

# Faculty Institutional Recruitment for Sustainable Transformation (FIRST) Program: Awards

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***Co-Chair FIRST Program***



**National Institutes of Health**  
*Office of Strategic Coordination - The Common Fund*

## 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 less than three** who:
    - Have strong commitment to promoting diversity and inclusive excellence;
    - Competitive for a research tenure-track or equivalent faculty position

# Faculty Institutional Recruitment for Sustainable Transformation (FIRST) Program



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## Overarching Goal: Transform Culture

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:

**Faculty cohort model** for hiring, multi-level mentoring, and promote professional development.

**Implement and sustain culture of inclusive excellence at grantee institutions**

**Coordination and Evaluation Center (CEC)** for coordinating and facilitating development of strategies with FIRST cohort awardees and conduct a comprehensive evaluation of the FIRST program.



- Plan was for 12 staggered awards with 4 awards each year for three years
- Issue RFA each year for 3 years, 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; develop hallmarks of success and metrics with CEC involvement
  - **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)

## 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, Partnerships



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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):** have received more than \$50 million average in annual NIH funds within the three years prior to the time of application
- **Partnerships:** Any combination of LRI and/or HRI: LRI-LRI, LRI-HRI, or HRI-HRI.
- Visit the [FIRST FAQs](#) to access a decision tree.

# Overall Goals and Measurable Objectives



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

# FIRST Cohort Awards (RFA-RM-20-022)



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Institution	PI Name	Cluster/Scientific Focus
Cornell University	August, Avery (contact) Kotlikoff, Michael I	Quantitative Biomedical Sciences, Infection Biology, Health equity
Icahn School of Medicine at Mount Sinai	Benn, Emma Katherine Tara (contact) Campbell, Kirk N Nestler, Eric J Richardson, Lynne D	Infectious Disease; Cancer; Health Equity; Neuroscience
Drexel University	Diez-Roux, Ana V (contact) Gitlin, Laura N	Health Disparities Research in Aging, Chronic Disease, and Environmental Determinants
University of Alabama at Birmingham in Partnership with Tuskegee	Vickers, Selwyn M (contact) Durant, Raegan Winston Fouad, Mona N Yates, Clayton	Health Disparities Research in Cancer, Obesity, Diabetes, Cardiovascular Disease and Neuroscience



# FIRST Cohort Awards (RFA-RM-20-022), continued



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<b>Institution</b>	<b>PI Name</b>	<b>Cluster/Scientific Focus</b>
Florida State University	Wong, Frank Y (contact) Naar, Sylvie Keel, Pamela	Chronic disease prevention and management and Mental health
San Diego State University	Zuniga De Nuncio, Maria Luisa (contact) Reed, Mark Brian	Latino/a Health Disparities in the topics of Addiction Science, Environmental Health, and Obesity/Physical Activity/Nutrition

## FIRST Cohort RFA: \$70.5M (FY 2021 – 2025)

Year	Activity	Total Cost Funding	Direct Cost Funding
RM-20-022 (FY21 – 25)	Cohort Activity	\$70,500,000	\$42,300,000

## 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
<b>Total</b>	<b>\$10,245,000</b>

*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.*

# FIRST Coordination and Evaluation Center (CEC)- RFA-RM-21-019



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## **NIH Faculty Institutional Recruitment for Sustainable Transformation (FIRST) Program: FIRST Coordination and Evaluation Center: FIRST CEC (U24 Clinical Trial Not Allowed)**

### **Objectives:**

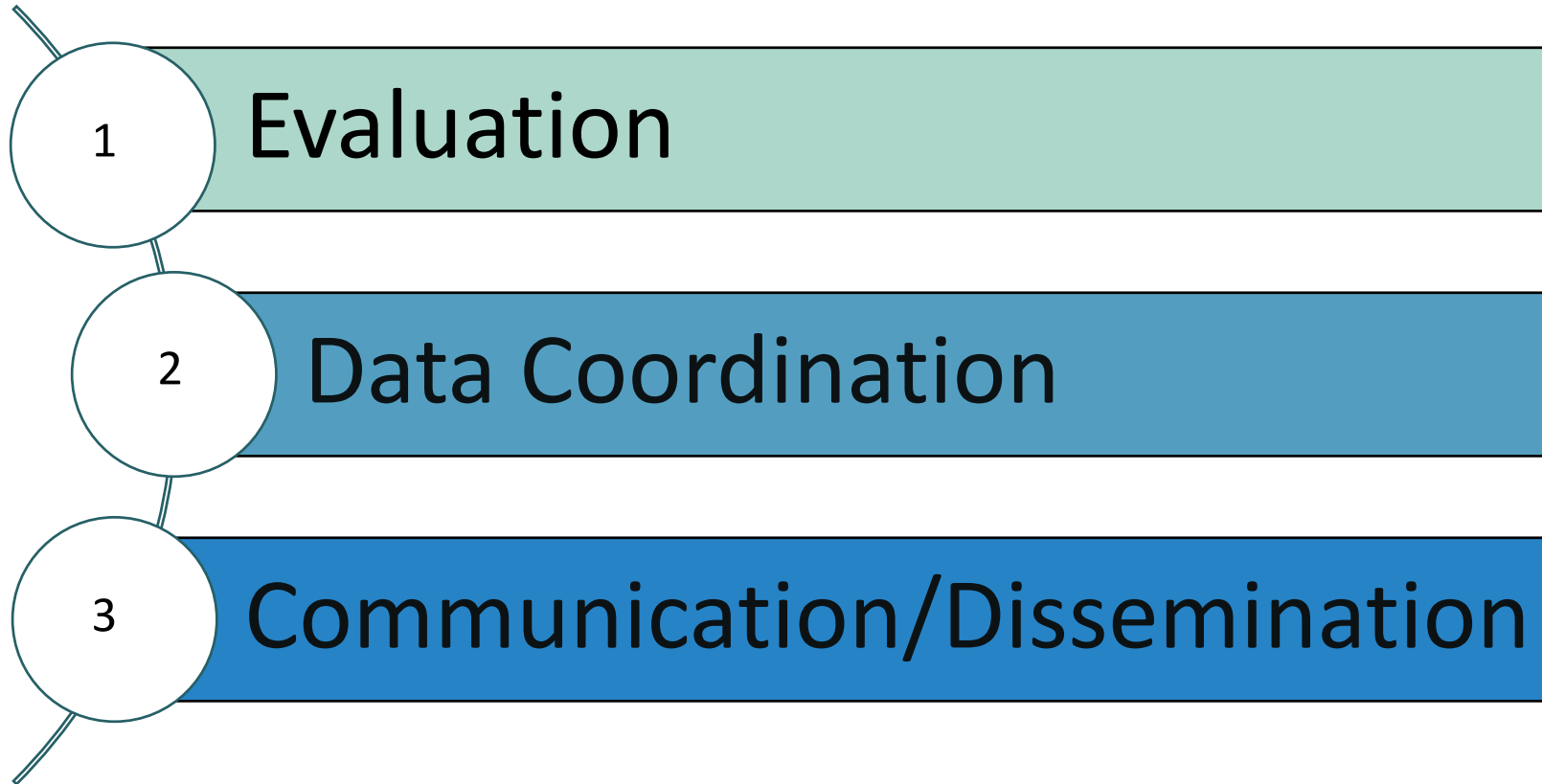
- To coordinate and facilitate the development of strategies with FIRST Cohort awardees to conduct a comprehensive evaluation of the FIRST program.
- To collaborate with FIRST Cohort institutions to identify and harmonize a set of common data elements to be used by each institution to facilitate an objective evaluation of the FIRST program goals.



### **Target Funding From Common Fund:**

One FIRST CEC award-\$840K in direct costs in the first year and \$1.5M in direct costs per year in years 2-5.

# FIRST CEC Key Activities



# FIRST CEC Award

## FIRST Coordination and Evaluation Center (U24 Clinical Trial Not Allowed) RFA-RM-21-019

Morehouse School of  
Medicine

Ofili, Elizabeth O  
(contact)

Rivers, Brian M

Dawes, Daniel

[FIRST Coordination and  
Evaluation Center to  
promote inclusive  
excellence](#)

# NIH-Wide FIRST 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)

**Jessica Calzola, Ph.D.** (NCI)

**Rina Das, Ph.D.**(NIMHD)

**Brian Davis** (NCI)

**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)

**Elia Kwee Ortenberg, Ph.D.** (CSR)

**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)

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

**Tina Gatlin, Ph.D.** (NHGRI)

**Melissa Ghim, Ph.D.**(ORWH)

**Lauren Hill, Ph.D.** (NIMH)

**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)

**Fred Tyson, PhD.** (NIEHS)

**Lyl Tomlinson, Ph.D.** (OD)

**Reiko Toyama, Ph.D.** (NICHD)



Thank You!