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Biology (ASBMB) is an international nonprofit
more than 12,000 students, researchers, educators
ates for strengthening the science, technology,
orting sustainable funding for the American
clusion in STEM.

Review's (CSR) Advisory Council meeting on
participants in recent bias training initiatives, and
ions to CSR.

s presented at the meeting and offer several

Now that CSR has tested out its "Bias Awareness in Review" training on voluntary participants, the ASBMB recommends that everyone involved in scientific review be required to complete the module prior to participation on study sections. The survey results highlight both the urgent need to minimize bias during scientific review as well as the training's success in increasing reviewers' confidence in identifying and intervening in the presence of bias. We hope that CSR requires the training for all reviewers, chairs and scientific review officers and that the training will be offered recurrently to facilitate sustained and enhanced awareness of bias.

We also recommend a thoughtful review of feedback from the voluntary participants and incorporating it into new material that can enhance the curriculum, such as providing more examples of implicit and other types of bias and intervention tools for reviewers to use to counteract bias without fear of retaliation.

The NRSA Fellowship Workgroup recommendations to improve the fellowship review process were

The working group's recommendations to improve fellowship review are below, and our responses are

when developing the criteria for quantifying an applicant's "delta."

Additionally, the ASBMB proposes that the CSR provide fellowship applicants with a repository of curated resources for writing competitive fellowship applications. There are several available resources that have already been developed by NIH (