



Institutional Research and Academic Career Development Award

MORE Division, NIGMS





IRACDA

- **An experiment to improve student development at minority serving institutions**
- **A model for training and institutional change**





The Need

- **Minority Serving Institutions expressed concern for their ability to deliver a strong contemporary curriculum in the life sciences and that attracting competitive new research-oriented faculty was a great challenge.**





A Response

- **IRACDA is an institutional postdoctoral program in which preparation for an academic career, such as learning contemporary methods of teaching, may take as much as one third of the training time. The practicum of the academic preparation is conducted at a partner minority serving institution.**



Objectives of IRACDA



- Enhance the course offerings at minority serving institutions by providing energetic, research oriented teachers trained in contemporary methods of instruction
- Enhance exposure of students at minority serving institutions to research and to opportunities to participate in research
- Make links between teachers and students at minority serving institutions and research intensive institutions





IRACDA Institutions

■ UNC Chapel Hill	1999
■ Emory University	2000
■ Univ of Arizona	2000
■ Univ of Kansas	2002
■ Vanderbilt	2003
■ UC San Diego	2003
■ Penn	2006
■ U Minnesota	2007
■ Tufts University	2007
■ Medical University of SC	2007
■ UCSF	2007





IRACDA Institutions

- <http://www.physiology.emory.edu/FIRST/iracdaprograms.htm>



Did Minority Serving Institutions Benefit from IRACDA?



- 123 courses taught at MSI by fellows from the four original programs
- 53 new courses were developed (e.g., neurobiology, molecular basis of disease, & molecular genetics) or substantially revised
- Funds were provided to the Minority Serving Institutions in course equipment, course supplies and IT or video equipment.
- 9 IRACDA fellows hired as faculty at minority institutions





Does IRACDA Attract Minorities?

UCD	16 total	3 URM
UAZ	33 total	5 URM
UNCCH	36 total	11 URM
Emory	59 total	29 URM





Concern Expressed by NIGMS Council Members

- **Concern that postdocs will be harmed**

“How can IRACDA postdocs hope to compete with postdocs who do not have a teaching obligation to distract them?”





Publications/postdoc/year of training

	Publications IRACDA	Publications comparison group
UCD	0.70	0.53
UAZ	1.44	0.95
UNCCH	1.08	1.32
Emory	1.00	0.78





Do IRACDA Fellows Get Jobs?

	Academic	Govt. or Industry	Further Postdoc	Other
UCD	7	3	2	
UAZ	9		3	
UNCCH	15			2
Emory	16	1	8	5

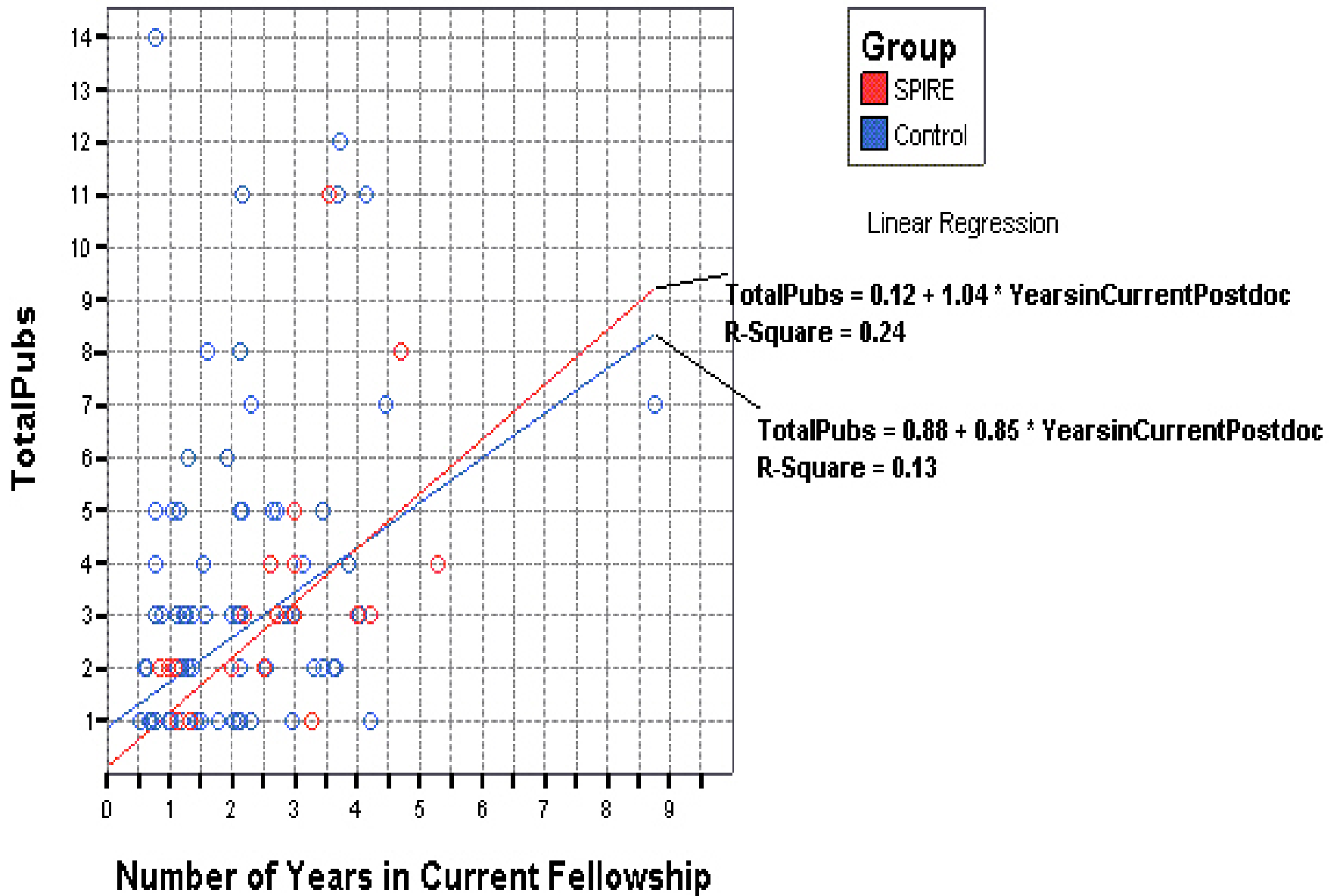




Conclusions

- **Minority Institution partners benefited**
- **Students at Minority Institutions benefited**
- **IRACDA Fellows well served by Program**
- **Institutional Career Development Award can be a good mechanism for promoting Institutional change**







Additional Conclusion

- **High Quality Evaluation (actually research) is essential for understanding benefits and limitations of Programs**

