NIH Fostering Cohort Recruitment (FCR) Virtual Forum January 4, 2022

Pre-Event Survey

Opening

Thank you for registering for the NIH Fostering Cohort Recruitment (FCR) Virtual Forum.

The NIH Chief Officer for Scientific Workforce Diversity (COSWD) Office is conducting a pre-event survey to learn about registrants' interest in and previous experiences with cohort recruitment, as well as expectations for the forum. The results of the survey will inform the forum's sessions.

The survey should take approximately five minutes to complete. Your responses will be anonymous. The survey results will be stored in aggregate on password-protected computer files only accessible to program and event staff.

We would greatly appreciate and value your input.

If you have any questions about the survey, please contact us at COSWDevents@nih.gov.

Participant Details

1. Which of the following options best describes your role in relation to cohort recruitment for diversity, equity, inclusion, and accessibility (DEIA)? (Select as many as apply.)

    a. Staff managing a university recruitment program

    b. Staff mentoring faculty members in a program

    c. Faculty with previous success in a recruitment cluster

    d. Current graduate students or post-doctorates considering joining a cohort

    e. Junior faculty exploring cohorts for professional development

    f. Senior faculty building institutional recruitment programs

    g. NIH extramural staff

    h. Leader of a DEIA office on a university or college campus

    i. Leader of a DEIA office in an association or foundation

    j. Leader of a DEIA office in a federal government agency

    k. Other [OPEN ENDED]

2. Which of the following best describes your institution? (Select one option.)

    a. Doctorate-granting university **with** a professional school (e.g., medical, pharmacy, veterinary, dental)

    b. Doctorate-granting university **without** a professional school (e.g., medical, pharmacy, veterinary, dental)

    c. Baccalaureate college/university

    d. Associate's college/community college

    e. Independent research institute or organization [OPEN ENDED]

    f. Special focus institution (e.g., technology, arts-related, cancer center) [OPEN ENDED]

    g. National Institutes of Health (NIH)

    h. Other federal agency (non-NIH) [OPEN ENDED]

    i. Private foundation

    j. Other [OPEN ENDED]

3. Does your institution consider itself to be one or more of the following? (Select as many as apply)

    a. Historically Black College or University (HBCU)

    b. Primarily Black Institution (PBI)

    c. Hispanic-Serving Institution (HSI)

    d. Tribal College or University (TCU)

    e. Native American Non-Tribal Institution (NANTI)

    f. Alaskan Native or Native Hawaiian-Serving Institution (ANNHI)

    g. Asian American and Native American Pacific Islander-Serving Institution (AANAPISI)

    h. Other [OPEN ENDED]

Interest and Experience in Cohort Recruitment

4. How interested are you in learning about the following reasons for cohort recruitment?

	Extremely interested	Very interested	Moderately interested	Somewhat interested	Not at all interested
Fostering scientific innovation					
Enhancing global competitiveness					
Advancing the likelihood that underserved or health disparity populations participate in, and benefit from health research					
Enhancing public trust in health research					
Enhancing faculty retention					
Supporting the moral importance of workforce diversity					

5. Is your institution **currently** promoting workforce diversity?

    a. Yes

    b. No

    c. Not sure

    [ANSWER OPTIONS B & C, SKIP TO QUESTION 7.]

6. How is your institution currently promoting workforce diversity? (Select as many as apply.)

    a. Systematically reviewing hiring and promotion procedures and policies

b. Collecting and publicizing aggregate diversity metrics

c. Committing resources and providing diversity tools to divisions and departments

d. Reviewing and ensuring equality in salary and resources

e. Ensuring width, breadth, and fairness in talent searches

f. Sponsoring all faculty through promotion for awards and inclusion in professional networks

g. Endorsing and promoting work-life balance resources for all faculty

h. Conducting anonymous climate surveys and make changes if necessary

i. Other [OPEN ENDED]

7. Is your institution **currently** implementing faculty cohort recruitment?

a. Yes

b. No

c. Not sure

[ANSWER OPTIONS B & C, SKIP TO QUESTION 10.]

8. How is your institution currently implementing cohort recruitment? (Select as many as apply.)

a. Sharing information about opportunities through professional and networking organizations geared towards diverse audiences

b. Using institutional librarians to assemble a pool of potential recruitment candidates in a systematic and unbiased way.

c. Developing clear criteria and standards for the position before anyone is recruited or contacted

d. Creating a clear evaluation system in advance and avoid global scoring

e. Conducting anonymous voting, if the size of the pool is large enough

f. Ensuring that search committees are diverse

g. Conducting events or one-on-one meetings to attract diverse candidates

h. Encouraging mentorship of junior level career staff

i. Encouraging sponsorship of junior level career staff

j. Other [OPEN ENDED]

9. In your opinion, what challenges has your institution encountered when implementing cohort recruitment? (Select as many as apply.)

    a. Lack of diversity in the talent pool

    b. Lack of diversity in the search committees

    c. Implicit bias among hiring managers or panels

    d. Limited funding to support recruitment efforts

    e. Lack of support from institutional leadership

    f. Limited staffing to support outreach and networking events

    g. Lack of interest from senior faculty to serve as mentors or sponsors

    h. None

    i. Other [OPEN ENDED]

Interest in the FCR Forum

10. What are your reasons for attending the Fostering Cohort Recruitment (FCR) Virtual Forum? (Select as many as apply.)

    a. To learn about strategies for successful cohort recruitment in academia

    b. To connect with other colleagues implementing cohort recruitment

    c. To learn about funding opportunities

    d. To learn about federal government initiatives to support cohort recruitment in academic settings

    e. To explore how to address challenges to cohort recruitment

    f. Other [OPEN ENDED]

11. What topics do you hope will be covered in the Fostering Cohort Recruitment (FCR) Virtual Forum? (Select as many as apply.)

    a. Current science behind faculty cohort recruitment implementation

    b. Role of faculty cohort recruitment programs within the larger DEIA mission

    c. Strategies to strengthen the sustainability of faculty cohort recruitment strategies or sustain funding in the long-term

    d. Role of partnerships between academia, the federal workforce, and professional associations/scientific societies

    e. Measurable outcomes for faculty recruitment, retention, and overall DEIA success

f. Strategies to support the success of new diverse faculty through grants, papers or innovative work

g. Strategies to maximize faculty productivity through mentorship, network building and financial support

h. Ways to support the well-being and daily job satisfaction of faculty beyond the focus of earning tenure or promotion

i. Various taxes and pitfalls that exist for faculty in terms of performing DEIA-based service responsibilities

j. Other [OPEN ENDED]

12. <u>Finally, what questions, if any, do you have about faculty cohort recruitment more generally? (OPEN ENDED)</u>

<u>Closing</u>

Thank you for your feedback. We greatly appreciate your time and effort.

If you have any questions about the survey, please contact us at <u>COSWDevents@nih.gov</u>.