



PRIDE

Programs to Increase Diversity

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Save The Date:
PRIDE will hold its
2013 Annual Meeting
for Cohort 2
Mentees/Mentors
in Bethesda, MD
May 8-10, 2013

Spotlight on Success —

This issue's highlight* is

Dr. Echezona Ezeanolue

Functional and Applied Genomics of Blood Disorders Cohort 2 Mentee



Echezona Ezeanolue, MD, MPH, FIDSA

Associate Professor of Pediatrics

University of Nevada School of Medicine (UNSONM)

Dr. Echezona Ezeanolue is a Mentee with the PRIDE - Functional and Applied Genomics of Blood Disorders program at Georgia Health Sciences University. He is an Associate Professor of Pediatrics and Public Health at the University of Nevada School of Medicine.

His research interest is focused on the application of the principles of implementation science to improve the quality and effectiveness of health services and reduce health outcome disparity.

Dr. Ezeanolue was recently awarded two grants for a total of over \$1 million. The first grant was received from National Institute of Health/National Institute of Child Health and Human Development/National Institute of Mental Health. This study, titled "Comparative effectiveness of congregation and clinic based approaches to prevention of mother to child HIV transmission," partners with 40 churches and clinics in Nigeria to compare effectiveness and outcomes of different approaches to HIV testing. The second award is from the Human Resources and Services Administration, which supports a comprehensive, integrated primary medical care to women, infants, children and youth living with HIV/AIDS.

We are proud of Dr. Ezeanolue's accomplishments and will continue to support his success!

*[Each issue will highlight accomplishments from different Summer Institute Programs.]

**Now Accepting Applications
for
Cohort 3 Summer Institute**

[Eligibility Requirements](#)



Behavioral and Sleep Medicine

The PRIDE Summer Institute on Behavioral Medicine and Sleep Disorders Research started its sessions on July 29, 2012, matriculating nine new Mentees comprising our second cohort. These mentees convened at SUNY Downstate Medical Center and NYU Langone Medical Center for two weeks featuring several didactic courses. They included: Behavioral neuroscience, obstructive sleep apnea and cardiovascular disease, career development and NHLBI grant writing sessions. Mentees were exposed to varying cutting-edge ideas in the sleep and behavioral medicine fields. In many instances, these ideas were incorporated in their proposals, which were presented at the end of the summer sessions. Our mentees were also able to establish mentor-mentee partnerships with PRIDE faculty and invited speakers.

Mentees (n = 9) from the first cohort returned for the PRIDE Summer Institute 2, which began on Sunday August 5, 2012. The focus of Summer 2 was on Mock NIH Study Section review. During that week, mentees' proposals were critiqued by a PRIDE faculty as well as peer reviewer, using new NIH review criteria. During the post-review sessions mentees met with reviewers to go over feedback they had received seeking further guidance on how to improve their proposal before final grant submission.

Our program will continue to work with the mentees to ensure they maintain the skills they have learned over the



**Cohort 1 and 2 Scholars with PRIDE Faculty/Staff (L-R) —
Foreground:** Freddy Zizi

Front: Sharon McKenzie, Renee Murray Bachmann, Martina Gallagher, Brenda Jenkins, Kamala Thomas, Monique White, Lisa Moreno Walton, Temitayo Oyegbile

Middle: Raphael Shaw, Douglas Wallace, Lisa Lewis, Leah Robinson, Olugbenga Ogedegbe (Co-Director), David Rapoport, Carlos Sendon

Back: Perry Brimah, Samuel Taylor, Girardin Jean-Louis (BSM Director)

summer sessions and also receive the support they need to gain funding.



Cardiovascular-Related Research

The Cardiovascular (CVD) Related Research PRIDE Program welcomed ten new mentees for Cohort 2 on Sunday July 8, 2012. PRIDE Mentees and faculty gathered the first evening for a dinner meeting and orientation. During the meeting, they were informally introduced to the Program Directors and their peers and they had opportunities to network. Scholars started the first day on Monday by being presented with PRIDE CVD goals and expectations followed by the 2-week agenda of the didactic courses on CVD health disparities and approaches to address them. Mentees benefited from presentations such as NIH grant writing, introduction to health disparities/recruitment and retention, research design, methods and analysis, writing and publishing research papers, principles of biostatistics and epidemiology, responsible conduct of research, community-based participatory research, diabetes, cardiovascular disease-related health disparities, career development sessions with established and successful minority faculty, challenges and opportunities for minority faculty, and cultural competency. Mentees were also paired with PRIDE faculty and invited speakers for feedback on their proposals; they took full advantage of the opportunity to engage established investigators in the field.

The following week Cohort 1 composed of 11 mentees returned to SUNY Downstate Medical Center to commence Summer 2 of the program. Cohort 1 mentees' proposals were reviewed during the NIH Mock Study Section review. The proposals were not scored but the mentees were able to obtain valuable feedback from local and outside



**Cohort 1 and 2 Scholars with PRIDE Faculty/Staff (L-R) —
Front:** Kennon Weatherhead, Freddy Zizi, Judith Mitchell (Co-Director), Mohamed Boutjdir (CVD Director), Girardin Jean-Louis (BSM Director)

Middle: Kellee White, Alethea Hill, Cheryl Lynch, Abida Solomon, Raquel Villegas, David Smith, Ellie Daniels, Victoria Wangia, Clifton Addison, Natasha Williams

Back: Amani Nuru Jeter, Shakira Suglia, Antoine Trammell, Leah Alexander, Denee Mwendwa

faculty with established records of receiving funding in the area of the mentees' interests.

We are very happy with the success of the summer sessions and we look forward to continue working with our mentees to develop independent scientific careers.



Cardiovascular Genetic Epidemiology



Cohort 1 Scholars —

Back Row: Elvin Price, Won Choi, Victor Davila-Roman (Co-Director), Ervin Fox (SIPID), Kevin Yarasheski

Front Row: Linda Schreier, Lisa de las Fuentes, DC Rao (Director), Lisa VanHoose, Jane Armer

Not Pictured: G. Bradley Schaefer



Cohort 2 Scholars —

Back Row: Omar De la cruz Cabrera, Ingrid Borecki, Kamilah Ali, Mike Province, F. Sessions Cole, Carlos Gallego, Colin Nichols, Susan Racette, Lisa de las Fuentes, DC Rao (Director)

Front Row: Hirut Gebrekristos, Marilyn Foreman, Vivian Kawai, Marshaleen Henriques-Forsythe, Uriyoan Colon-Ramos

Not Pictured: Mario Castro, Nur Onen, Brian Gage, Victor Davila-Roman (Co-Director), Linda Schreier

Summer 2012 was filled with eight new faces in Cohort 2 and the reunion of Cohort 1 Mentees at PRIDE-GE at Washington University School of Medicine in St Louis, MO. Each group's Summer Institute Program was three weeks in length with many Survey Lectures throughout and grant development / brainstorming sessions each day with Mentors. The Mentees were presented with information from NHLBI on grant writing as well as lectures and workshops from WUSM faculty and an internal grants writing expert. Mentees were connected with an NHLBI officer to discuss their individual grant plans as well.

Cohort 2 focused on Fundamentals of Genetic Epidemiology, learned about various research studies where they may obtain data for their studies, and were research subjects in a hands-on Phenotyping Laboratory. They learned how the equipment worked and what results could be seen with Echo and CIMT equipment. Cohort 1 received an 'Introduction to Bioinformatics' and worked on refining their projects along with additional survey lectures to round out their knowledge. All mentees developed their career plans for the next several years and left with specific steps required to obtain their goals.



**COLUMBIA UNIVERSITY
MEDICAL CENTER**

Comparative Effectiveness Research



Cohort 2 Scholars —

Summer Institute, 2012

[Pictured, L-R] Brandi Franklin, PhD MBA; Mark Fields, PhD MPH; Kajua Lor, PharmD;

Vaughn Whittaker, MD; and Keila Lopez, MD MPH

This past July, we welcomed Cohort 2 to the FIRST in CER PRIDE program. This was an enthusiastic group; they embraced the summer program with open minds and they gained in-depth knowledge about biostatistics, epidemiology, decision analysis, race and health, comparative effectiveness research (CER) and grant writing.

In addition to these didactic sessions, they participated in professional development seminars and networking with **Dean Goldman**, Dean of the Faculties of Health Sciences and Medicine at Columbia University. After an intensive summer, they were eager to return to their respective

campuses and put their new research tools into practice.

One of our scholars, **Brandi Franklin, PhD MBA**, Assistant Professor at the University of Tennessee Health Science Center even received notice of independent grant funding!

We look forward to meeting with them in October to review their goals and development plans for the upcoming year.



The Georgia Health Sciences University (GHSU) PRIDE-Functional and Applied Genomics of Blood Disorders, 2012 Summer Institutes 1 and 2 were held in Augusta, GA from July 9 - August 4. The program was a huge success, with unanimously positive feedback from Mentees, Mentors and teaching Faculty. Eight new Mentees were accepted into Cohort 2, representing universities and hospitals from various parts of the country.

The PRIDE I Summer Institute (Cohort 2) commenced on July 9, 2012 with a Welcome Ceremony that was well-supported by the university. GHSU President Ricardo Azziz, School of Medicine Dean Peter Buckley, and other noted GHSU faculty and staff shared words of welcome with the newly matriculated Cohort 2 Mentees. In addition to attending multi-disciplinary lectures ranging from bioinformatics to grant writing, the attendees participated in hands-on genomics bench research during the summer institute. Even with varied levels of skills, the Mentees were able to work in a real-time laboratory setting increasing their knowledge and familiarity



Cohort 1 and 2 Scholars with PRIDE Directors —

Standing: Betty Pace (Director), Rita Sarkar (NIH Program Director) Sharon Singh (Cohort 1), Kamal El Bissati (Cohort 2), Tennille Presley (Cohort 1), Olufolake Adisa (Cohort 2), Tracie Gibson (Cohort 1), Abena Appiah-Kubi (Cohort 2), Anya Griffin (Cohort 2), Lanetta Jordan (Cohort 2), Levi Makala, (Cohort 1), Juan Gonzalez (Co-Director).

Seated: Rafat Ahmed (Cohort 1), May Xiong (Cohort 1), Raymona Lawrence (Cohort 2), Echezona Ezeanolue (Cohort 2), Alecia Nero (Cohort 2).

of genomic approaches and platforms. Additionally, all seven Mentees from Cohort I returned for their second and final Summer Institute on July 22, 2012. Because of this scheduled overlap in sessions, both Cohorts were able to spend time networking during the last two days of the PRIDE I Summer Institute. This overlap was well-received by both Cohorts and was a success by all accounts.



Investing in America's Future:
Mentoring Researchers in
Latino Health Disparities

Mentoring Researchers in Latino Health Disparities

The San Diego State University "Mentoring Researchers In Latino Health Disparities" PRIDE program held their two-week 2012 Summer Institute from Friday, July 20th to Friday, August 3rd. The Cohort of ten Mentees arrived just in time to celebrate the 25th anniversary of the Institute for Behavioral and Community Health (IBACH), also co-directed by San Diego's PRIDE Program Directors, Dr. John Elder and Dr. Greg Talavera. At the formal evening event, a mixer was held prior to the event specifically for the eight graduating 2011 mentees, the ten newly arriving 2012 mentees, and all the affiliated SDSU PRIDE mentors and faculty to meet and greet.

The 2011 Cohort took part in an intensive one week grant-writing second Summer



Summer Institute 2012

[Pictured, L-R]

Guadalupe Ayala, Gregory Talavera (Co-Director), Lizette Ojeda, Pablo Mora, Trisha Miranda, Rocio Pereira, John Ruiz, Lizzy Pulgaron, Daniel Lopez-Cevallos, Elizabeth Grubert, John Elder (Director), Leonor Corsino and Augusto Rodriguez

Institute where they were able to present their ongoing research and grant proposals to SDSU faculty and mentors. The 2012 Cohort took part in an entirely exhaustive and exhausting two-week training for Latino health disparities, cardiovascular disease, grant development, and academic planning. Feedback for both summer institutes, both formal and informal, has been extremely positive.

Article in Press — SIPID Program Transitions to PRIDE

Did you know that the **PR**ograms to **I**ncrease **D**iversity among individuals **E**ngaged in health-related research (**PRIDE**, RFA-HL-10-019) is not the first of its kind sponsored by National Heart, Lung, and Blood Institute (NHLBI)? In fact, **PRIDE** is a follow-up program for an earlier effort called the **S**ummer **I**nstitute **PR**ograms to **I**ncrease **D**iversity (**SIPID**, RFA-HL-07-012). The original three **SIPID** programs were (1) Cardiovascular Health Disparities Research (SUNY, Mohamed Boutjdir, PI), (2) Functional Genomics of Blood Disorders (University of Texas at Dallas, Betty Pace, PI), and (3) Genetic Epidemiology and Cardiovascular Disease (Washington University in St. Louis, D.C. Rao, PI). Each of these original programs trained three cohorts of junior faculty (2007-2010) for a total of 58 scholars. Recently, a manuscript describing the baseline evaluation data from these original three cohorts was accepted for publication in the *Journal of the National Medical Association*¹. Some of the highlights from that publication are featured here.

The **SIPID** data demonstrate that a great deal of progress can be made in a short period of time in a mentored career development program. At the end of the **SIPID** grant cycle (2010), nearly 40 grant applications had been submitted with 17 having received funding. These awards included both research (R01, R03 and R21) and career development (K01, K08, K12 and K23) as well as institutional and foundation grants (e.g. Robert Wood Johnson Foundation). Publication rates were quite high, with the scholars together contributing about 100 manuscripts to peer-reviewed journals.

Many factors contribute to these successes, foremost of course, the commitment and skills of the scholars themselves. **SIPID** training also was a contributing factor. For example, evaluation data indicated clear trends in increasing confidence in abilities to design and conduct research and to write grant applications. Increasing confidence is important because it is correlated with intention^{2,3}, and intention is highly predictive of actually engaging in behavior^{3,4}. Multi-faceted programs like **SIPID** and **PRIDE** that focus on increasing one's confidence in multiple domains such as designing and conducting research, grant writing, career development, one-on-one mentoring and knowledge acquisition would be expected to have greater success in leading to career independence than single-focus programs such as those that only provide knowledge acquisition⁵.

Some of the most highly valued components of the programs reported by scholars include mentoring and networking opportunities, grant planning and grant writing tutorials, and sessions concerned with general career development issues. For example, **SIPID** was the first time some scholars received one-on-one career and professional mentoring and it was reported to be a profoundly rewarding experience. Likewise, the grant planning and writing experience was especially enhanced by partnering with NHLBI program officers who attended selected Summer Institute sessions and presented information, tips and guidelines on NIH grant mechanisms, peer review, and grantsmanship issues. One specific comment that summarized many scholars' experiences was that after participating in **SIPID** this junior faculty finally had a clear idea of the path required to become an independent principal investigator and how to build a research team.

One obvious indicator of success of **SIPID** was that NHLBI issued a new funding opportunity announcement to expand the summer training programs. This expansion was called **PRIDE**, and a total of 6 programs were funded. The original 3 programs at (1) SUNY, (2) UT-Dallas (which moved to Georgia Health Sciences University in Augusta) and (3) Washington University were continued, in addition to 3 new programs in (4) Behavioral and Sleep Medicine (SUNY, Girardin Jean-Louis, PI), (5) Comparative Effectiveness Research (Columbia University, Melissa Begg, PI) and (6) Mentoring Researchers in Latino Health Disparities (San Diego State University, John Elder, PI).

PRIDE matriculated the first two cohorts of junior faculty scholars in the summers of 2011 and 2012. Cohort 1 attended the first **PRIDE** Annual Meeting in May of 2012. We look forward to meeting Cohort 2 at the second Annual Meeting in May of 2013 and welcoming a new Cohort 3 in the summer institute programs of 2013! We also welcome **SIPID** and **PRIDE** Alumni to the 2013 Annual Meeting (check the [PRIDE](#) Website for more details).

References

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- ²Aizen I. The theory of planned behavior. *Org Behav Hum Desc Proc* 1991; 50:179-211.
- ³Bandura A. Social cognitive theory: An agentic perspective. *Ann Rev Psychol* 2001; 52:1-26.
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- ⁵Grimshaw JM, Shirran L, Thomas R, Mowatt G, Fraser C, Bero L, Grilli R, Harvey E, Oxman A, O'Brien MA. Changing provider behavior – an overview of systematic reviews of interventions. *Med Care* 2001; 39(8 suppl 2):112-1145.

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www.biostat.wustl.edu/pridecc/

**Do you meet the criteria for
the PRIDE Programs?**

Click below to find out:

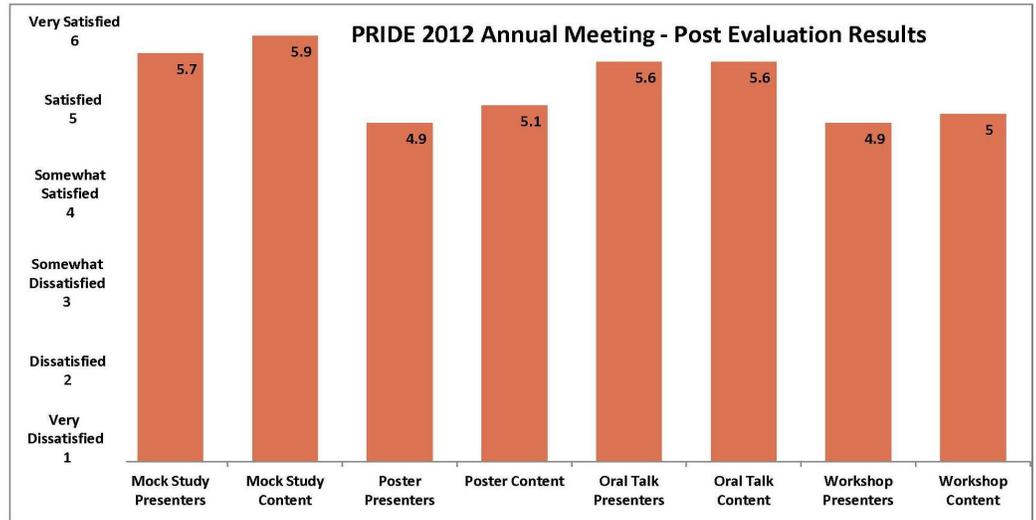
[Eligibility Requirements](#)

The primary goal of the Programs to Increase Diversity Among Individuals Engaged in Health-Related Research (PRIDE) is to encourage scientists and research-oriented faculty from diverse backgrounds to further develop their research skills and to gain experience in advanced methods and experimental approaches in basic and applied sciences relevant to heart, lung, blood, and sleep disorders.



**PRIDE Programs
Funded by the
National Institutes
of Health /
National Heart Lung
and Blood Institutes**

Feedback from the 2012 PRIDE Annual Meeting



Bethesda, Maryland

In May 2012, about 90 scholars, mentors and faculty from 6 PRIDE Summer Institute Programs attended the 1st PRIDE Annual Meeting. They were joined by NHLBI program staff and officers for several main events held over a period of two days.

A post-meeting survey assessed each component of the program. Components included: mock study sections, oral presentations, poster presentations and a mentoring workshop.

Each survey question was scored on a 6-point Likert-scale of 1 (very dissatisfied) to 6 (very satisfied). Two questions for each program component were surveyed: Overall satisfaction rating for (1) speaker/presenter and (2) topic/content.

In general, the ratings were very high as shown in the graph provided above!

For example, average ratings for the Mock Study component were 5.7 for presenters and 5.9 for con-

tent. The oral presentations received the next best ratings (5.6 for each of presenters and content). The poster sessions and mentoring workshop ratings were slightly lower, although attendees still rated them as satisfactory.

Most comments about the meeting were positive. In general, networking with scholars from other programs and with NHLBI program officers were highlighted in the comments. Other comments offered suggestions for improving future meetings. We greatly appreciate all of the comments and are carefully considering them as we plan the 2013 Annual Meeting.

Together, these results suggest that most attendees were satisfied with the program and found the inaugural event to be a rewarding experience.

Interpretation: Evaluations are in and the 1st Annual Meeting was a success!

We look forward to seeing everyone at the 2013 Annual Meeting to be held May 8-10 in Bethesda, MD.

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Programs to Increase Diversity (PRIDE)
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Let your colleagues & friends in on the secret!**

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'Like' us on Facebook, network with colleagues,
share information about professional meetings, pose questions ...

<http://www.facebook.com/pages/Programs-to-Increase-Diversity/105719102911188>

Programs to Increase Diversity (PRIDE) is a consortium of NHLBI-funded Summer Institute Training Programs for Junior Faculty.

- Each Summer Institute Training Program has the common goal of increasing the diversity among individuals who are engaged in health-related research
- Each Summer Institute Program has a unique, specialized research focus, as described below under Summer Institute Training Programs

Eligible individuals are encouraged to apply to the Summer Institute Program in your area of interest

Eligibility Requirements

To be eligible to participate in a PRIDE Summer Institute Training Program, you must be:

- a junior-level faculty member or scientist (postdocs not eligible)
- from a minority group that is under-represented in the biomedical or health sciences
- a United States Citizen or Permanent United States Resident

If you meet the eligibility criteria, we invite you to complete and submit your [Pre-Application](#) to PRIDE today

General Program Structure

- All expenses paid for a 3-week (on average) Summer Institute Training Program for two consecutive summers
- Year-long mentoring experience with recognized experts in the field
- Didactic course-work and hands-on practical training
- Specific training and coaching in grant-writing skills
- Mid-year meeting
- Annual Conference in Bethesda, Maryland

Summer Institute Training Programs

[Behavioral and Sleep Medicine](#)

Location: SUNY Downstate Medical College, New York, New York
PI: Girardin Jean-Louis, Ph.D.

[Cardiovascular Genetic Epidemiology](#)

Location: Washington University in St. Louis, St. Louis, Missouri
PI: D.C. Rao, Ph.D.

[Cardiovascular-Related Research](#)

Location: SUNY Downstate Medical College, New York, New York
PI: Mohamed Boutjdir, Ph.D.

[Comparative Effectiveness Research](#)

Location: Columbia University, New York, New York
PI: Melissa D. Begg, Sc.D.

[Functional and Applied Genomics of Blood Disorders](#)

Location: Medical College of Georgia, Augusta, Georgia
PI: Betty Pace, M.D.

[Mentoring Researchers in Latino Health Disparities](#)

Location: San Diego State University, San Diego, California
PI: John Elder, Ph.D., M.P.H.

Complete the [PRIDE Pre-Application Form](#) and submit by the deadline date of March 1, 2013, or until all positions are filled.

- Eligible applicants will be asked to complete the full application
- Full application includes current CV, letters of reference, and additional information such as educational and research background

For further information, email the [PRIDE Coordination Core](#), or directly contact the Summer Institute Training Program of your choice.