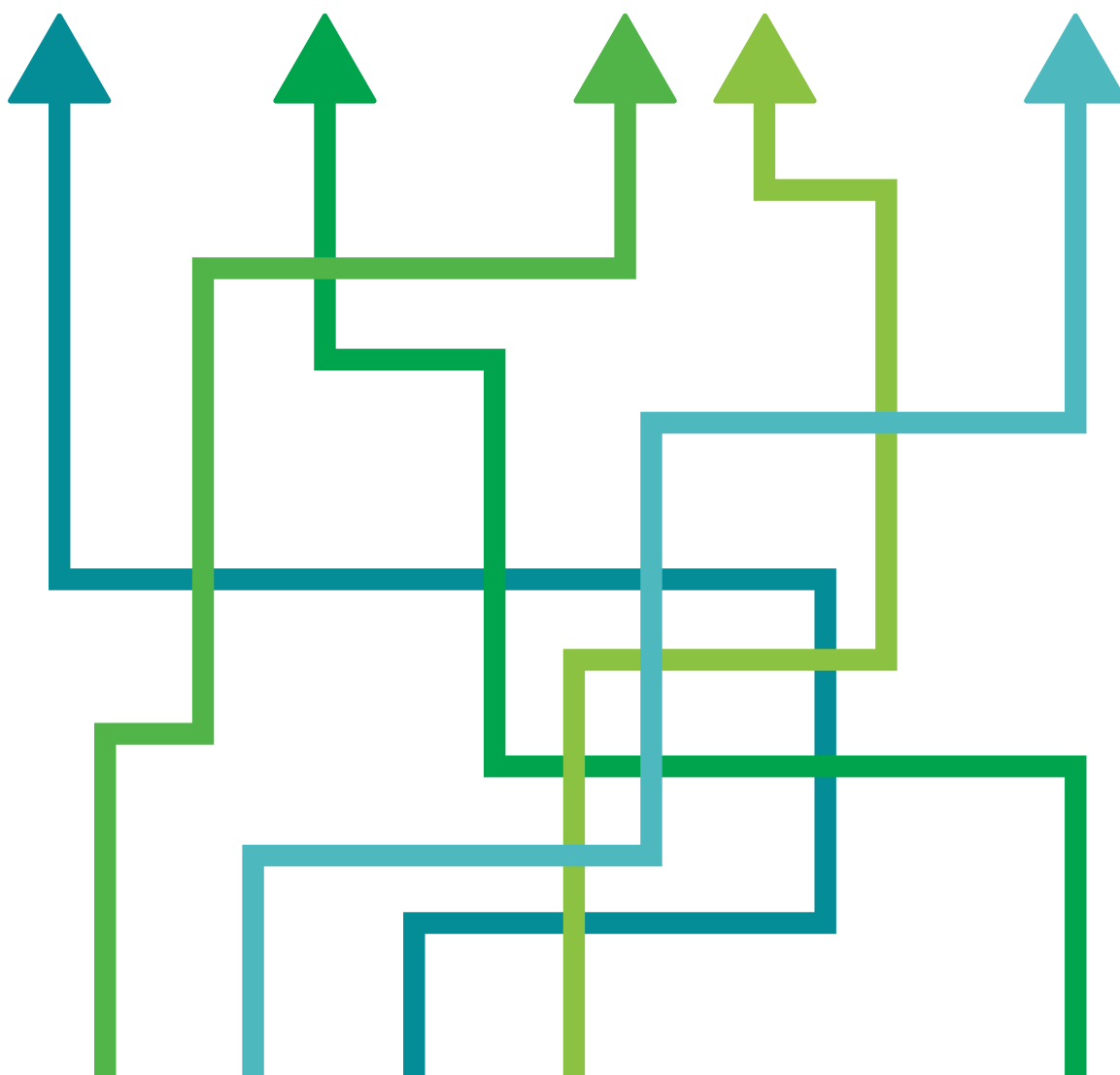


Howard Hughes Medical Institute  
2020 Hanna H. Gray Fellows

PROGRAM BOOKLET



Application due date

**January 8, 2020**

Selection notification

**June 2020**

Grant term begins

**September 15, 2020 – January 19, 2021**



## Howard Hughes Medical Institute

The Howard Hughes Medical Institute (HHMI) plays an important role in advancing scientific research and education in the United States.

Its scientists, located across the country and around the world, have made important discoveries that advance both human health and our fundamental understanding of biology. The Institute also aims to transform science education into a creative, interdisciplinary endeavor that reflects the excitement of research.

## Hanna H. Gray

The Hanna H. Gray Fellows Program honors the contributions of Hanna Holborn Gray, PhD, over her 28 years of service as a trustee of HHMI. A former chair of the trustees, she was one of the eight original trustees appointed in 1984 to govern the Institute. During her tenure, the Institute made significant changes to its process for selecting the scientists in which it invests, opening its doors to an ever-increasing pool of applicants.

## TABLE OF CONTENTS

PROGRAM OVERVIEW	3
ELIGIBILITY	3
COMPONENTS OF THE APPLICATION	4
KEY DATES	4
POSTDOCTORAL TRAINING PHASE	4
Grant funding (stipend and expense allowance)	4
Terms of grant award	4
Other program requirements, benefits, and components	5
Review process	5
FACULTY PHASE	5
Grant funding (research, expense allowance, and institutional funds)	5
Terms of grant award	5
Other program requirements, benefits, and components	6
Transition to faculty phase review	6
Faculty mid-phase review	6
CONTACTS AND ADDITIONAL INFORMATION	6

## PROGRAM OVERVIEW

HHMI seeks to increase diversity in the biomedical research community. We know that the biggest challenges in science call for diverse perspectives and original thinking. The goal of the Hanna H. Gray Fellows Program is to recruit and retain individuals from gender, racial, ethnic, and other groups underrepresented in the life sciences, including those individuals from disadvantaged backgrounds, at the career stages targeted by this program. Through their successful careers, HHMI Hanna Gray Fellows will become leaders in academic research and inspire future generations of scientists from America's diverse talent pool.

Following the “people, not projects” philosophy of HHMI, the competition is open to those dedicated to basic research from both doctoral and/or medical training paths in the biomedical and life science disciplines, including plant biology, evolutionary biology, biophysics, chemical biology, biomedical engineering, and computational biology. Fellows have freedom to change their research focus and follow their own curiosity for the duration of the award.

Fellows will receive funding through their academic institution for postdoctoral training and may continue to receive funding during their early career years as independent faculty. The program provides opportunities for career development, including mentoring and networking with others in the HHMI scientific community. Fellows in the postdoctoral training phase receive total support of \$90,000 annually, allocated for salary and an expense allowance. This phase is a minimum of two and maximum of four years. Fellows in the faculty phase receive research support for up to four years through an annual grant of \$270,000.

To transition to the faculty phase, fellows must obtain a tenure-track (or equivalent) faculty position at a U.S. (including Puerto Rico) research institution with a doctoral-level graduate program in their area of interest.

## ELIGIBILITY

- The program application is open to individuals who:
  - are from gender, racial, ethnic, and other groups underrepresented in the life sciences, including those individuals from disadvantaged backgrounds. This includes, but is not limited to, women of any ethnic or racial group as well as any individual identifying as Hispanic, Black, Native Hawaiian /Pacific Islander, or American Indian /Alaska Native.
  - are basic science researchers and physician-scientists in the biomedical and life science disciplines.
  - hold a PhD and/or MD (or equivalent), which must be conferred by the start of the grant term.
    - U.S. citizens must have a degree from a research institution in the U.S. (including Puerto Rico) or an international research institution.
    - Non-U.S. citizens and applicants with other nationalities must have a degree from a research institution in the U.S. (including Puerto Rico).
  - have been accepted to join a laboratory as a postdoctoral researcher at a research institution located in the U.S. (including Puerto Rico) at the time of the application due date.
- PhD applicants can have no more than 16 months of postdoctoral research experience at the time of the application due date.
  - The date or anticipated date of conferral of the doctoral degree must be on or after September 1, 2018, and before January 19, 2021.
- MD or MD/PhD applicants in residency, clinical fellowship, or postdoctoral training can have no more than 16 months of postdoctoral training by January 8, 2020.
  - For the purposes of this award, research activities during residency or clinical fellowship are not considered postdoctoral training.
- The postdoctoral training mentor must hold a tenured or tenure-track position (or equivalent) at an institution in the U.S. (including Puerto Rico).

See “Components of the Application” found at [www.hhmi.org/hanna-h-gray-fellows](http://www.hhmi.org/hanna-h-gray-fellows) for further details regarding eligibility; see “FAQ” regarding exceptions.

## COMPONENTS OF THE APPLICATION

- Summary of the applicant's educational and training record
- Personal statement relating past experiences and career goals
- Overview of the applicant's prior research experience
- A list of publications with statements of significance
- Summary of the applicant's planned research for postdoctoral phase
- An evaluative statement provided by the applicant's research training mentor
- A statement of support with a training plan provided by the postdoctoral training mentor
- A curriculum vitae and list of prior trainees provided by the postdoctoral training mentor
- One additional letter of reference

See "Components of the Application" found at [www.hhmi.org/hanna-h-gray-fellows](http://www.hhmi.org/hanna-h-gray-fellows) for further details of the application process.

## KEY DATES

- Online application site opens: September 12, 2019
- Application submission due: January 8, 2020 at 3:00 p.m. (ET)
- Mentor and reference letters due: January 15, 2020
- Notification of status: Late April 2020
- Finalist symposium: June 22-25, 2020
- Notification of awardees selection: Late June 2020
- Intent to accept award due: Mid-July 2020
- Possible start dates for grant term: between September 15, 2020, and January 19, 2021

## POSTDOCTORAL TRAINING PHASE

### Grant funding (stipend and expense allowance)

This award provides funds annually to the training institution to support the fellow's salary. The initial salary award is \$70,000. It is anticipated that an annual 3% salary increase will be provided in each subsequent training year. Salary supplementation is allowed; however, funds for supplementation must be provided by the institution and not derived from the expense allowance awarded to the fellow by this program.

This grant award provides an expense allowance of \$20,000 annually to the training institution that may be used at the discretion of the fellow for health care benefits, dependent-care costs, or expenses related to their scientific career development. These funds may also be used for standard research-related expenses including support of personnel (other than the HHMI Hanna Gray Fellow).

### Terms of grant award

- A fellow must have 75% of total effort committed to research; therefore, no more than 25% of effort can be devoted to other activities, including clinical care.
- Grants will be awarded only to U.S. (including Puerto Rico) not-for-profit research institutions, universities, and academic hospitals. U.S. government laboratories (e.g., National Institutes of Health (NIH), Veteran's Health Administration hospitals, and Centers for Disease Control and Prevention (CDC)) are excluded because HHMI does not award grants to these institutions.
- The postdoctoral training award is contingent upon receipt of verification of conferral date of PhD or MD degree(s). For those applicants with residency or clinical fellowship training, a verification of the start of postdoctoral training may also be required.
- Fellows may not hold other postdoctoral fellowships or mentored K-series NIH grants during the postdoctoral training phase of this award. Research funding through competitive grants or institutional awards is allowed, as permitted by the training institution.
- Awards can start as early as September 15, 2020, but no later than January 19, 2021.
- Awards are contingent upon an HHMI Terms and Conditions Agreement being signed by an official of the training institution. This document will be provided to training institutions following the awardee's acceptance of the award.
- Any immigration issues or visa applications are the responsibility of the fellow and the training institution.
- HHMI will consider requests for breaks in continuity of funding; however, all such breaks may not exceed two cumulative years during the postdoctoral phase. Transfers to a new training institution or a change of mentor will be considered on a case-by-case basis.
- The postdoctoral phase of the award does not provide indirect costs (sometimes referred to as institutional overhead or facilities & administrative costs), or any other administrative fee.

## Other program requirements, benefits, and components

- Fellows will be expected to attend an HHMI scientific meeting each year, which will include career development panels and workshops.
- The postdoctoral training mentor will be invited to attend one HHMI scientific meeting with their trainee and be asked to participate in a mentor training workshop at HHMI during the four-year award period.
- Fellows will be asked to submit annual progress reports related to research and other training activities with some components provided by the postdoctoral training mentor. The report will include a brief description of the use of grant funds.

## Review process

Due to the early career stage of applicants, evaluation criteria will focus on the applicant's potential for a career as an independent scientist in an academic setting, as assessed by scientific achievement in prior research experiences, letters of reference, and a personal statement, as well as the nature and quality of the planned research proposal. Reviewers will also evaluate the training environment in the laboratory of the selected mentor. To ensure a high-quality postdoctoral training experience, the mentor will be expected to foster a path to independence for the fellow.

Applications will be reviewed by HHMI and other distinguished scientists. Mentors and other scientists who provide reference letters, as well as faculty at the training institution, will be excluded as assigned reviewers. Applicants will be notified by late April about their advancement to the final stage. At that time, finalists will have an opportunity to prepare an application update and will be invited to make a scientific presentation to a panel of reviewers and HHMI scientific leadership on June 22–25, 2020, at the HHMI campus in Chevy Chase, Maryland. Awardees will receive notification of selection by end of June 2020.

The reviewers will not be identified, except for the final panel of reviewers, who will hear the presentations at the symposium. HHMI does not provide feedback on applications. Repeat applications are welcome, if an applicant remains eligible.

## FACULTY PHASE

### Grant funding (research, expense allowance, and institutional funds)

This award provides \$250,000 annually to the sponsoring institution to support the fellow's research. These funds can support salary and benefits of the fellow and laboratory research personnel as well as standard research-related expenses. This faculty award may be used to cover no more than 25% of the fellow's 12-month salary.

This award provides \$20,000 annually to the sponsoring institution that may be used at the discretion of the fellow for dependent-care costs or expenses related to their scientific career development. These funds, if not used for the purposes listed above, may also be used for standard research-related expenses including support of personnel (other than the HHMI Hanna Gray Fellow).

This grant is awarded to the sponsoring institution that will administer the grant. HHMI will provide additional funds annually representing 20% of the research grant (\$50,000) to the institution, which may be used for indirect or administrative costs at the discretion of the institution.

### Terms of grant award

- The faculty phase of the award will provide two years of funding with the possibility of two additional years following a successful internal review by HHMI scientific leadership.
- Grants will be awarded only to U.S. (including Puerto Rico) not-for-profit research institutions, universities, and academic hospitals. U.S. government laboratories (e.g., NIH, Veteran's Health Administration hospitals, and CDC) are excluded because HHMI does not award grants to these institutions.
- The sponsoring institution must provide a research start-up package and dedicated space to support the fellow's independent laboratory, as well as a salary with benefits comparable to other starting assistant professor (or equivalent) faculty salaries.
- The sponsoring institution must have an accredited graduate training program that awards terminal degrees (PhD or equivalent) in the field of interest of the fellow. Alternatively, the fellow may have access to such a program through an affiliate-type faculty appointment.

- The fellow must commit 75% of their professional activities to research for the duration of the faculty award phase. The institution must ensure that this time is protected from other institutional responsibilities, such as teaching or clinical duties.
- Awards are contingent upon an HHMI Terms and Conditions Agreement being signed by an official of the sponsoring institution. This document will be provided to the sponsoring institution at the time of application for the transition to the faculty phase.
- No-cost extensions of up to two years beyond the end of the faculty phase grant term will be permitted. Transfers to a new sponsoring institution will be considered on a case-by-case basis.
- Any immigration issues or visa applications are the responsibility of the fellow and the sponsoring institution.

### **Other program requirements, benefits, and components**

- Fellows will be expected to attend an HHMI scientific meeting each year, which will include career development activities.
- Fellows will be asked to submit annual progress reports related to their research and other professional activities. The report will include a brief description of the use of grant funds.
- The program will coordinate with the fellow and the department chair to enlist a faculty-level mentor to serve as an advocate for the fellow's career.

### **Transition to faculty phase review**

Fellows who have progressed through postdoctoral training and have obtained a tenure-track (or equivalent) faculty position at an eligible U.S. institution may apply for a faculty phase award. Transition to the initial two-year faculty phase requires an online application to be submitted at least three months prior to the anticipated start of the award to allow sufficient time for HHMI review and for institutional agreements to be completed. The following materials will be required as part of the application:

- A progress report for the postdoctoral training phase, including a brief summary of accomplished research and an updated curriculum vitae.
- A plan for the proposed four years of independent research.

- A copy of the offer letter for the faculty position that includes details of salary, benefits, research start-up funds, dedicated laboratory space, and non-research responsibilities.

Other information regarding the appointment may be requested to ensure the terms of the award are met. If not covered in the offer letter, the chair of department will be asked to describe the salary plan for the tenure-track (or equivalent) faculty position being offered. The chair will also be asked to verify that the grant award will not be used to defray costs normally covered by the department for comparable faculty positions in the form of salary support or start-up funds.

### **Faculty mid-phase review**

During the second year of the faculty phase, fellows are eligible to apply for an additional two years of support. The application will include a short research summary, an updated curriculum vitae, and a statement of support from the department chair. Review of the application will primarily consider whether the components are in place to successfully launch an independent research program. For example, the fellow will be expected to have established a laboratory with staff and equipped space and to be active in graduate training activities. We anticipate that the majority of fellows in the faculty phase will receive the final two years of funding.

## **CONTACTS AND ADDITIONAL INFORMATION**

Further details, including the Components of the Application, links to the online application site, and answers to FAQs are available at [www.hhmi.org/hanna-h-gray-fellows](http://www.hhmi.org/hanna-h-gray-fellows). For questions, contact HHMI program staff at [fellows@hhmi.org](mailto:fellows@hhmi.org).

The Hanna H. Gray Fellows award refers to the full program, which includes support and activities during both the postdoctoral training and faculty phases.

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