

National Center on Minority Health and Health Disparities (NCMHD) Workforce Plans for FYs 2002/2003

The Minority Health and Health Disparities Research and Education Act of 2000 (P.L. 106-525) established the NCMHD, effective January 16, 2001. The National Center on Minority Health and Health Disparities (NCMHD) conducts and supports research, training, information dissemination, and other programs aimed at reducing the disproportionately high incidence and prevalence of disease, burden of illness, and mortality experienced by certain American populations, including racial and ethnic minorities and other groups, such as the urban and rural poor, with disparate health status.

Key Responsibilities

The Center is responsible for fostering, coordinating, and assessing the progress of all NIH-sponsored research activities involving minority health and health disparities, working in collaboration with the other NIH institutes and centers (ICs) and the NCMHD advisory council. Through its own grant-making authority and the provision of funds to leverage the resources of other ICs, NCMHD supports a broad range of research initiatives involving minority health and health disparities, with an emphasis on the following areas:

- Basic, clinical, and behavioral research aimed at increasing our understanding of the underlying causes of health disparities and finding ways to improve the health of minorities and other health disparity populations.
- Training programs designed to expand the pool of experienced investigators conducting biomedical and biobehavioral research on minority health and health disparities.
- Initiatives to build research capacity at minority-serving institutions and academic institutions located in geographical regions with large health disparity populations.
- Studies to improve the dissemination of research findings to racial and ethnic minority groups, other health disparity populations, and their healthcare providers, including collaborations with community-based organizations to develop culturally appropriate health messages and intervention strategies.
- Initiatives to increase the participation of racial and ethnic minorities and other health disparity populations in clinical trials and other types of research studies.
- Evaluation projects designed to assess the needs of health disparity populations and their healthcare providers, track the progress of NIH-sponsored health disparities research activities, and monitor NIH resources allocated to these activities.

The staffing structure for the Center has been developed, which importantly includes three major divisions: 1) the Division of Research will focus on initiatives to enhance inclusion of targeted minority health disparities research as well as research on other health disparities; 2) the Division of Scientific Planning and Policy Analysis will focus on the development of major policy and program recommendations; and 3) the Division of Community-Based Research and Outreach will focus on the development and implementation of a community-based research program with a focus on disease prevention, through implementation of health messages in relevant racial and ethnic minority and disadvantaged communities. The immediate Office of the Director will include offices of: Communications and Public Liaison; and Research Training and Capacity Building.

Because NCMHD is a newly established Center, we will be expanding its skill sets in a number of areas, including epidemiology and statistics, molecular biology and genomics, public health, psychosocial behavior, and alternative and complementary medicine. We will also need to acquire staff with grants administration and management experience. The priority for acquiring the needed skill sets are set forth in the hiring plan that has been developed. The workforce plan will be reviewed annually to identify any necessary additions or revisions.

NCMHD Hiring Plans for FYs 2002/2003

FY 2002 FY 2003 Total

INTRAMURAL

Senior Investigators ¹	0	0	0
Investigators ¹	0	0	0
Other MD/PhDs, in FTE positions	0	0	0
Other MD/PhDs in non-FTE positions (IRTA, VF)	0	0	0
Other lab/clinical staff => GS-13	0	0	0
Other lab/clinical staff =< GS-12	0	0	0
Admin/support staff => GS-13	0	0	0
Admin/support staff =< GS-12	0	0	0
Infrastructure support => GS-13	0	0	0
Infrastructure support =< GS-12 ²	0	0	0
Summer and other temps not listed above (include summer IRTAs)	0	0	0
TOTAL INTRAMURAL	0	0	0

EXTRAMURAL

HSA/SRAs and other senior level science administrators => GS-13	1	1	2
Other science administration positions =< GS-12	2	2	4
Grants Management and R&D Contract Staff => GS-13 ³	1	0	1
Grants Management and R&D Contract Staff =< GS-12 ³	2	1	3
Administrative and support staff => GS-13	2	0	2
Administrative and support staff =< GS-12	2	6	8
Infrastructure support => GS-13	0	0	0
Infrastructure support =< GS-12 ²	0	0	0
Summer and other temps not listed above			0
TOTAL EXTRAMURAL	10	10	20

IC TOTAL	10	10	20
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¹ Using OIR professional designations

² Include all wage grade positions related to infrastructure in this group

³ Includes 1101, 1102, 301 and 303 series where individual is engaged in these activities on a full-time basis.