NIEHS
National Institute of Environmental Health Sciences

Our Commitment to Diversity: *Your Science Career*

The National Institute of Environmental Health Sciences (NIEHS) is committed to improving the recruitment, retention, and advancement of outstanding researchers in the biomedical sciences, especially the field of environmental health sciences. To address the growing need for highly-skilled researchers who represent the diversity of the U. S. population, we support and train top scientists, foster a welcoming scientific workplace, provide diverse role models and mentors, and make training and career development opportunities available to all.

NURTURING SCIENTISTS

The NIEHS is committed to encouraging talented students from diverse racial and ethnic groups to pursue science degrees and research careers.

- **Advanced Research Cooperation in Environmental Health (ARCH).** The ARCH program establishes collaborative partnerships between investigators at minority serving institutions and research-intensive universities. The goal is to share knowledge and resources so that investigators at the minority serving institution are successful in competing for peer-reviewed research grants in environmental health research.

SUCCESS STORY

*Through the ARCH program, investigators at **Meharry Medical College (MMC)** have teamed with researchers at **Vanderbilt University Medical Center** to examine whether animal models exposed to environmental contaminants, such as benzo(a)pyrene, can effect brain development and lead to learning and memory disabilities in offspring. This successful ARCH collaboration has led to an NIH R01 award for an MMC investigator.*

Vanderbilt Medical Center
Hearts and Minds

MEHARRY
MEDICAL COLLEGE

- **Summers of Discovery Program (SoD).** An 8-12 week summer internship for outstanding high school and college students. Interns work closely with NIEHS scientists to learn more about environmental health sciences, and get "hands on" research experience. NIEHS strongly encourages applications from female and minority candidates as well as persons with disabilities.

SUCCESS STORY

Saundra F. De Lauder *earned her Ph.D. in analytical chemistry from Howard University in 1992. She participated in the SoD program at NIEHS where she expanded her previous research experience in the area of DNA Repair, which resulted in a publication and development of course materials. De Lauder is now serving as North Carolina Central University's Interim Dean for the College of Science and Technology.*

- **Research Supplements to Promote Diversity.** The NIEHS provides grant supplements to improve the diversity of the research workforce by supporting and recruiting students, post-doctorates and eligible investigators from underrepresented groups.

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- **Training Grants.** The NIEHS awards *Ruth L. Kirschstein National Research Service Award Institutional Training Grants (T32s)* to eligible universities and institutions to support graduate and postdoctoral research training opportunities in biomedical, behavioral or clinical research pertinent to the environmental health sciences. Each training grant must include a plan to promote diversity and the recruitment and retention of underrepresented groups.

- **Research Fellowships.** The NIEHS offers fellowships to individuals from underrepresented racial and ethnic groups, individuals with disabilities, and individuals from disadvantaged backgrounds through the *Ruth L. Kirschstein National Research Service Awards for Individual Predoctoral Fellowships to Promote Diversity in Health-Related Research (F31s)*. The awards provide up to five years of support.

- **Local Science Education Efforts.** Since 1996, NIEHS has worked with public schools in Durham, North Carolina to develop programs and activities that share the excitement of science with students and teachers. NIEHS recently teamed with the Durham Chamber of Commerce and other local leaders in academia, industry and government to form a new consortium to augment science curriculum and activities and turn young people on to careers in science.

  Please visit the NIEHS Science Education website **www.niehs.nih.gov/science-education/** for K-12 environment health science materials.

CAREER DEVELOPMENT

Postdoctoral Training

The NIEHS has launched an aggressive effort to attract outstanding, diverse scientists holding doctoral degrees to join NIEHS for advanced postdoctoral training. NIEHS provides postdoctoral training at its state-of-the-art facilities with the goal of training outstanding independent scientists.

Tenured and Senior Positions

The NIEHS continues to strive for diversity in its senior level jobs and tenure track positions. NIEHS provides opportunities for all scientists to achieve tenure status.

Physician Research

The NIEHS is committed to increasing diversity among physician-scientists working in the field of environmental health sciences.

A new clinical research facility under construction at the NIEHS aims to move basic science into medical practice by investigating how environmental exposures affect human biology and disease.

Fellowships in Environmental Medicine

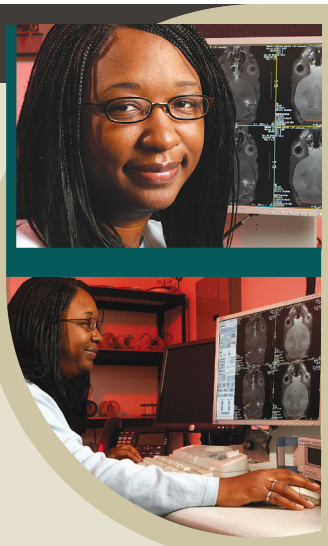
The NIEHS provides short-term research experience for medical students. Stipend support enables interested members of diverse backgrounds to train for up to one year in the laboratory of their choice at NIEHS.

It is the goal of the NIEHS to promote diversity in our cadre of well-trained investigators and to train the next generation of environmental health scientists.

SUPPORTING EXEMPLARY PROGRAMS

Supporting the efforts of minority institutions that provide strong support and encouragement to students to excel in math and science will continue to be a priority for NIEHS.

The Meyerhoff Scholarship Program at the University of Maryland, Baltimore County (UMBC). The UMBC has an exemplary success rate for graduating students with bachelor's degree who go on to doctoral programs in science and engineering and become outstanding scientists.



SUCCESS STORY

Kennita Johnson, Ph.D., *alumna of the Meyerhoff Scholarship Program, was selected for the Young Investigator Award at the 2005 annual meeting of the Society of Toxicologic Pathology. After earning her doctoral degree in biomedical engineering she was recruited by NIEHS and now works on advancing methods for computer-assisted imaging of cells and tissues in the NIEHS Cellular and Molecular Pathology Branch.*