

## NIH Fostering Cohort Recruitment (FCR) Virtual Forum Post-Event Survey

February 16, 2022

### Opening

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

The NIH Chief Officer for Scientific Workforce Diversity (COSWD) Office is conducting a post-event survey to gather feedback on the forum and learn about plans to implement cohort recruitment.

The results of the survey will inform future COSWD Office events and identify opportunities for NIH to stay connected with attendees.

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](mailto:COSWDevents@nih.gov).

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Public reporting burden for this collection of information is estimated to average no more than 5 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. An agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a currently valid OMB control number. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden to: NIH, Project Clearance Branch, 6705 Rockledge Drive, MCS 7974, Bethesda, MD 20892-7974, ATTN: PRA (0925-0648). Do not return the completed form to this address.

### Satisfaction with the Forum

1. How **effective** were the following components of the virtual forum for the discussion of faculty cohort recruitment?

	Not at all effective	Somewhat effective	Moderately effective	Very effective	Extremely effective
Day 1, Session 1: Leadership Viewpoints					
Day 1, Session 2: Successes and Challenges					

Day 2, Session 1: Identifying Resources Needs					
Day 2, Session 2: Tracking Cohort Outcomes					
Q&A Sessions Overall					

2. Overall, how **successful** was the virtual forum in achieving the following objectives related to faculty cohort recruitment programs and other evidence-based strategies for enhancing faculty diversity?

	<u>Not at all successful</u>	<u>Somewhat successful</u>	<u>Moderately successful</u>	<u>Very successful</u>	<u>Extremely successful</u>
<u>Conveying scientific research</u>					
<u>Communicating new information</u>					
<u>Fostering useful discussion</u>					
<u>Providing actionable insights for organizations</u>					

3. How **satisfied** were you with the following aspects of the virtual forum?

	Not at all satisfied	Somewhat satisfied	Moderately satisfied	Very satisfied	Extremely satisfied
Virtual format					
Length of panel sessions					
Length of overall event					

Speaker selection					
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Plans for the Future

4. Do you intend to apply what you learned from the virtual forum?
  - a. Yes
  - b. No
  - c. Not sure

[ANSWER A, SKIP TO QUESTION 6; ANSWER C SKIP TO QUESTION 7]

5. Please elaborate on your response. [OPEN ENDED]
  
6. How do you intend to apply what you learned from the virtual forum? (Select as many as apply.)
  - a. Review hiring and promotion procedures and policies
  - b. Collect and publicize aggregate diversity metrics
  - c. Commit resources and provide diversity tools to Divisions and Departments
  - d. Review and ensure equality in salary and resources
  - e. Share information about opportunities through professional and networking organizations geared towards diverse audiences
  - f. Develop a more diverse candidate pool through systematic and unbiased methods
  - g. Develop clear criteria and standards for the position
  - h. Create a clear evaluation system in advance and avoid global scoring
  - i. Ensure that search committees are diverse
  - j. Conduct events or one-on-one meetings to attract diverse candidates
  - k. Encourage mentorship of junior level career staff
  - l. Encourage sponsorship of junior level career staff
  - m. Explore Federal funding opportunities
  - n. Explore non-Federal funding opportunities
  - o. None

- p. Other [OPEN ENDED]
7. What challenges do you anticipate encountering with cohort recruitment, despite applying strategies presented in the virtual forum? (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. Limiting 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]
8. Are you interested in participating in a survey approximately 6 months following the virtual forum to share progress with NIH staff on your cohort-based activities?
- a. Yes
  - b. No
- [ANSWER OPTION B, SKIP TO QUESTION 11]
9. Please share your email address to participate in the follow up survey with NIH staff. Responses to this question will be disaggregated from the dataset into a separate contact list database [OPEN ENDED]
10. What would help improve future SWDSS seminars? [OPEN ENDED]
11. What topics would you like to see covered in future SWDSS seminars? [OPEN ENDED]

Closing

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

If you have any questions about the survey, please contact us at [COSWDEvents@nih.gov](mailto:COSWDEvents@nih.gov).