



Freeman Hrabowski

SCHOLARS PROGRAM

Application due date:

September 28, 2022, 3 p.m. (ET)

Selection notification:

March 2023

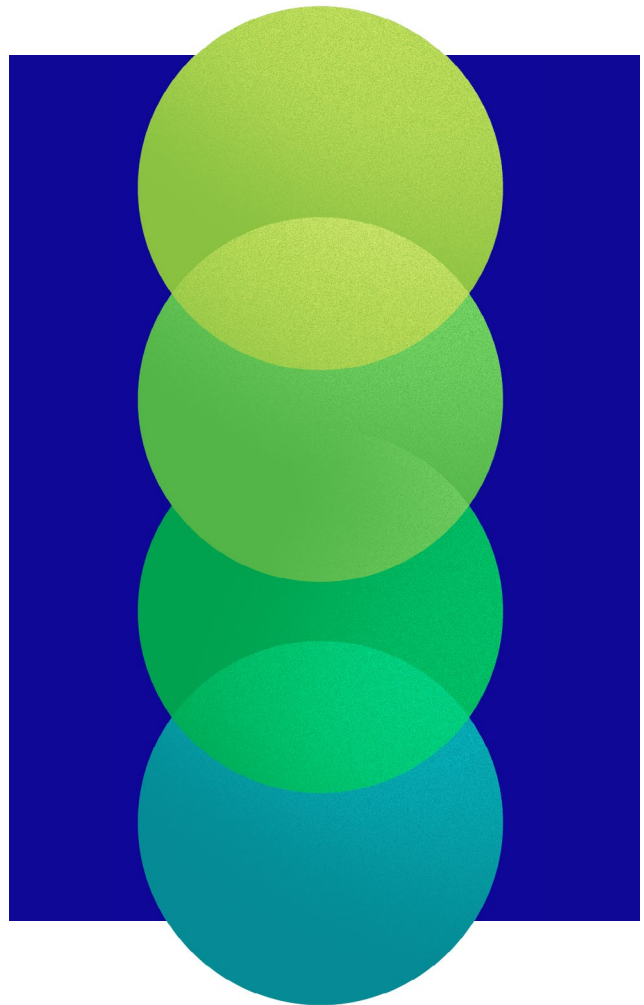
Appointment

projected to begin:

September 2023



www.hhmi.org/fhs

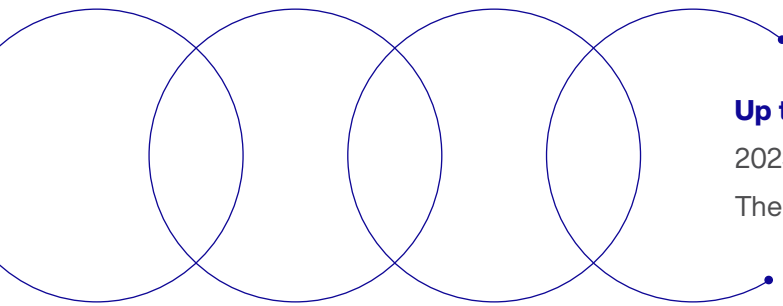


For US science, one of today's most pressing challenges is to maximize scientific impact by building a workforce that fully reflects our increasingly diverse country. To pioneer life-saving medications, transformative technology, and basic knowledge that the whole world needs, we can't afford to leave talent behind. The Howard Hughes Medical Institute (HHMI) is committed to addressing this challenge through our science and education mission. HHMI's strategy is to influence academic science at key points along career pathways, from undergraduate to tenured faculty.

See more at diversity.hhmi.org.

HHMI is seeking creative and innovative early career faculty for our new Freeman Hrabowski Scholars Program.

Freeman Hrabowski Scholars will be outstanding basic researchers, including physician-scientists, who have strong potential to become leaders in their fields and to advance diversity, equity, and inclusion through their mentorship and understanding of the experiences of trainees from races and ethnicities underrepresented in US science. Scholars will prioritize scientific excellence in their own research while creating an equitable and inclusive lab climate that values diversity and serves as a model within their own institutions and beyond. Eligible research areas include all basic biomedical science disciplines, as well as plant biology, evolutionary biology, biophysics, chemical biology, biomedical engineering, and computational biology.



Up to 30 Freeman Hrabowski Scholars will be selected in 2023, with future competitions anticipated every other year. The competition is open to all eligible applicants.

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HOWARD HUGHES MEDICAL INSTITUTE

The Howard Hughes Medical Institute (HHMI) is a biomedical research institute and philanthropy that advances the discovery and sharing of scientific knowledge to benefit us all. HHMI employs scientists, provides research and education grants, offers free classroom resources, and shares stories of science. We're known for our "people, not projects" ethos – generously supporting talented scientists, educators, and students and encouraging them to stay curious, pursue tough scientific questions, and contribute to making science more inclusive.

DR. FREEMAN A. HRABOWSKI III

The Freeman Hrabowski Scholars Program honors the contributions of Dr. Freeman A. Hrabowski III, the outgoing president of the University of Maryland, Baltimore County (UMBC), and a major force in increasing the number of scientists, engineers, and physicians from backgrounds underrepresented in science in the United States. Dr. Hrabowski's leadership sparked the development of new and growing programs at UMBC, HHMI, and other institutions around the US, including the renowned Meyerhoff Scholars Program for undergraduate students.

Program Overview

Following HHMI's philosophy of supporting "people, not projects," the Freeman Hrabowski Scholars competition is open to all early career faculty at eligible US institutions with PhD and/or MD degrees who conduct research within a broad range of the life sciences. For the duration of their appointment, Scholars will have freedom to change their research focus within these areas, following their scientific curiosity.

Freeman Hrabowski Scholars will be employed by HHMI and will maintain an academic appointment and lab at their research institutions, like HHMI Investigators. Scholars will be appointed to a five-year term as an HHMI lab head, renewable for one additional five-year term following a successful progress evaluation. Scholars will receive generous and flexible support from HHMI, including full salary and benefits, a research budget of approximately \$2 million over the first five years, and eligibility to participate in HHMI capital equipment purchasing programs.

Freeman Hrabowski Scholars will prioritize scientific excellence in their own research, while fostering an inclusive lab environment and becoming role models of inclusive lab leadership. Scholars will attract, support, and train undergraduates, PhD, MD, and MD/PhD students, and postdoctoral fellows in their labs.

Scholars will be required to spend at least 80 percent of their time on their research; the remainder may be spent on related professional activities such as teaching, academic service, patient care, and consulting (subject to HHMI's consulting policies). Through this approach, this program seeks to support both current and future generations of scientists. In addition, the program aims to protect Scholars' time by directly incorporating diversity, equity, and inclusion efforts into the work of trainee mentorship and the active conduct of research.

Scholars will participate in professional development to advance their leadership and mentorship skills. In addition, Scholars will become part of HHMI's broader community, joining and contributing to scientific meetings and events alongside HHMI Investigators, Janelia Research Campus Group Leaders, Hanna Gray Fellows, Gilliam Fellows, and others representing a range of career stages.

Eligibility

THE COMPETITION IS OPEN TO INDIVIDUALS WHO:

- hold a PhD and/or MD (or equivalent)
- began their first post-training position and began a tenure-track (or equivalent) faculty position on or after July 1, 2018, or have accepted an offer for a tenure-track (or equivalent) position that will begin no later than July 1, 2023
- maintain a tenure-track appointment or equivalent at an [eligible US institution](#). Federal government employees are not eligible
- have a research focus in any area of basic biomedical science, as well as plant biology, evolutionary biology, biophysics, chemical biology, biomedical engineering, and/or computational biology
- are authorized to work in the US or can obtain work authorization for the duration of employment; HHMI sponsors visas for eligible individuals

This is an open competition and there are no limits on the number of applicants or awardees from an institution.

HHMI seeks a broad and diverse applicant pool. We encourage applications from individuals who are members of groups underrepresented in science. Because the Freeman Hrabowski Scholars program is an employment program, and HHMI is committed to equal opportunity employment, all qualified applicants receive consideration without regard to sex, race, color, age, national origin, religion, sexual orientation, gender identity, protected veteran status, disability, ancestry, genetic status or characteristic, citizenship, or other legally protected status.

Application Process

Applicants may [establish eligibility and apply via the HHMI Application and Review channel](#) beginning May 26, 2022. Applications must be submitted by September 28, 2022, at 3:00 p.m. (ET).

The application includes the following components:

- Brief summary of prior research
- Description of ongoing and planned research program
- Three selected research contributions (e.g., publications, preprints deposited in a repository, software, datasets, technologies) the applicant would like to highlight, as well as paragraphs describing the significance and impact of each contribution
- Responses to HHMI culture and climate questions focused on mentorship, understanding of systemic inequity, exclusion, and lack of representation in academia in the US, and commitment to diversity, equity, and inclusion in science
- Two letters of support from mentors knowledgeable about the applicant's scientific research. This could include PhD and postdoctoral mentors and/or others
- Letter of support from department chair at the semifinalist stage
- Additional applicant information such as a bibliography, training and employment history, and lists of current research support and professional activities

Selection Process

- Applications will be rigorously reviewed by scientific experts and experts in diversity, equity, and inclusion.
- Semifinalists will be invited to record a video presentation describing their research accomplishments and research plans. Between **February 27 and March 1, 2023**, they will join a virtual advisory panel meeting to give a brief presentation and answer questions.

Key Dates

Applications open:

May 26, 2022

Applications due:

September 28, 2022,
at 3 p.m. (ET)

Letters of support due:

October 5, 2022

Notification of status:

Early-January 2023

Virtual presentation:

February 27-March 1, 2023

Notification of awardee selection:

March 2023

Intent to accept award due:

April 2023

**Projected start date for
appointment term:**

September 1, 2023

Information sessions about the Freeman Hrabowski Scholars Program will be held via Zoom Webinar on June 14, 2022, at 3 p.m. (ET) and June 22, 2022, at 4 p.m. (ET). Visit the [program page](#) to register or view recordings.

Expectations

- Scholars will be expected to spend at least 80 percent of their time on their research; the remainder may be spent on related professional activities such as teaching, academic service, patient care, and consulting (subject to HHMI's consulting policies).
- Scholars will create an equitable and inclusive lab climate that values diversity and serves as a model within their own institutions and beyond.
- Through scientific excellence, culturally aware mentorship, and inclusive lab environments, Scholars will attract, support, and train undergraduates, PhD, MD, and MD, PhD students, and postdoctoral fellows in their labs.
- Scholars will participate in professional development to advance their leadership and mentorship skills.
- Scholars must abide by HHMI's policies for lab heads, including the conduct of science and the open access policy concerning scientific publication. This includes sharing of materials, data, and software, and the open exchange of ideas.
- Scholars are expected to display the highest level of integrity and collegiality within their host institutions and the broader research community.

Key Terms

Scholars must retain their academic appointments at their respective host institution and must become full-time employees of HHMI.

The Scholar appointment must be made at the institution specified in the application. The Scholar is expected to remain at their host institution during the initial five-year appointment period. A change in host institution may be permitted with a strong justification during the second five-year period.

HHMI will provide full salary and benefits, along with approximately \$2M of research support during the five-year appointment period, and eligibility to participate in HHMI's capital equipment purchase program.

The starting salary range for Scholars is currently estimated to be \$145,000 to \$219,000, with salaries determined by HHMI's standard salary scale for lab heads. The HHMI lab head salary scale is reviewed annually and is subject to change. Additional information on the salary scale is available in the program [FAQ](#).

Scholars will be appointed for a five-year term that may be renewed for one additional five-year term, with comparable levels of support, following a successful progress evaluation.

Host institutions will receive lab space occupancy payments but will not receive indirect cost payments, in keeping with the arrangements made for HHMI Investigators.

CONTACTS

For further details, see the Freeman Hrabowski Scholars [Program page](#), [FAQ](#), and [online application site](#). For questions, contact HHMI program staff at FHScholars@hhmi.org.



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