**Limited Submissions**

**Sponsor:** National Institutes of Health (NIH)

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

**Estimated Award Amount:** $6,840,000 (direct costs)

**JHU Nomination Limit:** 1

For More Detailed Information Click [Here](#) and [here](#)

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**Deadlines:**

*Internal Application:* January 12, 2021

*Full Application:* March 1, 2021

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**Opportunity Summary:**

The Faculty Institutional Recruitment for Sustainable Transformation (FIRST) program consists of two components: the FIRST Cohort and the FIRST Coordination and Evaluation Center (CEC). The purpose of the FIRST CEC will be to coordinate with FIRST Cohort awardees and facilitate the development of strategies to conduct a comprehensive evaluation of the FIRST program. The FIRST CEC will 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, which are to: (1) foster sustainable institutional culture change; (2) promote institutional inclusive excellence by hiring a diverse cohort of new faculty; and (3) support faculty development, mentoring, sponsorship, and promotion.

The FIRST CEC will analyze data provided by FIRST Cohort awardees to test the primary hypothesis that a cohort model of faculty hiring, sponsorship, continual mentoring, and support for 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 workforce diversity. Evidence supports that diversity positively impacts scientific discovery through improved problem-solving, innovation, prediction, evaluation, verification, and strategization. In addition, the program will test the impact of the cohort on institutional culture change. Implementing and sustaining cultures of inclusive excellence at a range of academic institutions has the potential to be transformational for the biomedical research workforce.

The FIRST CEC will enable effective communication and coordination across FIRST Cohort awardees and across award cycles. Working with the FIRST Cohort awardees, the FIRST CEC will conduct a comprehensive evaluation and assess progress made toward the program goals by doing the following: establish common data elements, standardize data collection and submission procedures, receive data from FIRST Cohort awardees, check data quality, harmonize data, conduct objective analyses of the data and generate summary reports. The FIRST CEC will be engaged in writing source code, planning analyses, and providing statistical oversight for both qualitative and quantitative data. The FIRST CEC is also expected to ensure the integrity, privacy, and security of data received from the FIRST Cohorts. The FIRST CEC will be expected to obtain IRB approval before human subjects research or analyses of personally identifiable data is initiated. The FIRST CEC will summarize lessons learned across the FIRST Cohort sites and disseminate the information.

Potential applicants are strongly encouraged to participate in the pre-application Technical Assistance webinar on 1/25/2021 from 2:00-4:00 pm ET. Prospective applicants are encouraged to send questions, preferably at least 24 hours prior to the webinar, to the Scientific/Research Contact, Dr. Rina Das, at FIRSTNIH@nih.gov.

**Eligibility & Requirements:**

- If the applicant receives a FIRST Cohort Award, they will not be eligible to receive a FIRST CEC.
- The PD/PI is expected to commit 20% effort or 2.4 person months per year for the program.

**Internal Nomination Process:**

Interested applicants should submit the following documents:

1. JHU Limited Submission Cover Sheet
2. Proposal (maximum of three pages of text only, single spaced: 12-pt font and one-inch margins), including any experience with recruiting diverse faculty and/or creating mentorship programs.
   (Note: figures, tables, and other reference material may be included in addition to the 2 pg. text limit)
3. Curriculum Vitae of investigator, including current external research support and publications
4. Budget (two pages maximum)

**Questions? Comments?** Email the Research Development Team at resapp@jhu.edu.