

Welcome

FIRST Cohort (U54): RFA-RM-20-022

FIRST Coordination and Evaluation Center (U24): RFA-RM-20-023

Before We Begin

- ❖ Participants' microphones and cameras are turned off for a better viewing experience.
- ❖ If you have questions, please submit them via the chat feature. We will either address your question during the Q&A or will do so as soon as we can after the webinar.
- ❖ If you have questions after the webinar, submit them to FIRSTNIH@nih.gov.
- ❖ This webinar is being recorded, and a recording and the slides will be made available at: <https://commonfund.nih.gov/first> in a few days.

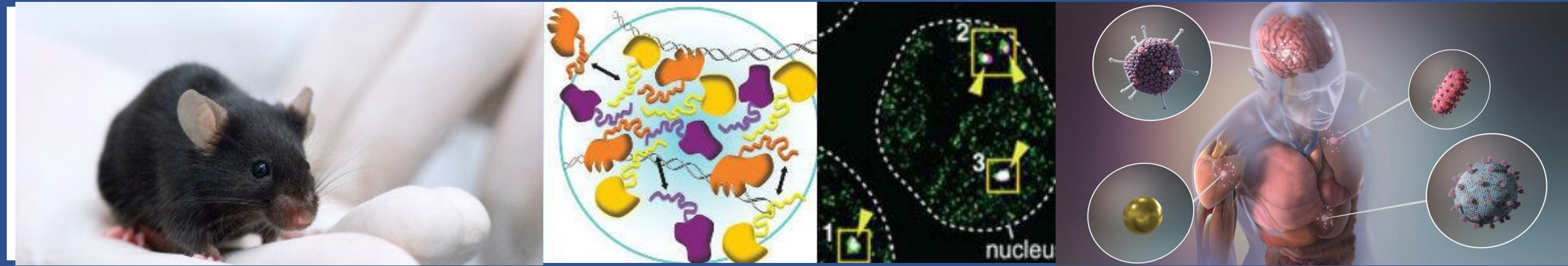
AGENDA

2:00 – 2:10 PM	Welcome & Overview of the Common Fund Program Dr. Patricia Labosky
2:10 – 2:30 PM	FIRST Cohort Overview and Application Considerations Dr. Sanya A. Springfield
2:30 – 2:50 PM	FIRST Cohort Scientific Review Criteria Dr. Gabriel B. Fosu
2:50 – 3:10 PM	FIRST Coordination and Evaluation Center (CEC) Overview and Application Considerations Dr. Rina Das
3:10 – 3:20 PM	FIRST CEC Scientific Review Criteria Dr. Gabriel B. Fosu
3:20 – 4:00 PM	Q&A

Common Fund Overview



The Common Fund



Patricia Labosky, Ph.D.

Program Leader
Office of Strategic Coordination
Division of Program Coordination, Planning, and
Strategic Initiatives
Office of the Director, NIH

Origins of the Common Fund



The Common Fund



One Hundred Ninth Congress
of the
United States of America
AT THE SECOND SESSION
*Begun and held at the City of Washington on Tuesday,
the third day of January, two thousand and six*

An Act
To amend title IV of the Public Health Service Act to revise and extend the
authorities of the National Institutes of Health, and for other purposes.
*Be it enacted by the Senate and House of Representatives of
the United States of America in Congress assembled,*

SECTION 1. SHORT TITLE.
This Act may be cited as the "National Institutes of Health
Reform Act of 2006".

TITLE I—NIH REFORM

2004: NIH Roadmap is launched

2006: Congress unanimously
reauthorizes the NIH



Establishes the Division of Program
Coordination, Planning, and Strategic
Initiatives (DPCPSI) within Office of the
Director and the NIH Common Fund to
provide a dedicated source of funding to
enable goal driven *trans*-NIH research.

Separate budget line for these programs.

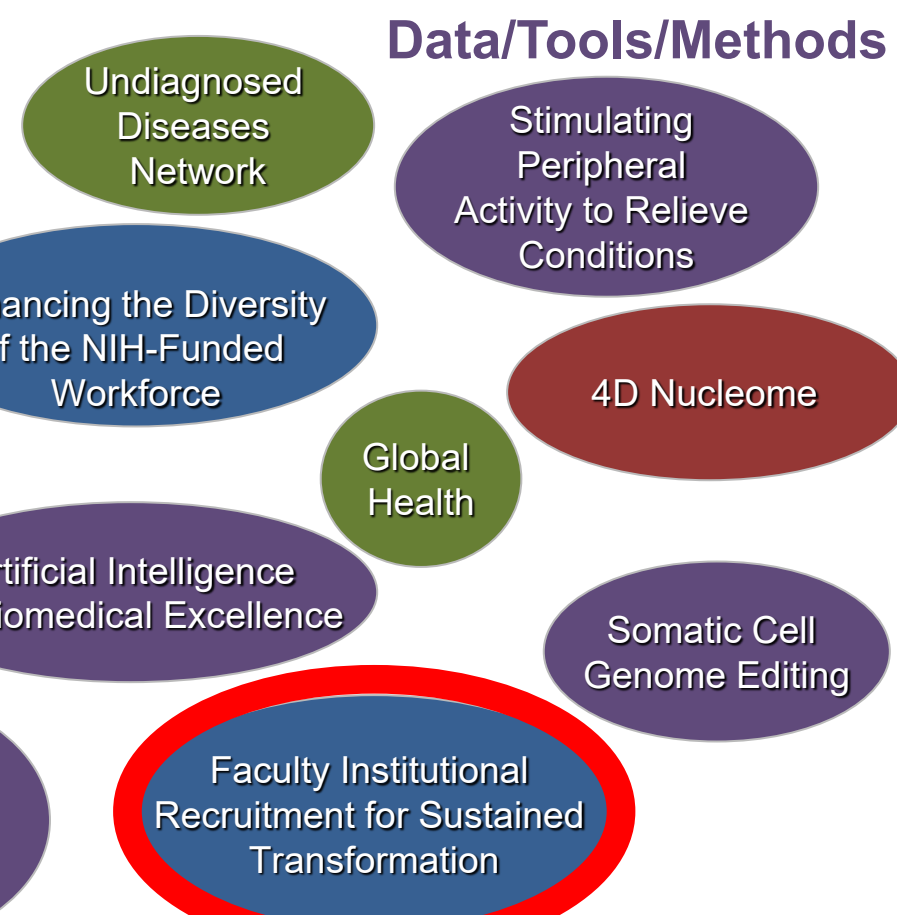
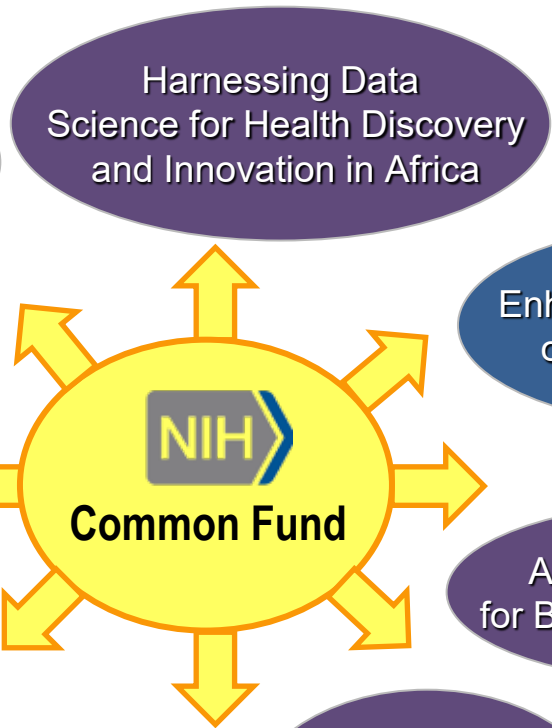
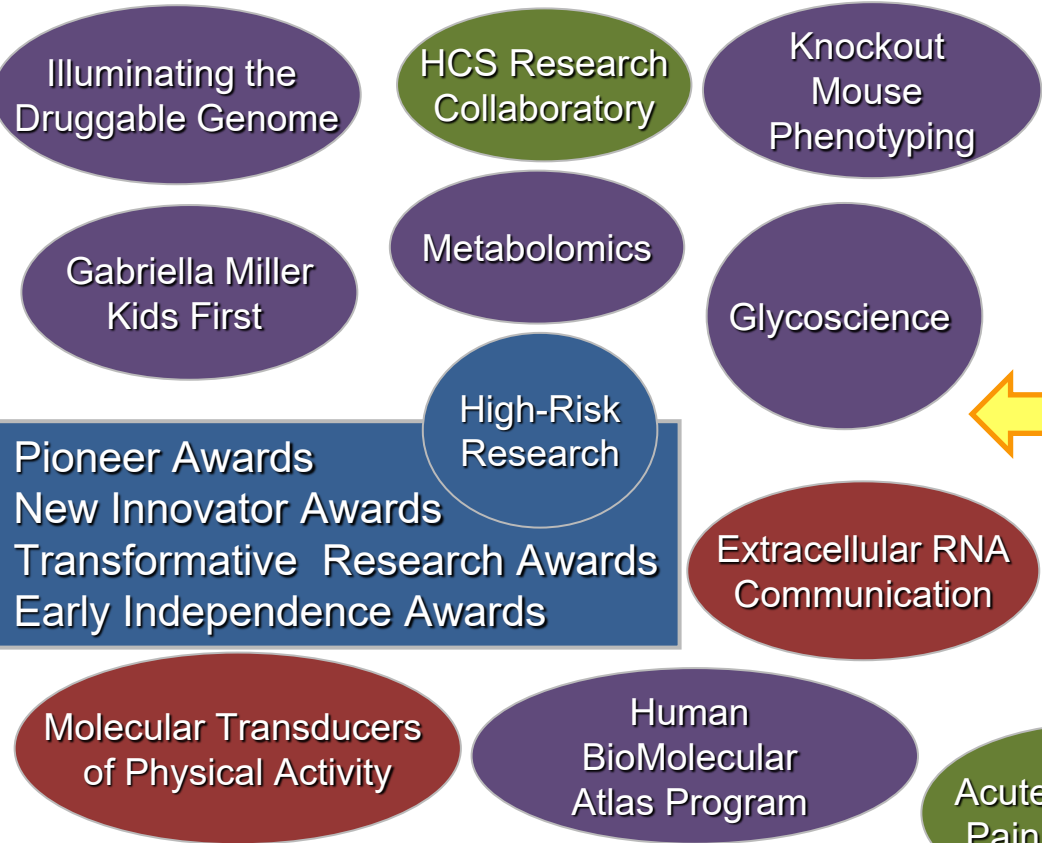
Programs strive for national impact.

Common Fund Programs – FY21



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New Types of Clinical Partnerships



Transformative Workforce Support

New Paradigms

Cross-Cutting Infrastructure: Common Fund Data Ecosystem

Criteria for Common Fund Programs



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Transformative:

Must have high potential to dramatically affect biomedical and/or behavioral research over the next decade.

Catalytic:

Must achieve a defined set of high impact goals within 5-10 years.

Synergistic:

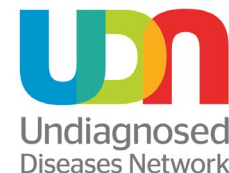
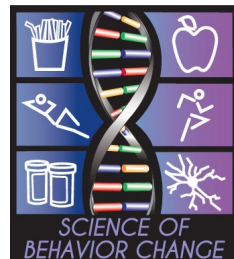
Outcomes must synergistically promote and advance individual missions of NIH Institutes and Centers to benefit health.

Cross-cutting:

Program areas must cut across missions of multiple NIH Institutes and Centers, be relevant to multiple diseases or conditions, and be sufficiently complex to require a coordinated, trans-NIH approach.

Unique:

Must be something no other entity is likely or able to do.



Overarching Goal:

Create cultures of inclusive excellence (establishing and maintaining scientific environments that can cultivate and benefit from a full range of talent) at NIH-funded institutions.

Program Objectives are to establish:

- a **Faculty cohort model** for hiring, multi-level mentoring, professional development. At these Cohort awardee institutions, implement and sustain cultures of inclusive excellence.
- a **Coordination and Evaluation Center (CEC)**: coordinate and facilitate development of strategies with FIRST Cohort awardees to conduct a comprehensive evaluation of the FIRST program.

FIRST Program Structure



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Faculty Cohort RFA 1 U54

Faculty cohort model for hiring, multi-level mentoring, professional development. At these Cohort awardee institutions, implement and sustain cultures of inclusive excellence.

RFA RM-20-022

<https://grants.nih.gov/grants/guide/rfa-files/RFA-RM-20-022.html>



Coordination & Evaluation Center (CEC) RFA 2 U24

Coordination and Evaluation Center (CEC): coordinate and facilitate development of strategies with FIRST Cohort awardees to conduct a comprehensive evaluation of the FIRST program.

RFA RM-20-023

<https://grants.nih.gov/grants/guide/rfa-files/RFA-RM-20-023.html>

Trans-NIH Working Group



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Co-Chairs:

Marie A. Bernard, M.D.

Acting NIH Chief Officer for Scientific Workforce Diversity (OD)

Gary H. Gibbons, M.D.

Director, National Heart, Lung, and Blood Institute (NHLBI)

Monica Webb Hooper, Ph.D.

Deputy Director, National Institute on Minority Health and Health Disparities (NIMHD)

Walter Koroshetz, M.D.

Director, National Institute of Neurological Disorders and Stroke (NINDS)

Eliseo J. Pérez-Stable, M.D.

Director, National Institute on Minority Health and Health Disparities (NIMHD)

Norman Sharpless, M.D.

Director, National Cancer Institute (NCI)

Dinah S. Singer, Ph.D.

Director, Division of Cancer Biology, National Cancer Institute (NCI)

WG Leaders:

Josephine Boyington, Ph.D. M.P.H. (NHLBI)

Dionne Burt (NCI)

Rina Das, Ph.D.(NIMHD)

Brian Davis (NCI)

Gabriel B. Fosu, Ph.D. (CSR)

Priscilla Grant, J.D. (NIMHD)

Janice Jeter (NCI)

Michelle Jones-London, Ph.D.(NINDS)

Patricia A. Labosky, Ph.D. (OD)

Charlene LeFauve, Ph.D. (OD)

Rebecca Lenzi, Ph.D. (OD)

Sanya A. Springfield, Ph.D. (NCI)

Derrick C. Tabor, Ph.D. (NIMHD)

Crystal Wolfrey (NCI)

WG Members:

Lawrence Agodoa, M.D. (NIDDK)

Hugh Auchincloss, M.D. (NIAID)

Albert Avila, Ph.D. (NIDA)

Andrea Beckel-Mitchener, Ph.D. (NIMH)

Janet Cyr, Ph.D. (NIDCD)

Zeynep Erim, Ph.D. (NIBIB)

Tina Gatlin, Ph.D. (NHGRI)

Melissa Ghim, Ph.D.(ORWH)

Shoshana Kahana, Ph.D. (OD)

Lynn King, Ph.D. (NIDCR)

Katherine Nicholson (OD)

Karen Parker, Ph.D. (OD)

Charlotte Pratt, Ph.D., R.D. (NHLBI)

Katrina Serrano, Ph.D. (NIDDK)

Lyl Tomlinson, Ph.D. (OD)

Reiko Toyama, Ph.D. (NICHD)

Dr. Sanya A. Springfield

National Cancer Institute

FIRSTNIH@nih.gov

RFA-RM-20-022:
NIH Faculty Institutional Recruitment for Sustainable
Transformation (FIRST) Program:
FIRST Cohort (U54)

- Highlight distinct and important parts of the program as you prepare your application.

Read the RFA carefully for guidance on what to include in your application.



Transform culture at NIH-funded extramural institutions

- **Support institutions to:**
 - Through the activities of the FIRST Cohort, implement and sustain cultures of **inclusive excellence** to be transformational for biomedical research at the awardee institutions and beyond
 - Build a biomedical research community by recruiting a **diverse cohort of early-career faculty in clusters of no fewer than three** who:
 - Have demonstrated strong commitment to promoting diversity and inclusive excellence; and are
 - Competitive for an advertised research tenure-track or equivalent faculty position

- 12 staggered awards: 4 awards each year
- Issue RFA each year for 3 years (2 more times), contingent upon the availability of funds
- Length of each award: 5 years
 - **Year 1:** launch year (planning) – for key personnel, core leaders, planning strategies for inclusive excellence, cluster hiring, faculty professional and research development, and search committees; collaborate with the FIRST CEC to develop milestones and metrics.
 - **Years 2-4:*** for faculty cohort/cluster* hiring start-up packages; professional development and inclusive excellence activities
 - **Year 5:** for continued core activities (Administrative, Faculty Development, and Evaluation)

** All faculty should be hired by the end of year 3 of the cohort award period.*

- Applicant institutions must:
 - Conduct research in the NIH mission areas
 - Provide evidence of commitment to diversity and inclusion
 - Apply as a:
 - Limited-Resourced Institution (LRI)
 - Highly Resourced Institution (HRI)
 - Partnership

Review Part 2, Section 1, Objectives in [RFA-RM-20-022](#).

Limited-Resourced Institutions

Highly Resourced Institutions



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- **Limited-Resourced Institution (LRI):** institutions offering doctorate degrees in the health professions or in a health-related science and that have a historical and current commitment to educating underrepresented students, and, for institutions that provide clinical health care services, to medically underserved communities. LRIs must have received less than \$50 million average in annual NIH funds within the three years prior to the time of application
- **Highly Resourced Institution (HRI):** institutions that have received more than \$50 million average in annual NIH funds within the three years prior to the time of application
- **Are you unclear on how your institution should apply?**
Visit the [FIRST FAQs](#) to access a decision tree.

- **Any combination of LRI and/or HRI: LRI-LRI, LRI-HRI, or HRI-HRI.**
- The number of faculty supported in a partnership cohort must be based on prior planning and what was proposed and justified in the application. **If a partnership includes an HRI, it must hire no fewer than 10 new faculty. If a partnership includes two LRIs, it must hire no fewer than 6 new faculty.**
- **Are you unclear on how your institution should apply?**
Visit the [FIRST FAQs](#) to access a decision tree.



Review Part 2, Section I, Objectives in [RFA-RM-20-022](#).

Overall Goals and Specific Measurable Objectives



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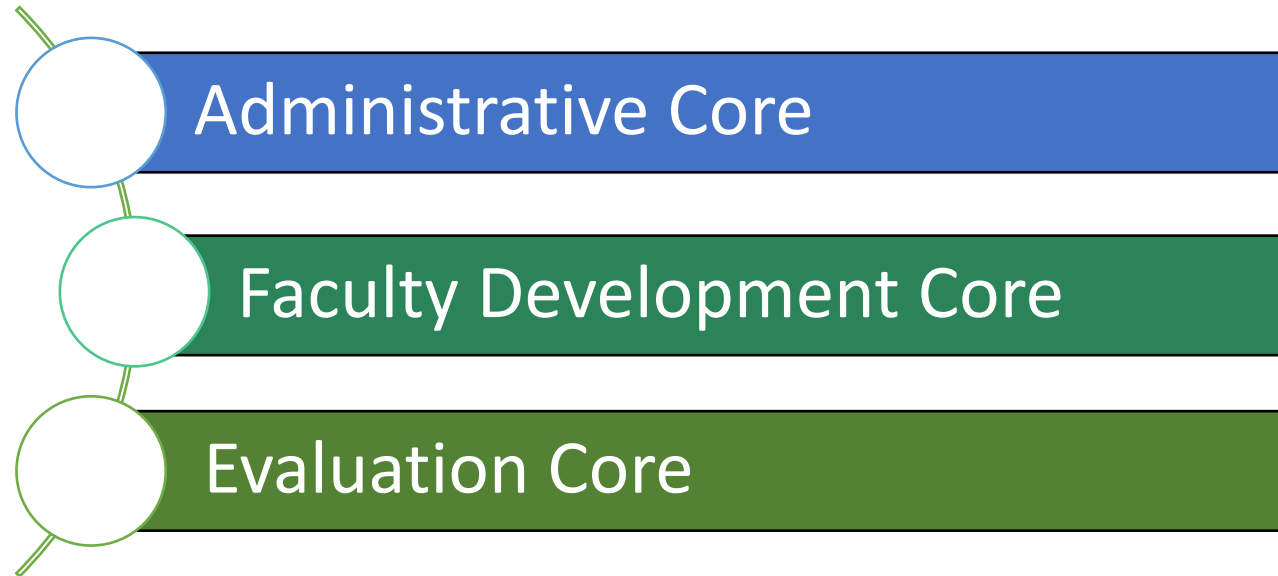
Goal	Measurable Objectives
Institutional Culture Change for Inclusive Excellence	<ul style="list-style-type: none">• Demonstrate Institutional Support• Develop Strategic Plan• Achieve Significant Systemic And Sustainable Institutional Culture Change Over Baseline• Develop Evaluation Plan
Hiring a Diverse Cohort of Faculty	<ul style="list-style-type: none">• Conduct Recruitment Activities• Outline Institutional Commitments• Develop Recruitment Committees• Establish Retention Plan
Faculty Professional Development and Mentoring	<ul style="list-style-type: none">• Establish Individual Research, Career Development, and Mentorship Plans• Describe How Program Will Reduce Isolation, Increase Community Building, And Foster Career Development

Review Part 2, Section I, Objectives in [RFA-RM-20-022](#).

Program Structure



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- **Administrative Core:** Supports and manages the FIRST Cohort program. Senior academic staff, key personnel, core leaders, faculty hiring.
 - Hire institutional cohort (no fewer than 6 for LRI; 10 for HRI; for partnerships, based on prior planning and what was proposed and justified in the application. If a partnership includes an HRI, no fewer than 10; If a partnership includes two LRIs, no fewer than 6.)
 - Design cohort and hire clusters of faculty (no fewer than 3 scientists per cluster) by strategic needs (areas of research, departments)
- **Faculty Development Core:** Supports and manages faculty development activities.
 - Designs and implements professional, research development and mentoring programs.
 - Develops programs to enhance inclusive excellence, reduce isolation, and increase community building.
- **Evaluation Core:** Supports and evaluates the FIRST Cohort program at the applicant institution and collaboratively with the FIRST CEC.
 - Applicants must incorporate aims that are appropriate to the strategies to ensure that planning, monitoring, evaluation, and tracking of program activities will be continuously ongoing, shared as negotiated, and reported to the FIRST CEC.

FIRST Cohort Estimated Budget Per Award

Year	Direct Cost Funding
Year 1	\$300,000
Year 2	\$3,275,000
Year 3	\$3,275,000
Year 4	\$3,275,000
Year 5	\$120,000
Total	\$10,245,000

These awards are contingent upon NIH appropriations and the submission of a sufficient number of meritorious applications. Future year amounts will depend on annual appropriations.

Review Part 2, Section IV.2, Budget (Overall) in [RFA-RM-20-022](#).

Program Directors/Principal Investigators

Eligible Individuals (Program Director/Principal Investigator)

Any individual(s) with the skills, knowledge, and resources necessary to carry out the proposed research as the Program Director(s)/Principal Investigator(s) (PD(s)/PI(s)) is invited to work with his/her organization to develop an application for support. Individuals from underrepresented racial and ethnic groups as well as individuals with disabilities are always encouraged to apply for NIH support

Effort Commitments

- **For effective leadership, individuals designated as PD(s)/PI(s) must be meaningfully committed to the program**
- **Contact PD(s)/PI(s): Each contact PD(s)/PI(s) is expected to commit a minimum of 20% or 2.4 person months of effort per year, with a maximum of three person months effort per year**
- **Multi-PD(s)/PI(s): The effort commitment of each multi-PD(s)/PI(s) must be justified and appropriate**

Review Part 2, Section III.1, Eligible Individuals (Program Director/Principal Investigator) and Section IV.2, Budget (Administrative Core) in [RFA-RM-20-022](#).

Number of Applications:

- FIRST Cohort Award: Only one application per institution, normally identified by having a unique DUNS number or NIH IPF number, is allowed
- Institutions are eligible to apply to both the FIRST Cohort and FIRST CEC RFAs, however, an institution can only be awarded one or the other. If an applicant receives a FIRST CEC Award, they will not be eligible to receive a FIRST Cohort Award, and vice versa

Review Part 2, Section III.3, Number of Applications in [RFA-RM-20-022](#).

The following components must be included for an application to be deemed responsive:

- Must describe **development of institutional/organizational policies and practices** that focus on the identification and elimination of organizational barriers that **impede the full participation and advancement of faculty from diverse backgrounds in academia**.
- Must include **written "Letters of Support"** from the institution leadership(s).
- Must include **Administrative, Faculty Development, and Evaluation Cores**, and justification for all costs associated with cores.
- Each cohort (**LRI, HRI, or Partnership**) must be large enough to create an interactive group and include the opportunity for and encourage collaborations between relevant departments, divisions, and institutions to help achieve FIRST program goals.
 - **HRIs**, no fewer than 10 scientists.
 - **LRIs**, no fewer than 6 scientists.
 - **Partnerships**: the number of scientists supported must be based on prior planning and what was proposed and justified in the application (must define institutional type in the application). *If a partnership includes an HRI, it must hire no fewer than 10 scientists. If a partnership includes two LRIs, it must hire no fewer than 6 scientists.*
- Applicants should follow the application guidelines e.g., overstuffing, using smaller fonts, etc. The Division of Receipt and Referral could decline an application if an applicant violates such guidelines.

Review Part 2, Section I, Applications Not Responsive to this FOA in [RFA-RM-20-022](#).

Overall Component

Institutional Support

Applications must include a written "Letter of Support" from the institution leadership and, if a partnership application, from the leaderships of each of the applicant institutions (e.g., President, Dean) to show support of the FIRST Cohort program. This is likely to include:

- **Commitment of additional resources** necessary to ensure that the program will have the maximum success and sustainability
- The **specific number of faculty hires** expected and commitment to sustainable institutional culture change
- How the institution(s) would **monitor these efforts** and specific steps and procedures to ensure the institution(s) **achieve the planned goals and objectives**

Review Part 2, Section IV.2, Institutional Support in [RFA-RM-20-022](#).

Overall Component Continued

Letters of Support must include statements detailing:

- **Effort of commitment** of the designated PD(s)/PI(s)
- Activities that each faculty listed as Key Personnel is being **released from**
- **Provisions for recruitment of new faculty members**, including supplemental funds for startup and professional development and expected number of faculty to be hired
- Provisions to leverage funds for **long-term sustainability** of FIRST Cohort-supported activities
- If an institution is applying as an LRI, **statement demonstrating that the institution meets the LRI criteria**



Review Part 2, Section IV.2, Letters of Support in [RFA-RM-20-022](#).

- **Salary and Start-up Package:** Demonstrate that the new faculty will receive salary and start-up package or other institutional support equitable to that given to other faculty recently hired into research tenure-track or equivalent faculty positions.
- **Search, Recruitment, and Hiring:**
 - Recruitment Search Protocol: Highlight evidence-based strategies for reducing discrimination grounded in race, sex, and other federally protected characteristics. Describe the rubric for interviewing processes that are institution wide and characteristic of inclusive excellence goals. Describe how search committees and collaborative efforts across departments and institutions to hire and retain new faculty will be established.
 - Strategies, interventions, and organizational policies and practices for hiring and search committees, including recruitment and outreach activities.
- **Faculty Appointment in Hiring Unit:** Demonstrate that faculty will receive a faculty appointment(s) within an academic unit that is part of the *Hiring Unit (the department or center in which the new faculty members reside)*.
- **75% Protected Research Time:** For new faculty, for the length of the award for future transition to competitive research awards.

Review Part 2, Section IV.2, Administrative Core in [RFA-RM-20-022](#).

- **New Faculty Tenure and Promotion:** Describe the expectations for new faculty tenure and promotion, as well as the plan for how the start-up packages and other resources for professional development and progression will be equitable for all faculty in the appropriate area of research.
- **Institutional diversity and inclusion strategic plan for inclusive excellence and climate data collection**—necessary institutional data to indicate changes to culture of inclusive excellence at the faculty, department, and institution level.
- **Post-Award:** Include a plan for sustaining institutional commitments, policies, practices, and culture changes system-wide aimed toward inclusive excellence after the FIRST award ends.
- **Retention Plan:** Explain the expectations for the Retention Plan for new faculty hires.
- **Partnership-Specific Information:** Included among the partnership-specific information are the partnership co-location and integration activities.

Review Section IV.2, Administrative Core in [RFA-RM-20-022](#).

- Describe the plans and programs to **enhance inclusive excellence, reduce isolation, increase community building, and provide support for new faculty to overcome institutional or structural challenges** associated with academic advancements.
- Identify the types of practices to **address isolation and racial/ethnic, gender, or other types of discrimination or injustices, such as the disproportionate assignment of committee work or other administrative tasks to URM faculty members.**
- **Promotion, Tenure, and Academic Advancements:**
 - Detail the efforts for new faculty promotion, tenure, and academic advancements within the cohort model, including **how new faculty will receive credit in the tenure and promotion process for any collaborative work they perform as clusters.**
 - Describe the institution's promotion process and how unique aspects of certain fields of study are considered in tenure-related decisions.
- Explain the plans for **organizational integration and networking of the new faculty into their cohort and cluster**, as well as into the fabric of the Hiring Unit and across the departments/institution(s)/organization(s).

Review Part 2, Section IV.2, Faculty Development Core in [RFA-RM-20-022](#).

- **Research Development, Career Development, and Professional Development:**

- Strategies for developing individual research development plans, career development approaches, and professional development activities for all FIRST faculty, **including how new faculty will be establishing independent research careers leading to grant submission to NIH or other funding sources.**



- **Mentoring and Sponsorship Programs:**

- Planned or already in place.
- Target expectations for **faculty achieving competitive grant applications** (e.g., R-type awards or equivalents).
- **Diversity of the mentors**, how mentoring committee(s) will be constituted and tailored based on the individual needs of the faculty.
- How mentoring plans will include dedicated **senior mentors, sponsors, and small peer/near-peer group mentoring.**

- **Networking:** The types of opportunities to **network among faculty at a similar career level and with senior faculty and administrative officials** at the institution, as well as opportunities to establish relationships in the new faculty's scientific community.

Review Part 2, Section IV.2, Faculty Development Core in [RFA-RM-20-022](https://www.fda.gov/oc/ohrt/rfa-rm-20-022).

- **Testing the Primary Hypothesis:** that a cohort and cluster design model of faculty hiring, sponsorship, continual mentoring, and professional development, embedded within an institution implementing evidence-based practices to create academic cultures of inclusive excellence, will achieve significant improvements in metrics of institutional culture and scientific discovery.
- **Institutional Change Over Baseline:** Strategies, interventions, institutional policies, evidence-based practices, and other activities that will be implemented to **achieve significant systemic and sustainable institutional change over baseline (at faculty, department, and institution level)**.
- **Evaluation strategies for achieving the major milestones associated with hiring a diverse cohort and faculty development, progression, and retention.**
- **The approaches to analyze data to yield fundamental insights about factors that determine whether the new faculty—pursuing biomedical research careers in an inclusive scientific environment—are supported, retained, and ultimately excel in these careers.**
- **Collaboration with FIRST CEC:** Describe how collaboration with the FIRST CEC will be facilitated to: develop program milestones and metrics; determine how faculty survey, minimum common data elements on faculty and institutional culture, and all other data will be entered, cleaned, and transferred to the FIRST CEC, in accordance with an established timeline; and to harmonize measures.

Review Part 2, Section IV.2, Evaluation Core in [RFA-RM-20-022](#).

FIRST Cohort Awardees Responsible for:

Evaluating your program.

Collecting quantitative and qualitative data e.g., focus groups, observations of processes, and collecting survey data and sharing the data with the FIRST Coordination and Evaluation Center (CEC).

Implementing the set of common data elements identified by the FIRST CEC.

*May also add measures of interest to their research team and institution.

Tips for Developing a Competitive Application



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Competitive applications will show:

Feasibility to hire a diverse cohort of new faculty

Demonstration and commitment of the applicant institution to move toward inclusive excellence

Reviewers will expect specifics on quantitative milestones, timeline for and number of hires, feasibility of goals

Clusters of scientists, not multiple $n = 1$ spread across an institution

Strong institutional support

Evidence of sustainability after the award ends

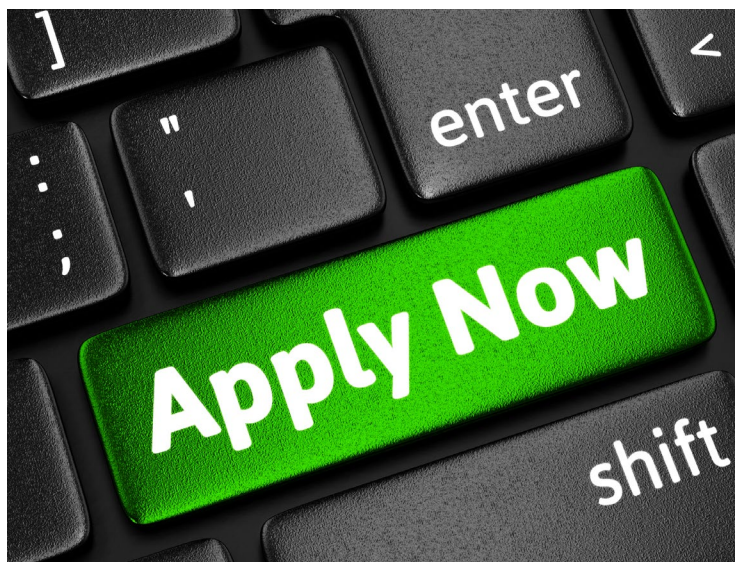
Adequate evidence supporting the use of the models and frameworks and their application to the FIRST Cohort program

Timeline



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Open Date	Letter of Intent Due Date	Application Due Date	Scientific Merit Review	Advisory Council Review	Earliest Start Date
January 28, 2021	January 30, 2021	March 1, 2021	May 2021	August 2021	September 2021



Review Part 1 in [RFA-RM-20-022](#).

Dr. Gabriel B. Fosu

NIH Center for Scientific Review

FIRSTNIH@nih.gov

Scientific Review Criteria for the FIRST Cohort (U54)

Review – Who Will Review My Application?



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- Reviewed in Center for Scientific Review (CSR)
- Special Emphasis Panels (SEP) – no need to look up and request a standing study section. One-time panels held to review applications on special topics.
- Include only temporary members
- Meeting rosters will be posted online 30 days before the review meeting - <https://public.csr.nih.gov/StudySections/SpecialEmphasis/>
- Contact Program Director before submission
- Contact Scientific Review Officer during period of review
- Contact Program Director after release of summary statements

Review Criteria

- **Refer to Section V of the RFA: “Application Review Information.”**
- **Read the criteria in full.**
- **Applications need to have addressed the items identified in these review criteria in order to do well.**

- **“In addition, for this RFA”:** Pay particular attention to the RFA-specific criteria, listed under each of the scored review criteria categories.

- **Pay particular attention to Partnership-specific review criteria (if applicable).**

- **Additional Review Criteria:** Protections for Human Subjects.

Overall Impact and Review Criteria



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Overall Impact

- Reviewers will provide an overall impact score to reflect their assessment of the likelihood for the project to exert a sustained, powerful influence on the research field(s) involved, considering strengths and weaknesses across the 5 core criteria (**Significance, project team, innovation, approach, and environment**) and additional review criteria (as applicable for the project proposed).
- **Reviewers will consider each of the review criteria below in the determination of scientific merit and give a separate score for each.**

Significance *

- Assuming that all the aims are successful, does the project address an important problem or a critical barrier to progress in the field, or has the ability to improve knowledge, technical capability or clinical practice in a **major** (1-3), **moderate** (4-6) or **minor** (7-9) way?

**Please see complete list of questions in RFA.*

Investigators

In addition, for this RFA:

Leadership and Key Personnel*

- Are the roles and responsibilities of key leadership, including experience and expertise needed to lead and guide the FIRST Cohort program, adequate?

Innovation

- Does the application challenge and seek to shift current research or clinical practice paradigms by utilizing novel theoretical concepts, approaches or methodologies, instrumentation, or interventions?

**Please see complete list of questions in RFA.*

Approach

In addition, for this RFA*

- Strategy and Methodology
- Professional Development and Progression

Environment

In addition, for this RFA*

- Culture and Environment*

In Addition, for Partnership Applications*

**Please see complete list of questions in RFA.*

Reviewers will provide an overall merit descriptor score to reflect their assessment of the likelihood for the core to exert a sustained, powerful influence on the research field(s) involved, in consideration of the following review criteria and additional review criteria (as applicable for the project proposed).

- **Leadership and Key Personnel***
- **Management***
- **Strategy and Methodology***
- **Professional Development and Progression***
- **Culture and Environment***

In addition, for Partnership Applications*

- Are the Administrative Core co-leadership roles and responsibilities detailed?

**Please see complete list of questions in RFA.*

Reviewers will provide an overall merit descriptor score to reflect their assessment of the likelihood for the core to exert a sustained, powerful influence on the research field(s) involved, in consideration of the following review criteria and additional review criteria (as applicable for the project proposed).

- **Leadership and Key Personnel***
- **Management***
- **Strategy and Methodology***
- **Professional Development and Progression***
- **Culture and Environment***

In addition, for Partnership Applications*

- Are the Faculty Development Core **co-leadership roles** and responsibilities detailed?
- Is there an adequate plan for the **partnership co-location and integration activities**?

**Please see complete list of questions in RFA.*

Reviewers will provide an overall merit descriptor score to reflect their assessment of the likelihood for the core to exert a sustained, powerful influence on the research field(s) involved, in consideration of the following review criteria and additional review criteria (as applicable for the project proposed).

- **Leadership and Key Personnel***
- **Management***
- **Strategy and Methodology***
- **Institutional Support Letter***

In addition, for Partnership Applications*

- Are the Evaluation Core co-leadership roles and responsibilities detailed?

**Please see complete list of questions in RFA.*

Additional Review Criteria: Overall and Cores



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These points can affect scoring if not addressed appropriately but they do not receive separate scores.

Protection for Human Subjects: Assess potential risks posed to human subjects and adequacy of protection against these risks.

Inclusion of Women, Minority and inclusion (or exclusion) of individuals of all ages across the lifespan (including children and older adults)

Overall Impact of Research Applications

Overall Impact:
The likelihood for a project to exert a sustained, powerful influence on research field(s) involved

Overall Impact	High	Medium	Low
Score	1 2 3	4 5 6	7 8 9

Evaluating Overall Impact:
Consider the 5 criteria: significance, investigator, innovation, approach, environment (weighted based on reviewer's judgment) and other score influences, e.g. human subjects, animal welfare, inclusion plans, and biohazards

e.g. Applications are addressing a problem of high importance/interest in the field. May have some or no weaknesses.

e.g. Applications may be addressing a problem of high importance in the field, but weaknesses in the criteria bring down the overall impact to medium.
e.g. Applications may be addressing a problem of moderate importance in the field, with some or no weaknesses

e.g. Applications may be addressing a problem of moderate/high importance in the field, but weaknesses in the criteria bring down the overall impact to low.
e.g. Applications may be addressing a problem of low or no importance in the field, with some or no weaknesses.

5 is a good medium-impact application, and the entire scale (1-9) should always be considered.

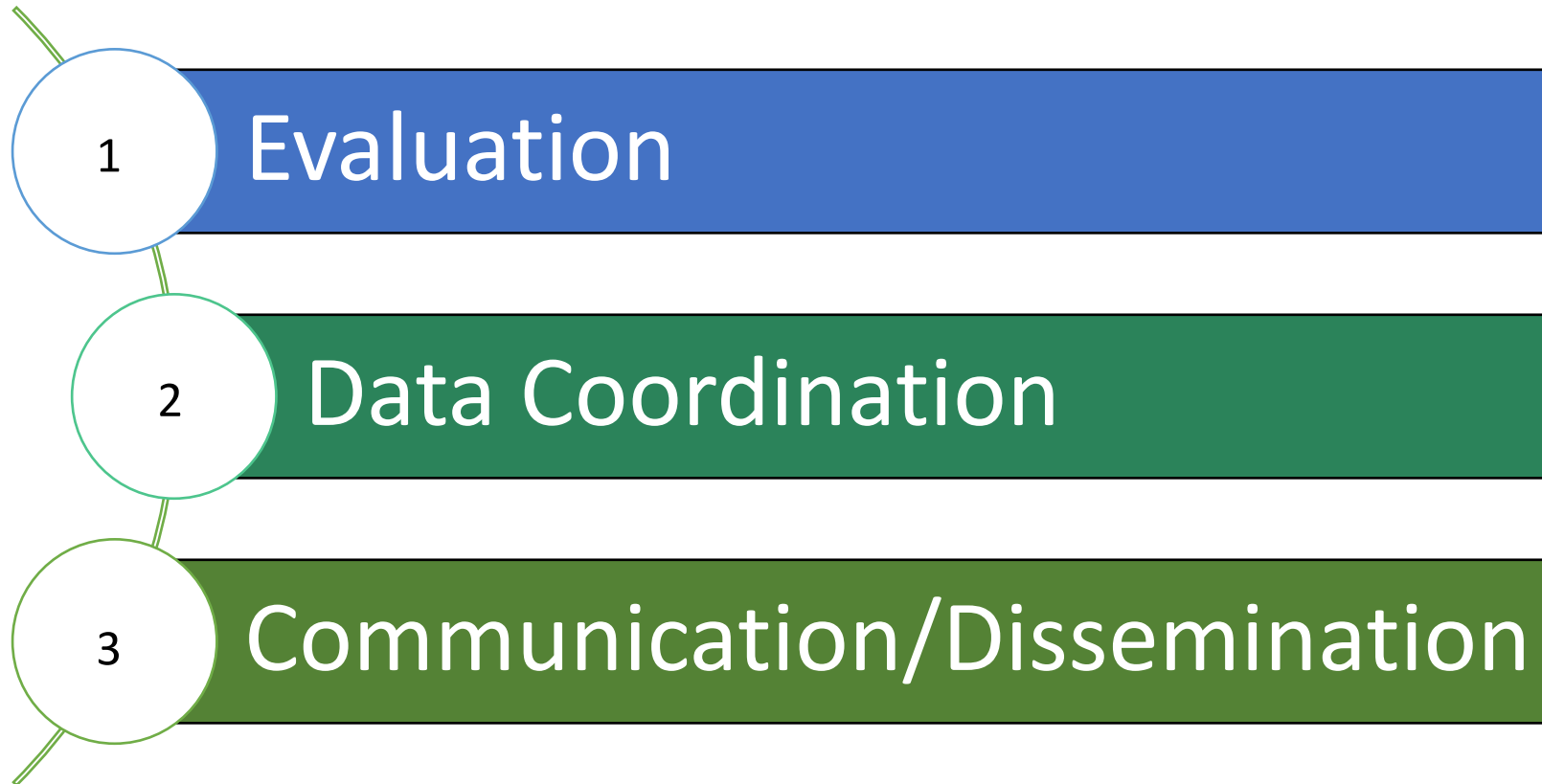
Dr. Rina Das

National Institute on Minority Health
and Health Disparities

FIRSTNIH@nih.gov

RFA-RM-20-023:
NIH Faculty Institutional Recruitment for Sustainable
Transformation (FIRST) Program:
FIRST Coordination and Evaluation Center (CEC)

To coordinate and facilitate the development of strategies with FIRST Cohort awardees to conduct a comprehensive evaluation of the FIRST program.



- At **multiple levels** (institutional, departmental, faculty) related to the program goals:
 - **Establish evaluation** approaches, logic models, and short/intermediate/long term common data elements
 - **Develop novel and innovative** quantitative and qualitative data analytic approaches
 - **Identify measures** for assessing the impact of inclusive excellence
 - **Assess the impact** of key strategies and other innovative approaches implemented at FIRST Cohort sites.
 - Assess measurable changes in metrics from **baseline**
 - Conduct a **comprehensive evaluation**

Key Activities- Data Coordination



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- Establish and coordinate approaches for the data including:

collection	quality control standards	analyses
storage	cleaning	related functions
harmonization	management	

- **Lead** the development of a data use and **data sharing agreement plan** for the FIRST Cohort sites.
- **Facilitate and coordinate** collection of the minimum set of common data elements from FIRST Cohort awardees
- **Receive** quantitative and quantitative data, analyze the data, **provide statistical oversight, and generate reports**

- Coordinate and **facilitate communication** through regular meetings, committees, and workgroups as needed.
- **Disseminate** successful evidence-based practices, and lessons learned across FIRST Cohort sites.
- **Manage and disseminate** all FIRST program-related peer-reviewed research publications, non-peer reviewed publications, and invited presentations.
- Plan and coordinate **annual meetings**.

General:

- Provide timeline and detailed quantitative annual **milestones**.
- Key personnel attributes: strong scientific expertise; **ability to work collaboratively** and experience coordinating and **evaluating** large projects.

For Evaluation Activities

- Describe the **theoretical models and conceptual frameworks** that will guide evaluation activities and the overall evaluation plan.
- Describe approaches for conducting a **comprehensive evaluation** of the FIRST program.
- Describe strategies for **identifying and harmonizing** a minimum set of **common data elements**.
- Describe approaches to measure and evaluate **culture change** towards diversity and inclusiveness.

Review part 2 of Section IV in RFA-RM20-023.

For Data Coordination activities:

- Describe approaches for standardized **data collection**, and data harmonization activities across FIRST Cohort awardees.
- Describe approaches for developing data use and data sharing agreements.

For Communication and Dissemination activities:

- Describe approaches to facilitate and **coordinate** FIRST program activities across sites and award cycles.
- Include **plans for fostering communication** e.g., arranging and hosting monthly PD/PI conference calls.
- Describe **dissemination strategies** to keep various stakeholders informed about program-wide practices, lessons learned.

Review part 2 of Section IV in RFA-RM20-023.

Budget for RFA-RM-20-023



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Year 1: 840K

Year 2: 1.5M

Year 3: 1.5M

Year 4: 1.5M

Year 5: 1.5M

The award is contingent upon NIH appropriations and the submission of a sufficient number of meritorious applications. Future year amounts will depend on annual appropriations.

Frequently Asked Questions



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- **Will the FIRST CEC be expected to evaluate each FIRST Cohort awardee program? No**
- **Will the FIRST CEC be expected to come up with common data elements toward each FIRST program goals?**

Applicants may suggest a set of common data elements in their application; however, they will be expected to collaborate with FIRST Cohort institutions post award to refine, finalize them.
- **Will the FIRST CEC's evaluation be expected to compare any of the cohorts to a comparator or control group? No**
- **Are institutions allowed to submit more than one application for this RFA?**

Only one application per institution, identified by having a unique DUNS number or NIH IPF number, is allowed
- **Are institutions eligible to apply to both the FIRST Cohort and FIRST CEC RFAs? Yes,** however, an institution can only be awarded one or the other.

Dr. Gabriel B. Fosu

NIH Center for Scientific Review

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Scientific Review Criteria for the FIRST CEC

Review – Who Will Review My Application?



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- Reviewed in Center for Scientific Review (CSR)
- Special Emphasis Panels (SEP) – no need to look up and request a standing study section. One-time panels held to review applications on special topics.
- Include only temporary members
- Meeting rosters will be posted online 30 days before the review meeting - <https://public.csr.nih.gov/StudySections/SpecialEmphasis/>
- Contact Program Director before submission
- Contact Scientific Review Officer during period of review
- Contact Program Director after release of summary statements

Review Criteria

- **Refer to Section V of the RFA: “Application Review Information.”**
- **Read the criteria in full.**
- **Applications need to have addressed the items identified in these review criteria in order to do well.**

- **“In addition, for this RFA”:** Pay particular attention to the **RFA-specific criteria**, listed under each of the scored review criteria categories.

- **Additional Review Criteria:** Protections for Human Subjects

Overall Impact and Review Criteria



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Overall Impact

Reviewers will provide an overall impact score to reflect their assessment of the likelihood for the project to exert a sustained, powerful influence on the research field(s) involved, considering strengths and weaknesses across the 5 core criteria (**Significance, investigator(s), innovation, approach, and environment**) and additional review criteria (as applicable for the project proposed).

Scored Review Criteria

Reviewers will consider each of the review criteria below in the determination of scientific merit and give a separate score for each.

Significance

In addition, specific to this RFA*

- To what extent are the proposed activities of the FIRST CEC likely to **advance our understanding** of evaluating strategies for **cohort and inclusive excellence program**?

**Please see complete list of questions in RFA.*

Investigator(s)

In addition, specific to this RFA*

- Have the PD(s)/PI(s) demonstrated the ability to coordinate complex programs to establish and implement joint goals?
- Do the investigators have the necessary experience and scientific/technical expertise to coordinate, manage, and analyze the types of data that will be collected from the FIRST Cohort awardees?

Innovation

In addition, specific to this RFA*

- Does the application include innovative quantitative or qualitative approaches, methodologies, or study designs to evaluate the effectiveness or impact of programs designed to enhance inclusive excellence in the biomedical research workforce?

**Please see complete list of questions in RFA.*

Approach

In addition, specific to this RFA*

- Are the plans to collaborate with FIRST Cohort awardees adequate to facilitate and coordinate FIRST program activities across sites and award cycles?
- Are the coordination, evaluation, and communication infrastructure and processes, and available resources in place and adequate to support the overall mission of the FIRST CEC?
- Are the proposed evaluation methods robust?

Environment

In addition, specific to this RFA*

- Is the environment of the awardee institution adequate to support the FIRST CEC in accomplishing its goal of coordinating and evaluating the FIRST Cohort activities?

**Please see complete list of questions in RFA.*

Scientific/Research Contact(s)

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Trans-NIH Working Group



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thank you

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Questions?

- Submit questions via the chat feature at this time.
- If you have questions after the webinar, submit them to FIRSTNIH@nih.gov.

