

# Strategies to Diversify the Postdoctoral Body

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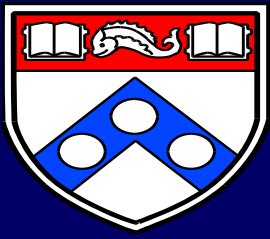
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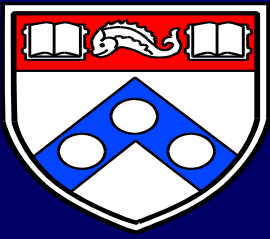
University of Pennsylvania





# Funding Minority Postdocs

- University sponsored fellowships to groom postdocs for faculty positions, similar to the UCAL “Presidential Fellowships”.
- IRACDA grants from NIGMS MORE division (<http://www.nigms.nih.gov/Training/CareerDev/PartInstIRACDA.htm>). 70% of the PENN-PORT program are URMS.
- Minority supplements to mentor’s NIH grants
- NRSA Training grants, KO1 awards
- Ford foundation, Merck/UNCF fellowships



# Identifying Potential Candidates

- **Recruiting at National Research Conferences**
  - Utilize minority affairs committees to identify minority attendees
  - Recruitment exhibition booths (FASEB, ACS, ASM, AACR etc.)
- **Enhanced Minority Recruitment**
  - Attend Minority Research Conferences (i.e., SACNAS, ABRCMS, Institute on Teaching and Mentoring)
  - Organize recruitment trips to minority serving institutions with Ph.D granting programs in Biomedical Sciences (CUNY, Howard, Meharry, etc.)
- **Develop a recruitment brochure**
  - Highlight minority alumni, current diversity initiatives, funding available