

Good Practices for INBRE/COBRE Supported Investigators:

Set Productivity Standards.

On occasion, the question arises from new INBRE and COBRE PIs regarding how to ensure that their supported faculty are being productive and, if not, what is the best practice for suspending support. For the Idaho INBRE we have created a list of parameters so that there is no confusion on what is expected. First, the criteria for continued support is clearly outlined (see Tables below) for the level of participation. Second, annual progress is reviewed by the program's advisory committee, in Idaho this is referred to as the Research Mentoring Committee (RMC). An important element of these standards is an annual "non-competing renewal," patterned after the NIH format. All INBRE-supported researchers are expected to submit annual progress and requests for continued funding to INBRE. Funding for investigators that are failing to meet expectations, despite receiving adequate mentoring, is discontinued following a one year probationary period. This is a decision made by the RMC and takes the onus off the program manager when making such decisions.

Examples of Standards are given below:

Table 1. Milestone standards for Project Investigator	Year 1	Year 2	Year 3	Year 4	Year 5
Participate in monthly networking meetings	✓	✓	✓	✓	✓
Meet with Research Mentoring Committee (RMC)	✓	✓	✓	✓	✓
Hire a technician	✓				
Present research at national/international meeting	✓	✓	✓	✓	✓
Submit a manuscript to a refereed journal of high impact	✓	✓	✓	✓	✓
Identify a Scientific Mentor	✓				
Meet with Scientific Mentor		✓	✓	✓	✓
Plan for an R15, R22, R03, or R01	✓	✓			
Write R15, R22, R03, or R01, have it reviewed by INBRE-paid reviewer			✓		
Submit grant to NIH			✓		
If R01 funding is obtained, graduate off INBRE funding				✓	✓
If unfunded, review with scientific mentor, address all reviewers comments and resubmit an R15, R22, R03, or R01				✓	✓
Re-package grant for submission to other agencies			✓	✓	✓
Continue efforts to supplement INBRE funding with NIH or other funding				✓	✓
Submit a non-competing renewal package to the RMC	✓	✓	✓	✓	✓

Table 2. Milestone Standards for Student-Research Mentor	Year 1	Year 2	Year 3	Year 4	Year 5
Attend monthly INBRE networking meetings.	✓	✓	✓	✓	✓
Meet with Research Mentoring Committee (RMC) representatives.	✓	✓	✓	✓	✓
Identify a research project (independently or collaboratively)	✓				
Attract undergraduate student to project	✓	✓	✓	✓	✓
Mentor summer students	✓	✓	✓	✓	✓
Present research at a national or international meeting		✓	✓	✓	✓
Submit one research-based manuscript to a peer-reviewed journal.		✓		✓	
Submit a non-competing renewal package to the RMC	✓	✓	✓	✓	✓