, color, age, national origin, religion, sexual orientation, gender identity, protected veteran status, disability, ancestry, genetic status or characteristic, citizenship, or other legally protected status.*

# Application Process

*Applicants may establish eligibility and apply via the **HHMI Application and Review Channel** beginning February 14, 2024. Applications must be submitted by **May 15, 2024, at 3:00 p.m. (ET)**.*

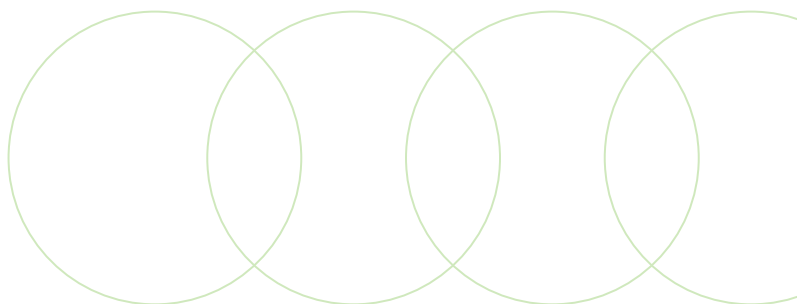
## **The application includes the following components:**

- Brief summary of prior research
- Description of ongoing and planned research program
- Three selected scientific contributions the applicant would like to highlight, as well as a paragraph for each contribution describing its significance and impact
- Responses to HHMI culture and climate questions focused on mentoring and understanding of systemic exclusion and lack of representation in science, as well as the importance of fostering an inclusive lab environment that enables trainees of all backgrounds to succeed
- Additional applicant information such as a bibliography, training and employment history, and a list of current research support

## **Additional components will be requested for finalists only.**

The finalist's chair and dean will be asked to describe how the department will support the Scholar, the departmental/institutional expectations of the Scholar (e.g. teaching load), and how the department will support the transition away from HHMI at the end of the Scholar's appointment.

Additionally, current lab members and former mentees will be asked to complete a brief Lab Survey about the finalist's mentoring and leadership skills.



# Selection Process

*Applications will be rigorously reviewed by scientific experts and experts in diversity, equity, and inclusion. Those selected as Scholars will have a strong record of performing high-quality science with bold future research plans. Scholars will also display deep knowledge of systemic exclusion and marginalization in science, with evidence of a strong commitment to mentoring and the creation of an inclusive lab environment.*

## Those selected as finalists will:

- Be asked to record a video presentation describing their research accomplishments and research plans **(due January 22, 2025)**
- Participate in a virtual scientific interview with an advisory panel and HHMI leadership **(March 18 or 19, 2025)**
- Participate in a virtual mentoring interview **(April 1 or 2, 2025)**

# Key Dates

## Applications open:

February 14, 2024

## Applications due:

May 15, 2024, at 3 p.m. (ET)

## Notification of status for all applicants:

December 2024

## Virtual scientific interview for finalists:

March 18–19, 2025

## Virtual mentoring interview for finalists:

April 1–2, 2025

## Scholars selected and notified:

April 2025

## Earliest start date:

September 2025

# Expectations

## SCHOLARS WILL BE EXPECTED TO:

- Spend at least 80 percent of their time on their research; the remainder may be spent on related professional activities such as teaching, academic service, patient care, and consulting (subject to HHMI's consulting policies)
- Create an inclusive lab climate that serves as a model within their own institutions and beyond
- Attract, support, and train undergraduates, PhD, MD, and MD-PhD students, and postdoctoral fellows in their labs through scientific excellence, culturally aware mentoring, and inclusive lab environments
- Participate in professional development to advance their leadership and mentoring skills
- Abide by HHMI's policies for lab heads, including the conduct of science and the open access policy concerning scientific publication (This includes sharing of materials, data, and software, and the open exchange of ideas.)
- Display the highest level of integrity and collegiality within their host institutions and the broader research community



*Information sessions about the Freeman Hrabowski Scholars Program will be held via Zoom Webinar on **March 4, 2024, at 2 p.m. (ET)** and **March 12, 2024, at 3 p.m. (ET)**. Visit the [program page](#) to register or view the recorded webinars.*

# Key Terms

Scholars must retain their academic appointments at their respective host institution and must become full-time employees of HHMI.

Scholars will be appointed to a five-year term, renewable for a second five-year term following a successful progress evaluation.

HHMI will provide full salary and benefits, along with \$2 million of research support during the five-year appointment period (\$3 million during the second five-year period), and eligibility to participate in the HHMI capital equipment program.

The starting salary range for Scholars is currently estimated to be \$164,000 to \$264,000 with salaries determined by HHMI's standard salary scale for lab heads. The HHMI lab head salary scale is reviewed annually and is subject to change. Additional information on the salary scale is available in the program [FAQ](#).

A Scholar is eligible to request a transfer to a new host institution for certain personal, family, or medical reasons at any time during their appointment. A Scholar is eligible to request a transfer for reasons other than personal, family, or medical reasons during their second five-year term (see [FAQ](#)).

Host institutions will receive lab space occupancy payments but will not receive indirect cost payments, consistent with the arrangements made for HHMI Investigators.

## CONTACTS

*For further details, see the [Freeman Hrabowski Scholars Program page](#), [FAQ](#), and [online application site](#). For questions, contact [FHScholars@hhmi.org](mailto:FHScholars@hhmi.org).*



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