

OB/GYN FACULTY RESEARCH CAREER DEVELOPMENT PROGRAM

Principal Investigator: William W. Andrews, PhD, MD

SCHOLAR CANDIDATES

One of the most important aspects of the Program will be the identification, recruitment and selection of a well-trained, motivated group of individuals for consideration as Program scholars. We propose to accomplish this in the following way.

Pool of Potential Candidates

Recruitment Plan

The plan for the recruitment of potential scholars is provided in detail in the Recruitment and Retention Plan. Considerations for recruitment are noted below:

Eligibility Criteria

The potential pool of candidates must meet the eligibility criteria as described in RFA–HD-15-011. Specifically, candidates eligible to apply for a scholar position must: 1) be a physician holding the MD or DO degree, 2) have completed postgraduate residency training in OB/GYN or at least in final research year of postdoctoral fellowship training in its subspecialties, 3) be an existing or potential Department of OB/GYN faculty member, 4) identify an approved senior mentor with extensive research experience, 5) dedicate at least 9 months, (75% effort) of full-time professional effort to conducting research and research career development, 6) not be a Principal Investigator or Project Director on an R01, R29, U01/U10, or on a subproject of a program project (PO1), P50, P60, or U54 center grant, or on a mentored or non-mentored career development award (K01, K02, K08, K22, K23, K24, K25, K99) and 7) must be a US citizen or noncitizen national, or must have been lawfully admitted for permanent residence and possess a Permanent Resident Card or some other verification of legal admission as a permanent citizen. Individuals who are or were principal investigators on NIH Small Grants (i.e., R03s) or Exploratory/Developmental Grants (i.e., R21s) may be eligible provided they meet other eligibility requirements. There will be no limit on time elapsed since completion of training; however, potential scholars must not have more than six years of research training experience beyond their last doctoral degree and must be board eligible or certified in OB/GYN.

Potential Scholar Candidates

We anticipate that several potential candidates will be identified from among current or future fellows or residents within the Department of OB/GYN who are interested in a research career and are transitioning to junior faculty positions within the Department. Our department is approved for three-year fellowships (# fellows) in Reproductive Endocrinology and Infertility (approved for 3 fellows), Gynecologic Oncology (6), Maternal-Fetal Medicine (4), Pediatric and Adolescent Gynecology (1) Urogynecology (4). In addition, we anticipate potential candidates from other institutions will respond to our recruitment efforts. Our prior and current scholars were identified and recruited predominantly from these pools of candidates. Indeed, an appreciable number of potential scholars contacted our Principal Investigator or Research director to assess their interest/qualifications. Many were not eligible for formal consideration. However, of our nine scholars over the past 10 years, two (Drs. Makhija and Saint-Louis) were identified and recruited through our national recruitment efforts. The seven remaining scholars, including four completed scholars and our three current scholars, were identified and selected following completion of their fellowship at UAB

PROCESS AND CRITERIA FOR SCHOLAR SELECTION

Application and Selection Process

Potential scholar candidates who respond to our recruitment efforts will be required to submit an interview application, which will be reviewed by the Program Director, Research Director and Advisory

Committee. This interview application will include a current curriculum vitae, description of current work situation (including research or clinical work) and letters of recommendation from current employers and/or hospital credential committees, as appropriate. The interview application must be complete, must demonstrate that the potential scholar meets all eligibility criteria, and must demonstrate in the judgment of the Principal Investigator, Program Director and Advisory Committee (initial review panel) a high potential for success in the Program. An interview will be granted if the application is approved by majority vote of the initial review panel.

Potential scholars who are granted interviews will be provided an informational package about the Program with details about coursework in research career development, potential scientific areas of emphasis, description of potential senior mentors, description of CWRH, CCTS, other institutional resources, and other as needed information relevant to the scholar's research interests. The scholar will meet with the PI/PD, the RD and Advisory Committee Chair, who will assist with developing a career development plan, with identifying a research project focus, and with identifying potential Program mentors.

After completing the interview, a formal career development and research plan must then be written by the scholar candidate with the assistance of senior mentor(s). The career developmental plan should be constructed in a way to lead to independent support for the grantee in coming years and be so stated by the senior mentor(s). Scholar applications will be expected to be presented in an NIH format (similar in length to an R03 – 10 pages) and encompass the proposed scholar's career development plan, the formal support and commitment of the scholar's mentor(s) and a research plan. The PI/PD will then assign each potential scholar's application to one University-wide and one Departmental Advisory Committee member. Dr. Ronald Alvarez, the new Advisory Committee Chair, will then chair an NIH formatted study section of the full Advisory Committee where all applications will be reviewed and graded in consideration of specific NIH requirements, including Institutional Review Board review, patient consent forms, human subject requirements, and consideration of women and minority research issues where appropriate. In order to avoid bias, the PI/PD and RD will not be voting members with respect to each potential scholar's career development plan and initial research proposal. Any Committee member with a conflict of interest as regards a potential Program scholar will not participate in the discussion of that application. Following a discussion of the applicant's and their senior mentor(s)' qualifications, the career development plans and initial research plans will be discussed by the full seated Advisory Committee and the proposals will be rated in the NIH format by each committee member. The votes will be averaged by the Program administrative secretary, who attends each combined Advisory Committee Meeting, and will then be given to the PI/PD and RD. The PI/PD will make the final decisions as to who will be funded by the OB/GYN Faculty Research Career Development Program based on the Advisory Committee's deliberations, the nature of the research, and the overall needs of the Department of OB/GYN.

Application Review Criteria

The application will be evaluated with emphasis on the following review criteria:

1. The importance of the applicant's career development plan and research focus to women's health care
2. The Advisory Committee's impression of the feasibility of accomplishing the proposed development plan within the five years (or less) of scholar support
3. The ability of the applicant to have identified and integrated senior mentor(s) expertise and research focus within their career development plan
4. The ability of the potential scholar to utilize formal graduate level courses integral to his/her individual career development plan
5. Development of a research proposal integrative with their senior mentor(s)' primary research interests.
6. Scientific importance of the proposal and adherence to the theme of the Program.

Post Scholar Selection Process

Appointment

Based on Advisory Committee recommendations and the above considerations, the PI/PD and RD will appoint selected Program scholars at either an Entry or Advanced Level. All Department faculty appointments must also be approved by the Dean of the School of Medicine. Scholars will receive an initial appointment of two years with the total appointment time as determined by the level of scholar appointment, their progress, and on the recommendations of their senior mentor(s), PD/PI and RD.

Brief Summary of Career Development Plan

The major components of the career development plan will consist of the following:

1. Acquisition of an advanced degree for (most) entry-level scholars
2. Mandatory and other selective coursework for both entry and advanced level scholars
3. Development of an individualized plan for instruction in the responsible conduct of research
4. Identification of a WRHR approved mentor(s)
5. Development of a focused area of biomedical research relevant to women's health
6. Preparation and presentation of research projects at annual scientific meetings of relevant national professional societies
7. Preparation and publication of research projects in appropriate peer-reviewed scientific journals
8. Preparation and submission of R-type research proposals to NIH or other relevant funding sources
9. Development of an intra- and inter-institutional network of collaborators for the purposes of developing a sustainable inter-dependent research program

SUMMARY STATEMENT
(Privileged Communication)

Release Date: 04/22/2015

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Application Number: 2 K12 HD001258-16

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Applicant Organization: UNIVERSITY OF ALABAMA AT BIRMINGHAM

Review Group: ZHD1 DSR-L (50)
National Institute of Child Health and Human Development Special Emphasis
Panel

Meeting Date: 03/19/2015
Council: MAY 2015
Requested Start: 07/01/2015

RFA/PA: HD15-011
PCC: GHDB -EP
Dual PCC: WHWRHR
Dual IC(s): OD, WH

Project Title: OB/GYN Faculty Research Career Development Program

SRG Action: Impact Score: 29

Next Steps: Visit http://grants.nih.gov/grants/next_steps.htm

Human Subjects: 10-No human subjects involved

Animal Subjects: 10-No live vertebrate animals involved for competing appl.

Project Year	Direct Costs Requested	Estimated Total Cost
16		
17		
18		
19		
20		
<hr/>		
TOTAL		

ADMINISTRATIVE BUDGET NOTE: The budget shown is the requested budget and has not been adjusted to reflect any recommendations made by reviewers. If an award is planned, the costs will be calculated by Institute grants management staff based on the recommendations outlined below in the COMMITTEE BUDGET RECOMMENDATIONS section.

RESUME AND SUMMARY OF DISCUSSION: This is a competing renewal grant application from the University of Alabama, Birmingham for a Women's Reproductive Health Research (WRHR) Career Development (K12) Program award. During the previous 15 years of active support, this program was considered by reviewers as generally successful in developing the careers of junior faculty. The Principal Investigator has been Chair of Obstetrics and Gynecology since 2009 and is considered an outstanding scientist, mentor and administrator, although recent research productivity has been limited. The Research Director is considered a very capable physician-scientist-administrator, with a record of excellent recent research productivity and grant support. Additional strengths of the application discussed by reviewers include: successfully recruited 13 Scholars into the program of which 3 are still in training; Scholars have two training tracks depending on research experience; 7 of 10 trained Scholars have been awarded NIH research grants; an adequate record of recruiting women and underrepresented minority Scholars; some former Scholars are now listed as Mentors, including the proposed Research Director; a multidisciplinary team of Mentors, almost all of whom are well funded in broadly based areas of science; an outstanding institutional environment and commitment that comprises a number of relevant scientific/medical Centers, training programs and support mechanisms; and substantial plans to recruit underrepresented minority Scholars. Some concerns discussed by reviewers include: no support letters from partnering underrepresented minority institutions; incomplete grant and publication records of Scholars over the past 15 years; lack of clarity as to whether all 10 trained Scholars have remained in academic medical research; little effort to attract qualified external Scholars or advisory board members into the program; and limited evaluation/Scholar feedback on the impact of mandatory advanced degree training on Scholar research productivity. On balance, the substantial strengths of the application far exceeded its perceived weaknesses, resulting in excellent but less than outstanding reviewer enthusiasm for its scientific and training merit.

DESCRIPTION (provided by applicant): We propose to continue as a national Women's Reproductive Health Research (WRHR) Career Development Program, dedicated to providing junior Obstetrics and Gynecology (OB/GYN) faculty with the research skills to become independent investigators in reproductive health problems in women. The primary objectives of the Program will be: 1) to recruit junior faculty (scholars) to the University of Alabama at Birmingham (UAB) Department of Obstetrics and Gynecology who are motivated to develop an independent research career, 2) to promote the career development of these scholars by providing degree oriented (Master of Science in Public Health in Clinical and Translational Science) or other advanced training in the principles and techniques of clinical and biomedical research, and 3) to integrate the career development of these scholars within research projects in scientific areas of emphasis with important relevance to women's reproductive health. We anticipate attracting trainees of diverse backgrounds involved in basic biomedical, translational, and clinical research, covering the disciplines of gynecologic oncology, urogynecology, reproductive endocrinology and infertility, minimally invasive surgery, adolescent gynecology, genetics and maternal-fetal medicine. We anticipate supporting 2 scholars at all times, with appointments either as an "early" promising young faculty scholar with a need for the full spectrum of program opportunities and support for up to 5 years or until independent funding is obtained, or as a "senior" scholar, already with the experience of an advanced degree (i.e. PhD) with support for 2-3 years, or until independent funding is obtained. The Program will utilize specifically selected NIH and other funded, internal and external departmental senior UAB Program mentors, the resources of the UAB Center for Women's Reproductive Health (CWRH), the UAB Center for Clinical and Translational Science (CCTS), the UAB Informatics Institute, the UAB-Hudson Alpha Center for Genomic Medicine, the Personalized Medicine Institute, and the UAB Minority Health and Health Disparities Research Center, among other UAB campus resources, to guide the research career development of these scholars. The Principal Investigator/Program Director and Research Director, with the assistance of an Advisory Committee and Minority Recruitment consultants, will be responsible for managing all aspects of the Program and for formally guiding and tracking the performance of the Program and scholars. The UAB Department of Obstetrics and Gynecology and the Program have a broad range of funded

research interests in which the scholars can be mentored. This Program model has been successfully implemented for 15 years and has a proven track record of developing independently funded, nationally and internationally known Obstetrics and Gynecology trained physician scientists and women's health care leaders.

PUBLIC HEALTH RELEVANCE: The primary objectives of the UAB Women's Reproductive Health Research (WRHR) Program will be to promote the career development of junior faculty (scholars) in the University of Alabama at Birmingham (UAB) Department of Obstetrics and Gynecology by providing degree oriented (Master of Science in Public Health in Clinical and Translational Science) or other advanced training in the principles and techniques of clinical, translational and other relevant biomedical research. We also plan to integrate the career development of these scholars within research projects in scientific areas of individual preference and expertise with an emphasis on relevance to women's reproductive health.

CRITIQUE NOTE: The sections that follow are the essentially unedited, verbatim comments of the reviewers assigned to this application. They are provided to illustrate the range of opinions expressed. The application was discussed and scored by all reviewers present. The attached commentaries may not necessarily reflect the position of the reviewers at the close of group discussion, nor the final majority opinion of the group. The Resume and Summary of Discussion, however, is the authoritative representation of the final outcome of the group discussion.

CRITIQUE 1:

Training Program and Environment:
Training Program Director/Principal Investigator (PD/PI):
Preceptors/Mentors:
Trainees:
Training Record:

Overall Impact:

This is a well-written proposal for renewal of the WRHR from UAB.

Several identified strengths of the program. They have had the WRHR for 15 years with a very strong productive training program for junior faculty in obstetrics and gynecology. UAB has excellent research infrastructure to support their scholars. Strong PI/PD both as researchers and mentors. Good team of interdisciplinary mentors (some are previous WRHR scholars). Support and collaboration from CTSA. Good partnership for minority training and career development with Tuskegee and Moorehouse.

A few weaknesses identified. Although they have identified a partnership for minority training and career development with Tuskegee and Morehouse there are no letters of support from either university which raises some questions. Would encourage a more interdisciplinary advisory board; similar comment for mentors. More interdisciplinary /multidisciplinary would be beneficial + some external advisory board members. Still some limited success on recruiting URMs but they're trying.

Strengths of the program far outweigh any potential weaknesses

1. Training Program and Environment:

Strengths

- Very strong training program over the last 15 years.
- Excellent infrastructure to support scholars - prominent institution in research dollars.

- Impressive Internal Advisory Board of faculty from OB/Gyn dept. + external members from non-OB/Gyn depts., including SPH.
- Excellent chair of advisory group with NIH funding.
- Members are comprised of strong faculty from across School of Medicine depts. + a few faculties from outside School of Medicine.
- Previous scholars on advisory board.
- Collaborating with HBC of Morehouse and Tuskegee.

Weaknesses

- Would suggest a more interdisciplinary advisory group from more college than medicine & 1 person from public health. Suggest a social scientist or 2.
- Would also suggest 1-2 external advisory board members.

2. Training Program Director/Principal Investigator (PD/PI):

Strengths

- PI (MD/PhD) is Department Head (MFM).
- Well respected and published researcher.
- PD (MD/PhD) Urogyn (18% time).
- Overall strong leadership team of PI/PD (MD/PhD) + 1 PhD.
- Strong current program of training in collaboration with CTSA .
- Encourage all scholars to enter Masters of Science in Public Health working with the CTSA.
- They have a formal career development and research plan.
- Will have 2 scholars at a time throughout program due to decreased funding.
- 75% protected time as required.
- 2-3 years for more experienced scholars and up to 5 years for less experienced scholars.
- Provide travel funds + research funds (\$18-22K).
- Recognizes increasing complexities of being a clinician scientist.
- Good description of evaluation of scholar's progress.

3. Preceptors/Mentors:

Strengths

- Very strong group of interdisciplinary mentors.
- Some of the mentors are past WRHR trainees which is very good.
- Offer online training (UW training) which is good but not sufficient. Also offer 2 workshops??

Weaknesses

- Most mentors are from School of Medicine or biostats faculty. Necessary but not sufficient. Suggest a wider range of interdisciplinary mentors.
- Are mentoring workshops offered only or required for all mentors?
- Only 14% of mentors from URM.

4. Trainees:

Strengths

- Have identified 2 future internal trainees.

Weaknesses

- Do not say how many scholars they anticipate serving throughout this current program.
- Would be beneficial to have additional research dollars for scholars as a cost share from department and or college.
- Although they have identified a partnership for minority training and career development with Tuskegee and Morehouse there are no letters of support from either university which raises some questions.

5. Training Record:

Strengths

- Past history of successful trainees.
- 13 WRHR scholars over last 15 years: 8 men and 5 women (38%).
- 2 URMs (2005-15) 15% or 22% depending on timeframe used.
- 3 of the 13 are current scholars.
- 7 of 10 past scholars have NIH funding (range of \$143,000- \$10.5 million).
- Per current progress report all scholars have remained in academia (previous NIH review suggested that anywhere from 2-7 scholars had left academia. Not sure where that came from).

Weaknesses

- Have been delayed in recruiting scholars from beginning of last funding cycle so may not have had as many scholars in the programs as desired.
- No table of grants funded and papers published for all trainees over past 15 yrs. would be nice to see. Can only review progress report of recent scholars.
- Isn't noted in the application but wonder if protected time is an issue for WRHR scholars?
- Unclear as to how many past scholars are still academics. A table would offer more clarity.

Protections for Human Subjects:

- Generally Not Applicable

Vertebrate Animals:

- Not Applicable (No Vertebrate Animals)

Biohazards:

- Not Applicable (No Biohazards)

Renewal:

- Strong training program over last 15 years. Some of their WRHR scholars have been retained at UAB and have become mentors for the program and 1 scholar is now the program director which is high praise for the program itself.
- Challenge recruiting enough scholars early on in this renewal. Hence due to late start scholars were not as productive as in recent years. (Note: this is a challenge across many K12 grants and program should not be criticized for this).

Recruitment and Retention Plan to Enhance Diversity:

- Acceptable
- Recognized as a challenge for them which it is. Have formed collaborations with Morehouse and Tuskegee's but no letters of support.

Training in the Responsible Conduct of Research:

Comments on Format:

- OK

Comments on Subject Matter:

- OK

Comments on Faculty Participation:

- OK

Comments on Duration:

- OK

Comments on Frequency:

- OK

Budget and Period of Support:

- Recommended as requested.

CRITIQUE 2:

Training Program and Environment:

Training Program Director/Principal Investigator (PD/PI):

Preceptors/Mentors:

Trainees:

Training Record:

Overall Impact:

This is a competitive renewal application for a Women's Reproductive Health Research (WRHR) career development program at the University of Alabama at Birmingham. The aim is to mentor junior faculty who have recently completed clinical training in obstetrics and gynecology, preparing them for independent research careers in women's health. The institution provides an excellent research environment and is administratively highly supportive. The PI and PD are accomplished scientists and mentors. A highly productive group of mentors have volunteered to participate in the training program

generating a foundation with broad expertise and diverse interests in basic, clinical, and translational research. Extramural research support within the department is robust (top 5-10 in NIH dollars for the past decade). Additional strengths of the proposal include: a well-defined development plan for mentees with detailed expectations, timelines, and monitoring of progress; an excellent program advisory committee; and a strong record of achievement during the prior grant cycles; and a diagnostic and research laboratory with archived clinical specimens. The revised proposal answers many prior concerns regarding extra-departmental advisory committee members (but lacks extramural participants) and efforts to better recruit and retain underrepresented minority scholars including partnerships with the Tuskegee University and the Morehouse School of Medicine (though no letters of support available). Based upon the exceptional scientific and training merit of the program there was outstanding reviewer enthusiasm for the proposal.

1. Training Program and Environment:

Strengths

- A large and diversified advisory committee with members drawn from within and outside of the Department of Ob/Gyn.
- A proven record of success in training physician scientists that progress to independent research careers and remain in academic medicine.
- A commitment to attracting applicants from diverse backgrounds exemplified by the UAB Office of Equity and Diversity which established the Comprehensive Minority Faculty and Student Development (CMFSD) Program and the Equity and Diversity Enhancement Program (EDEP), and by involvement of Dr Fouad as a consultant for minority recruitment.
- A full complement of research mentors (many with extramural research support) in each of the subspecialties and an existing Center for Women's Reproductive Health (CWRH) that serves as the focal point for research in the diverse subspecialties.
- A new Center for Clinical and Translational Science (CCTS) which should facilitate training and pursuit of clinical research projects.
- WRHR scholars will be provided the opportunity to get MS in public health/clinical and translational science degree.
- Well-structured training program with 5 mandatory courses including scientific integrity, scientific writing and grantsmanship, as well as choices from a long list of additional courses depending upon trainee needs/interests.
- Two different tracks: one for entry-level candidates with limited prior research experience; and an advanced track reserved for those with prior research experience such as MPH or PhD degrees.
- Evident institutional commitment in many forms like cost sharing for PI and scholars' salaries, and considerable commitments to education (Education Directorate).
- Leveraging of the UAB Minority Health and Health Disparities Research Center which represents a thematic priority of the NIH.
- The Specialized Program of Research Excellence in Ovarian Cancer (SPORE).
- The Ob/Gyn Research and Diagnostic Laboratory which catalogs clinical specimens (biorepository with deidentified clinical data) and oversees high-throughput sample analysis with state-of-the art technologies.

2. Training Program Director/Principal Investigator (PD/PI):

Strengths

- A committed and successful team of leaders in the PI and PD for the program, both with long track records of successful research, extramural funding, publications, and mentorship.
- Strong letters of support from former mentees.
- Strong letters of support from extra-departmental leaders/scientists.
- PI-initiated commitments of departmental resources for cost-sharing.

3. Preceptors/Mentors:

Strengths

- A wide array of potential mentors from all subspecialties, both clinical and basic/translational scientists.
- Strong extramural research support.
- Strong record of peer-reviewed publications.
- Distinguished track record as mentors.

Weaknesses

- Compared with other subspecialties, there is relative weakness in the division of REI, and little to no recruitment of mentees to projects in that subspecialty. There is, notably, a new candidate from REI under current consideration.

4. Trainees:

Strengths

- Strong mentees with productive projects and excellent prospects for success in academic medicine and research.

5. Training Record:

Strengths

- Strong record of retention in academic medicine and biomedical research.
- Strong record of publications and extramural funding.
- Leaders in their respective fields of medicine and research.

Protections for Human Subjects:

- Generally Not Applicable

Vertebrate Animals:

- Not Applicable (No Vertebrate Animals)

Biohazards:

- Not Applicable (No Biohazards)

Recruitment and Retention Plan to Enhance Diversity:

- Acceptable

Training in the Responsible Conduct of Research:

- Acceptable

Comments on Format:

- Acceptable

Comments on Subject Matter:

- Acceptable

Comments on Faculty Participation:

- Acceptable

Comments on Duration:

- Acceptable

Comments on Frequency:

- Acceptable

Budget and Period of Support:

- Recommend as Requested.

CRITIQUE 3:

Training Program and Environment:

Training Program Director/Principal Investigator (PD/PI):

Preceptors/Mentors:

Trainees:

Training Record:

Overall Impact:

This is a competitive renewal after 3 full cycles of WRHR funding. The **strengths** remain the environment and PI. The PI has used this mechanism as an effective and strategic tool in faculty development for early to mid-career departmental faculty. The overall impact has been strengthening the research skills and retention of 80% faculty trained in the program, with some success in attaining leadership roles in the department. The major **weakness** is the inability to attract qualified external applicants and little demonstrated effort to do so. Additionally, there is no evaluation of the program by the PI or scholars particularly on the justification or value of mandatory advanced degree training toward the viability of their research programs and careers. Two of the most successful scholars had terminal scientific degrees upon entering the program. There is an absence of new training strategies or experiences put forth in this renewal application, specifically with regard to translational and interdisciplinary initiatives.

THE FOLLOWING SECTIONS WERE PREPARED BY THE SCIENTIFIC REVIEW OFFICER TO SUMMARIZE THE OUTCOME OF DISCUSSIONS OF THE REVIEW COMMITTEE, OR REVIEWER'S WRITTEN CRITIQUES, ON THE FOLLOWING ISSUES:

COMMITTEE BUDGET RECOMMENDATIONS: The budget was recommended as requested.

TRAINING IN THE RESPONSIBLE CONDUCT OF RESEARCH (Resume): ACCEPTABLE.

NIH has modified its policy regarding the receipt of resubmissions (amended applications). See Guide Notice NOT-OD-14-074 at <http://grants.nih.gov/grants/guide/notice-files/NOT-OD-14-074.html>. The impact/priority score is calculated after discussion of an application by averaging the overall scores (1-9) given by all voting reviewers on the committee and multiplying by 10. The criterion scores are submitted prior to the meeting by the individual reviewers assigned to an application, and are not discussed specifically at the review meeting or calculated into the overall impact score. Some applications also receive a percentile ranking. For details on the review process, see http://grants.nih.gov/grants/peer_review_process.htm#scoring.

MEETING ROSTER

**National Institute of Child Health and Human Development Special Emphasis Panel
EUNICE KENNEDY SHRIVER NATIONAL INSTITUTE OF CHILD HEALTH & HUMAN DEVELOPMENT
ZHD1 DSR-L (50) 1
March 19, 2015 - March 20, 2015**

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Consultants are required to absent themselves from the room during the review of any application if their presence would constitute or appear to constitute a conflict of interest.