

Call for Applications: IMMANA Fellowships

--One Page Summary--

The Friedman School of Nutrition at Tufts University and the London School of Hygiene & Tropical Medicine are pleased to announce the fourth and last round of Post-doctoral Fellowships for emerging leaders in agriculture, nutrition, and health research, funded with UK aid from the UK government through the Department for International Development (DFID) through their programme on Innovative Methods and Metrics for Agriculture and Nutrition Actions (IMMANA). For 2018-19, IMMANA will award **five 12-month Post-doctoral Fellowships** to early career researchers who are using and developing or adapting these new methodological approaches with Mentors in ongoing research programmes in low- and middle-income countries (LMICs).

Eligible candidates will have completed a doctoral degree (PhD, DPhil, DPH, MD, DVM or similar terminal degree) in any field related to agriculture, nutrition or health research and practice, and are seeking a career in research, education, and engagement at the intersection of two or more of these fields. Eligible candidates should have **no more than three years of post-PhD experience** prior to their proposed Fellowship start date. We anticipate that IMMANA Fellows will bring diverse perspectives to leadership in agriculture, nutrition, and health. IMMANA Fellowships will aim for equal representation of women and men, and we particularly welcome applications from citizens of LMIC countries.

Applicants must propose to **conduct fieldwork or other research under the joint supervision of two Mentors**, one from the applicant's current or previous employer or academic institution, and one from a host institution where the applicant proposes to advance their work. **At least one of the two Mentors must be physically located in Africa or Asia.** The two Mentors need not have equal roles in the project, but having both involved should help accelerate research and sharing of ideas between the Fellow's home and host environments. Selection will give preference to applicants who have research or faculty appointments in Sub-Saharan Africa and South Asia, but applicants may be of any nationality and have earned their doctorate anywhere.

Applications are submitted in a two-stage process. Applicants are welcome and encouraged to submit a concept note to confirm eligibility and receive valuable feedback. **Concept notes should be submitted as soon as possible, and will be accepted on a rolling basis until 1 February 2018. Applicants must submit a full proposal by 1 March 2018** and selected candidates will be notified no later than 1 May 2018. IMMANA Fellows must then begin their 12-month projects between the dates of 1 June and 31 December 2018. Both forms are available online at <http://immanafellowships.submittable.com>. Enquiries should be sent by email to immanafellowships@tufts.edu.



Funded by:



Call for Applications:

Postdoctoral Fellowships on Innovative Methods and Metrics for Agriculture and Nutrition Actions (IMMANA)

Led by the Gerald J. and Dorothy R. Friedman School of Nutrition
Science and Policy at Tufts University

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SCHOOL of
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& TROPICAL
MEDICINE



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SOAS
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LCIRAH
Leverhulme Centre for Integrative
Research on Agriculture and Health

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1. Funding Opportunity

Background

Donors, national governments, civil society and private sector entities around the world have expressed growing interest in changing agriculture and food systems to optimise nutrition outcomes. Many publications have noted the potential for agriculture-food systems to influence nutrition on a large scale, while acknowledging uncertainty about how best to fulfil that potential. Linkages between agriculture-food systems, health and nutrition outcomes are multiple, complex, direct and indirect, and also difficult to document. Recent and current research investigating these linkages demonstrates important methodological limitations leading to major gaps in the state of knowledge about nutritional improvements attributable to agricultural policy and interventions. A mapping of research on agricultural interventions for improved nutrition found that only a small fraction of over 150 current and planned research projects have rigorous methods and metrics to further understand this relationship.¹

Widespread confusion and lack of common standards for research limit our understanding of the inherent complexity of agriculture and nutrition interactions, and hampers the development of practical tools for design and evaluation of cost-effective policy and programmatic actions. Demand is high for innovative metrics and methods with which to assess causal mechanisms and evaluate policy and programme impacts to guide agricultural interventions for nutrition improvement.

¹ C. Hawkes, R. Turner and J. Waage, 2012. Current and planned research on agriculture for improved nutrition: a mapping and a gap analysis. Report for DFID from the Leverhulme Centre for Integrative Research on Agriculture and Health (LCIRAH), available online at <http://r4d.dfid.gov.uk/Output/190847>.

About Innovative Methods and Metrics for Agriculture and Nutrition Actions (IMMANA)

IMMANA, a five-year research partnership funded with UK aid from the UK government, through the Department for International Development (DFID), aims to accelerate the development of a robust and coherent scientific evidence base, which will support effective policy and investments in agriculture-food systems for improved nutrition. IMMANA is led by the London School of Hygiene & Tropical Medicine (LSHTM) in partnership with SOAS, University of London; and the Friedman School of Nutrition Science and Policy at Tufts University in Boston, USA. The IMMANA partnership is brought together and coordinated by the Leverhulme Centre for Integrative Research on Agriculture and Health (LCIRAH).

The IMMANA programme will deliver its aims through:

- [Competitive Research Grants to Develop Innovative Methods and Metrics for Agriculture and Nutrition Actions \(IMMANA Grants\)](#): A research grants programme directed at accelerating the development of innovative and interdisciplinary metrics and methods filling the key knowledge gaps including theory-driven impact evaluation. It is expected that this workstream will consist of 15-20 research grants of up to £250,000 to be awarded in two rounds.
- [Post-Doctoral Fellowships for Emerging Leaders in Agriculture, Nutrition, and Health Research \(IMMANA Fellowships\)](#): A fellowship programme directed at building a cadre of early career researchers who are using and developing or adapting these new methodological approaches with Mentors in ongoing research programmes in low and middle income countries (LMICs). Twenty-two Fellowships of one year in duration are expected to be awarded in four rounds.
- [Agriculture, Nutrition and Health Academy](#): A global research network connecting researchers and research groups, to ensure rapid sharing, development and use of the best approaches emerging from their work and from the Grants and Fellowships proposed in this project. The Academy convenes the Annual ANH Academy Week as well as specific technical and policy working groups.

You can find more information about IMMANA on <http://immana.lcirah.ac.uk>.

How to Get Involved

We encourage researchers to participate in all aspects of IMMANA, and provide the following guidance on how IMMANA can best support your research interests:

- If you are a researcher in an institution engaged in and committed to linking research in agriculture, nutrition and health, your institution can join the [Agriculture, Nutrition and Health Academy](#), and you can participate in its conferences, learning labs, meetings and working groups.
- If you are an early career researcher who wants to improve skills in working across agriculture, nutrition and health programmes in a development context at another institution, then you may consider applying for an IMMANA Fellowship.

All Fellows and Grant holders are expected to participate in the Agriculture, Nutrition and Health Academy and its meetings for the duration of their funded programme. We will not normally provide IMMANA Fellowships to researchers to join IMMANA Grants, but it would be acceptable in principle for an institution that hosts an IMMANA Grant and an will host an IMMANA Fellowship, as long as they are clearly separate activities. Enquiries regarding research grants or the programme in general may be directed to immana@ishtm.ac.uk, and regarding the Fellowships to immanafellowships@tufts.edu.

2. Award information for IMMANA Fellowships

Objectives and Scope

The 12-month IMMANA Fellowships aim to create a cadre of emerging leaders in Agriculture, Nutrition, and Health research. These early career researchers will develop and adapt innovative methodological approaches with Mentors in ongoing research programmes in LMICs. Four annual rounds of five or six Fellowships each year will be delivered, with selection criteria based on the qualifications of the candidate, excellence of the project idea, commitment of two Mentors and prospects for building careers and collaboration.

For the purpose of this call, **agriculture and food systems include all aspects of food production, distribution, processing, marketing and utilisation**, as well as the people, resources and institutions involved in these processes. Nutrition and health **outcomes of interest include impacts on malnutrition in its broadest sense**, including under-nutrition, micronutrient deficiencies, and diet-related overweight, obesity and associated non-communicable diseases, as well as food-borne illness and agriculture- or livestock-related diseases and other impacts of the food system on human health.

By **methods** we mean the processes and approaches involved in a systematic inquiry of relationships between agriculture, nutrition and health and generally refer to study design (for example, impact evaluations using various types of counterfactuals, pathway analyses). **Metrics** refer to parameters or indicators used for measurement, comparison or tracking performance (for example, disability-adjusted life years; household dietary diversity score and women’s empowerment in agriculture index - WEAI). A **tool** is a vehicle or aid to collect information and data to arrive at the metric (for example, the survey module to collect data required to compute an index).

Indicative Research Topics and Approaches

The programme’s goal is to advance innovative methods and metrics regarding the most cost-effective actions for sustainable, large-scale improvements in agriculture, nutrition and health. The IMMANA partnership will consider the full range of proposals that address the objectives outlined above, based on selection criteria explained in the section to follow. In order to give an indication of the kinds of Fellows and Fellowship projects that IMMANA will support, we present a list of example topics. Please consider the topic list to be only indicative. We welcome other topics that meet IMMANA’s objectives, and we are prepared to answer questions from applicants about their Fellowship ideas and whether they fit the call. We expect that most of the Fellowships will focus on fieldwork in Sub-Saharan Africa and South Asia develop and adapt innovative methods and metrics to further the understanding of linkages between agriculture, nutrition and health.

Favourable consideration will be given to proposals addressing changing gender roles, climate change, and dietary transition, but the programme welcomes strong proposals for any kinds of research on the relationship between agriculture, nutrition and health in developing countries. Projects may address knowledge gaps involving crops, livestock, water or other natural

resources affected by agriculture, and cover nutrients, pathogens and care practices affecting nutrition or any aspect of care, prevention and treatment affecting nutrition and health outcomes.

Indicative topics include (but not limited to) the development or robust application of:

- A suite of indicators or a composite indicator to measure the impact of different interventions on agriculture and nutrition outcomes in a standardised way in diverse settings.
- Indicators which can be used effectively across a range of target groups and at different points in agricultural value chains.
- Methods and tools to measure the indirect effects of agriculture on health and nutrition outcomes, e.g. through effects on income, time allocation, environment.
- Measures to compare the contribution of different agriculture-to-nutrition pathways to health and nutrition outcomes in different settings.
- Indicators to measure access to and affordability of diverse, safe, and nutritious diets in a given geographic area over a given time period, taking into account seasonality.
- Tools for food system surveillance, e.g. measures of access, preference and diet quality, to improve understanding of evolving food environment and its health and nutrition impacts.
- Methods to analyse the impact of agricultural programmes on nutrition and health in emergency situations, as well as in fragile states and post-conflict/emergency situations.
- Ways of linking diverse sources of data through new tools to measure the effect of changes in agriculture and food systems on agriculture, health and nutrition outcomes.
- Methods to develop metrics on food safety and sanitation or climate change and crop production.

IMMANA places particular importance on research that brings together expertise across sectors, including agriculture, food systems, water, sanitation, nutrition and health, and between disciplines relevant to development of novel methods, metrics and tools, including, for instance, economics, sociology, agricultural science, psychology, physiology and political science. We are interested in applications proposing innovative use of quantitative, qualitative or mixed methods development as long as they can demonstrate practical potential to addressing programmatic and development needs. Metrics that utilise field friendly biomarkers, remote sensing, mobile phones, or other electronically-collected data are examples of emerging methods that could be considered, as well.

Funds Available and Duration of the IMMANA Fellowship

Six Fellowships will be awarded through a competitive selection process. Each Fellowship will be provided for a **12-month period** and cannot be renewed. Each Fellowship must also involve two Mentors. During that period, Fellows will receive the following financial support:

- A fixed stipend of £40,800 paid in quarterly instalments against satisfactory completion of programme milestones.
- A research allowance of £9,000 to cover travel and other fieldwork expenses, also paid as lump sums for achievement of programme milestones.
- An honorarium of £2,100 to each of the Mentors paid in two instalments at mid-term and end of the year, on submission of a satisfactory mentorship report.

3. How to Apply for an IMMANA Fellowship

Eligibility

Eligible candidates will have completed a doctoral degree (PhD, DPhil, DPH, MD, DVM or similar terminal degree) in any field related to agriculture, nutrition or health research and practice, and are seeking a career in research, education, and engagement at the intersection of two or more of these fields. Eligible candidates should have **no more than three years of post-PhD experience** prior to their proposed Fellowship start date. During their Fellowship year, successful candidates will complete their own project and also participate actively in the larger [Agriculture, Nutrition and Health Academy](#), bringing diverse perspectives to leadership across disciplinary and institutional boundaries. The IMMANA programme aims for equal representation of women and men with a wide range of expertise, and we particularly welcome applications from citizens of LMIC countries.

Applicants must propose to **conduct fieldwork or other research under the joint supervision of two Mentors**, one from the applicant's current or previous employer or academic institution, and one from a host institution where the applicant proposes to advance their work. At least one of the two Mentors must be physically located in Africa or Asia. The two Mentors need not have equal roles in the project, but having both involved should help accelerate research and sharing of ideas between the Fellow's home and host environments. Selection will give preference to applicants who have research or faculty appointments in Sub-Saharan Africa and South Asia, but applicants may be of any nationality and have earned their doctorate anywhere.

Timeline

Applications are submitted in a two-stage process. Applicants are welcome and encouraged to submit a concept note to confirm eligibility and receive feedback. Concept notes should be submitted as soon as possible, and will be accepted on a rolling basis until 1 February 2018.

Applicants must submit a full proposal by 1 March 2018 and selected candidates will be notified no later than 1 May 2018. IMMANA Fellows must then begin their 12-month projects between the dates of 1 June and 31 December 2018.

To summarise:

- Concept notes may be submitted at any time until 1 February 2018. The IMMANA Fellowships team will review submitted concept notes and invite full proposals from in-scope and eligible applicants by 15 February 2018.
- Full proposals must be submitted by 1 March 2018. For a full list of required proposal components, see page 10; for a full proposal checklist, see page 12.
- Selected applicants will be notified no later than 1 May 2018.
- Fellows begin their Fellowships between 1 June and 31 December 2018.

Concept Note Submission Instructions

To confirm eligibility for this programme and to receive feedback, applicants are encouraged to provide the following information and a concept note through our submission website on or before 1 February 2018: <http://immanafellowships.submittable.com>. **Eligibility to submit a full proposal is not contingent on submission of a concept note.**

Applicants should also attach a CV or resume, in Word or PDF format.

Applicant's full name, sex and nationality, with personal postal address, email and phone contact details

Applicant's current employment or affiliation, with institutional address, email and phone contact details

Applicant's educational history, listing all degrees earned by year and field, with titles of theses (if any)

Proposed home Mentor's name and affiliation, with institutional address, email and phone contact details

Proposed host Mentor's name and affiliation, with institutional address, email and phone contact details

Proposed project title, stating your topic, methods and location(s) in the shortest possible terms such as the examples at <http://immana.lcirah.ac.uk/fellowships>

Proposed project abstract (max. 500 words), describing how you will work with your home and host Mentors to develop and apply innovative metrics and methods for agriculture and nutrition actions. This abstract need not be detailed, and could be substantially revised in a later full proposal.

Application Instructions for Full Proposals

Applicants should submit the following information through our submission website:

<http://immanafellowships.submittable.com>. The deadline for full proposal submission is by 11:59 PM EST on **1 March 2018**. Applicants are welcome to submit concept notes to determine eligibility and to receive feedback; however, **eligibility to submit a full proposal is not contingent on submitting a concept note.**

1. Applicant and Mentor contact details

1. **Applicant's full name**, gender and nationality, with personal postal address, email and phone
2. **Applicant's current employment** or type of affiliation, with institutional address, email and phone
3. **Applicant's educational history**, listing all degrees earned by year and field, with titles of these
4. **Proposed home Mentor's name and affiliation**, with institutional address, email and phone
5. **Proposed host Mentor's name and affiliation**, with institutional address, email and phone
6. **Name and affiliation of another reference** from whom you have requested the third support letter

2. Research proposal (max. 5,000 words)

When preparing the proposal please use the section headings provided below. Word counts for each section are indicative, but overall length must not exceed 5,000 words plus references cited and any tables or figures needed to present the work-plan's illustrative budget of resources to be used, timelines and research methods.

1. **Title** of the project, specifying topic and location as briefly as possible (~10-20 words)
2. **Abstract** summarising the project for a general audience (<500 words)
3. **Significance** of the problem and proposed solution (~1,000 words)
4. **Innovation** in analytical methods and metrics to be advanced (~1000 words)
5. **Approach**, including project goals and milestones (~1000 words)
4. **Linkage** to applicant's doctoral training and future career (~750 words)
5. **Relationship** to the host and home Mentors' ongoing work (~750 words)
6. **Location and resources** to be used, start date and timeline (~500 words)

3. Curriculum Vitae

Please append three separate CVs in any format:

1. **The applicant**
2. **The home Mentor**
3. **The host Mentor**

4. Letters of Support

Please submit **three letters of support** from the proposed host and home Mentors and another reference. Letters are typically no longer than two pages.

After the applicant submits his or her full application through Submittable online, the website will send emails with links to upload the letters to the Mentors' email addresses indicated. Letters of support must be received by **8 March 2018**. If experiencing technology issues, please notify the Fellowships Coordinator.

1. **Home Mentor:** describing the applicant's doctoral training, previous work and professional potential, and the home Mentor's proposed contribution to the Fellow's project.
2. **Host Mentor:** describing the applicant's potential contribution to the project, programme or institution where the Fellowship will take place, and the host Mentor's proposed contribution to the Fellow's project.
3. **Other supporter:** May be a policy official, research administrator, or colleague of the applicant or either proposed Mentor, describing the potential impact of the proposed project on innovative methods and metrics in agriculture, nutrition and health.

Application Checklist for Full Proposals

- Contact information** (name, address, email, websites and phone numbers) for:
 - Applicant
 - Home Mentor
 - Host Mentor

- Curriculum vitae** (any format and length) for:
 - Applicant
 - Home Mentor
 - Host Mentor

- Research proposal** (max. 5,000 words) specifying:
 - Title and abstract summarising the proposed project
 - Significance of the problem and proposed solution
 - Innovation in analytical methods and metrics to be advanced
 - Approach, including project goals and milestones
 - Location, budget and resources to be used, start date and timeline
 - Linkages to applicant's doctoral training and future career
 - Relationship to the host and home Mentors' on-going work

- Three support letters** emailed separately from the proposal, from your:
 - Home Mentor
 - Host Mentor
 - Other supporter

4. Review Process for Full Proposals

Review of full proposals will involve evaluation for relevance to the intersection of agriculture, nutrition, and health. An Independent Panel of Experts will assess the outcome of these reviews, and make recommendations based on the assessment criteria detailed below. The review process is also overseen by IMMANA Steering Committee, comprised of members from DFID, The Bill & Melinda Gates Foundation, USAID and CGIAR's A4NH programme.

Assessment Criteria

Applications will be evaluated on merit and potential to meet the programme's objectives. The selection committee will use the following criteria to evaluate applications:

1. Demonstrated commitment to excellence in research crossing disciplinary and institutional boundaries between agriculture, nutrition and health in developing countries, in alignment with the IMMANA project emphasis on gender dynamics and other research priorities detailed in the call for applications. Fellows should demonstrate this through past achievement, career trajectory and long-term goals *(15 points)*.
2. Quality and feasibility of the proposed 12-month work plan, demonstrating salience of the methodology and data sources based on current literature and practice, with realistic expectations for timeline and resource needs *(25 points)*.
3. Potential for the proposed research to inform government and private-sector actions in agriculture for improved nutrition and health *(25 points)*.
4. Potential of the proposed partnership between the Fellow and their two Mentors for sustained and transformational contributions to future research *(20 points)*.
5. Demonstrated commitment of the Mentors and their institutions to support the proposed project, with evidence for the proposed Fellowship's contribution to their mission and strategic plans in agriculture, nutrition and health *(15 points)*.

5. Frequently Asked Questions

1. Who is funding the IMMANA Fellowships?

The Fellowships are part of a larger programme on Innovative Methods and Metrics for Agriculture and Nutrition Actions (IMMANA), an initiative funded with UK aid from the UK government. The goal of the programme is *to accelerate the development of a robust and coherent scientific evidence base that will support effective policy and investments in agriculture for improved nutrition and health.*

The Fellowships are a central component of the IMMANA programme, which has four inter-related objectives:

- Stimulate development of innovative methodological approaches and novel metrics in agriculture and food systems for improved health and nutrition;
- Build a cadre of early-career researchers skilled in developing and applying cutting-edge methods and metrics;
- Facilitate learning, sharing and new interdisciplinary research collaborations;
- Develop scientific evidence to inform policies and investments in agriculture and food systems for improved nutrition and health.

2. What kind of research can be supported by this Fellowship?

The programme's goal is to advance innovative methods and metrics regarding the most cost-effective actions for sustainable, large-scale improvements in agriculture, nutrition and health. Most of the Fellowships awarded will focus on fieldwork in Sub-Saharan Africa and South Asia, developing and applying new measurement techniques adapted to the analysis of specific interventions. Favourable consideration will be given to projects with linkages to other IMMANA activities and for proposals that address changing gender roles, climate change, and dietary transition, but the programme welcomes strong proposals for any kinds of research on the relationship between agriculture, nutrition, and health in developing countries. Projects may address knowledge gaps involving crops, livestock, water or other natural resources affected by agriculture, and cover nutrients, pathogens and care practices affecting nutrition or any aspect of care, prevention and treatment affecting health outcomes. Projects may be on topics that are similar or different from other IMMANA research described at <http://Immana.lcirah.ac.uk>. Proposals should specify how they build on or complement previous work, with appropriate citations.

3. What kind of applicant can be supported by this Fellowship?

Eligible applicants will have completed a doctorate (PhD, DPhil, DPH, MD, DVM or similar terminal degree) in any field related to agriculture, nutrition and health **within three years of the proposed Fellowship start date**, and be seeking a career in research, education and engagement at the intersection of two or more of these fields. IMMANA strongly encourages applications from female candidates who are citizens of low- and middle-income countries. Selection will give preference to applicants who have research or faculty appointments in Sub-Saharan Africa and South Asia, but applicants may be of any nationality and have earned their doctorate anywhere.

4. What do you mean by “host” and “home” Mentor?

These Fellowships are intended to help bridge institutional and disciplinary boundaries, by funding a year of research supported by at least two different Mentors. The “home Mentor” represents one of the applicant’s previous employers or educational institutions, and the “host Mentor” represents the institution where the applicant proposes to conduct their Fellowship-supported research. At least one of the two Mentors must be located in Africa or Asia.

5. What combinations of host and home Mentors are likely to be successful?

We anticipate that “host Mentors” will be project directors or programme officers in implementing agencies, senior faculty members or leaders of agriculture, nutrition and health institutions in a position to guide the Fellow’s work on a week-to-week basis during the year. We expect “home Mentors” to be the candidate’s doctoral thesis advisor, employer or a senior researcher or administrator in an institution associated with the candidate before and/or after the Fellowship year. In many cases, we anticipate that the candidate will go on leave from their current employer for the Fellowship year, and return to continue working with their home Mentor. We are particularly interested in applicants who are junior faculty members at African and South Asian universities, and who might use the Fellowship for a year of professional development elsewhere, if necessary in the US, UK or other high-income country, as well as candidates from high-income countries doing fieldwork in Africa and South Asia.

6. What is the level of honoraria provided to Mentors?

Each host and home Mentor will receive a £2,100 honorarium for the support they provide to the Fellow. We expect that each Mentor will spend 40-50 hours over the course of the year supporting the Fellows on research and career development. Honoraria will be paid in two instalments, on submission of a mid-term mentorship report and an end-of-year evaluation detailing the Mentor's contribution to the Fellowship project. The payments are contingent on successful fulfilment of the Mentor's responsibilities as detailed in the Fellow's own quarterly progress reports, as well as submission of the Mentor's own mid-term and final Fellowship project reports which will be made public on the IMMANA website.

7. My Mentors did not receive emails to upload their letters of support. What do I do?

Please let your Mentors know that the email will have come from notifications@submittable.com. Some applicants have noted that the email is caught by their Mentors' spam filters. Please also check to make sure the email addresses you provided are spelled correctly in the application. If you notice that you need to re-enter their email addresses, please email to ask the Fellowships Coordinator to open your application for editing.

It is the applicant's responsibility to check with his/her Mentor to confirm that the Mentors and reference have received the request and submitted their letter. Reference letters must be submitted by Thursday, March 8, 2018 by 11:59 PM EST.

8. Can prospective applicants submit more than one concept note or full proposal?

Applicants may submit more than one concept note for different proposed projects. Applicants may submit a revised concept note after receiving feedback from the Fellowship team. Applicants may only submit one full proposal.

9. What salary, travel, and fieldwork allowance is provided to the Fellows?

Fellows will be provided with a stipend of £40,800 for the 12-month period, plus a research allowance of £9,000 to cover local travel and other research expenses (such as translation, hardware, software supplies, etc.), as well as participation in IMMANA Academy Weeks, trainings and workshops. All payments will be made in as lump sums against completion of programme

milestones. Fellows are then responsible for arranging and paying all of their travel and other expenses during the project period.

10. What arrangements are made for Fellows' health insurance, taxes and other expenses?

IMMANA Fellowships are implemented as fixed-fee payments. Fellows are responsible for arranging and paying for all of their own personal and work-related taxes, insurances, or other fees needed during the Fellowship year.

11. What arrangements are made for Fellows' visas and work permits?

The Fellow and their host institution(s) will be responsible for all visa applications and associated fees required to complete their proposed work plan. The IMMANA programme and Tufts University cannot sponsor visas or provide support other than proof of funding as specified in the Fellowship contracts. Fellows intending to conduct research in the US must be approved by their host institution to receive funds from Tufts University. Please seek assistance from the Fellowships Coordinator for any questions or concerns. It is expected that Fellows will have made the necessary arrangements for visa sponsorship *before the start of their Fellowship*.

12. Can Fellows maintain other affiliations and activities during their project year?

IMMANA Fellowships are intended to provide full-time employment during the project year. Fellows may have other affiliations and activities, and may be on leave from other employment, such as a university faculty appointment. Questions regarding potential conflicts of interest and commitment will be resolved on a case-by-case basis and should be addressed to immanafellowships@tufts.edu.

13. Who is responsible for ethical oversight and reviews?

IMMANA Fellowship projects are typically overseen by the host Mentor, and should be approved by their cognizant ethical review board. The research projects of IMMANA Fellows must adhere to the highest standards of ethical conduct. Projects that involve individual human subjects must be given prior approval or exemption for their specific research protocol from the cognizant Institutional Review Board (IRB) or similar authorities. These approvals or exemptions will typically be obtained through the host or home Mentor, in accordance with the project's institutional context and legal jurisdiction where the research is conducted, and may involve ethical reviews from more than one institution or legal authority. Projects that do not involve individual human subjects, such as research based on aggregate statistics, would typically request a determination from the cognizant

IRB that their work is not subject to further ethical review. In rare cases where an IMMANA Fellowship project is being conducted in a setting that has no mechanism for independent ethical review, reviews may be requested through Tufts University.

Fellowship proposals should specify what ethical review process will be followed, and Fellows' quarterly reports must document their project's ethical review and approval, exemption or determination by the cognizant IRB or similar authorities. In addition to ethical review for specific projects, Fellows are encouraged to obtain international certification of their own skills in the responsible conduct of research. Such certification is available for Fellows through Tufts University's participation in the Collaborative Institutional Training Initiative (CITI Program), whose Certificates of Completion are valid for four years and may be required prior to submitting future grant proposals or obtaining IRB approvals and exemptions. Instructions for obtaining CITI certification are detailed here: http://viceprovost.tufts.edu/HSCIRB/files/CITI_step-by-step_instructions.pdf.

14. What are other benefits of being an IMMANA Fellow?

- Fellows will be part of the global Agriculture, Nutrition and Health Academy, giving them access to a community of researchers and institutions from various disciplines working together to develop methods and metrics for the design and evaluation of agriculture programmes for improved nutrition and health. Fellows will have the opportunity to participate in working groups and trainings offered by the Academy, as well as attend annual global conferences, meetings, and trainings including peer review to improve publication quality and research impact.
- Fellows will be affiliated with the Friedman School of Nutrition Science and Policy at Tufts University and London School of Hygiene and Tropical Medicine (LSHTM), gaining access to the expertise of scientists from various disciplines.
- Fellows will have access to Tufts University's facilities and resources available to faculty and staff, including electronic access to the Tufts' library's collection of 19,000 journals and other online materials.
- Fellows will receive communications support throughout their Fellowship that will increase their opportunities to collaborate with other IMMANA Fellows, promote their progress within the research community, and raise the visibility of their academic pursuits to a broader professional network.

15. What are the reporting requirements for Fellows and mentors?

Each Fellow will be required to submit brief quarterly progress reports and a detailed final report, as specified in the award agreement. Each Mentor will be required to submit a mid-term mentorship report and an end-of-year evaluation detailing the Mentor's contribution to the Fellowship project. The final reports from each Fellow and their two Mentors will be shared with the IMMANA Academy and published on the IMMANA website. The project is expected to lead to peer-reviewed publications in international academic journals.