**FCR Six Month Follow Up Survey FINAL**

Opening

Thank you for interest in the NIH Fostering Cohort Recruitment (FCR) Virtual Forum held in February 2022. We are delighted by the broad interest in cohort recruitment and hope to foster continued discussions regarding lessons learned and the impact of this evidence-based approach to fostering a diverse workforce.

To that end, we are pleased to note that the National Institute of General Medical Sciences Council has recently approved an upcoming Funding Opportunity Announcement (FOA) to support institutional climate assessments and corresponding action plans. That FOA is currently under development, and we look forward to widely advertising it at the appropriate juncture.

Survey Details

The NIH Chief Officer for Scientific Workforce Diversity (COSWD) office is conducting a six month follow-up survey to gather updates on our audience group’s cohort recruitment activities.

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

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).

OMB No.: 0925-0648

Expiration Date: 06/30/2024

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Participation in the Forum

1. Which of the following best describes your participation in the Fostering Cohort Recruitment Virtual Form?
   1. Watched some (or all) of the live or recorded sessions
   2. Registered, but did not watch the sessions

[ANSWER OPTION B SKIP TO QUESTION 3]

1. How effective was the forum in preparing you to advance your efforts in cohort recruitment?
   1. Not at all effective
   2. Somewhat effective
   3. Moderately effective
   4. Very effective
   5. Extremely effective

Current Cohort Recruitment Efforts

1. How has your level of effort in cohort recruitment changed since February?
   1. Less effort
   2. Same effort
   3. More effort
2. What cohort recruitment activities are you currently implementing (Select as many as apply)?
3. Reviewing hiring and promotion procedures and policies
4. Collecting and publicizing aggregate diversity metrics
5. Committing resources and providing diversity tools to Divisions and Departments
6. Reviewing and ensuring equality in salary and resources
7. Sharing information about opportunities through professional and networking organizations geared towards diverse audiences
8. Developing a more diverse candidate pool through systematic and unbiased methods
9. Developing clear criteria and standards for the position
10. Creating a clear evaluation system in advance for the activities
11. Ensuring that search committees are diverse
12. Conducting events or one-on-one meetings to attract diverse candidates
13. Encouraging mentorship of junior level career staff
14. Encouraging sponsorship of junior level career staff
15. Exploring Federal funding opportunities
16. Exploring non-Federal funding opportunities
17. None
18. Other [OPEN ENDED]
19. What challenges have you encountered with cohort recruitment since February? (Select as many as apply.)
20. Lack of diversity in the talent pool
21. Lack of diversity in the search committees
22. Implicit bias among hiring managers or panels
23. Limited funding to support recruitment efforts
24. Lack of support from institutional leadership
25. Limited staffing to support outreach and networking events
26. Lack of interest from senior faculty to serve as mentors or sponsors
27. None
28. Other [OPEN ENDED]

Closing

Thank you for your feedback and interest. We greatly appreciate your time and effort, and we look forward to staying connected in the future.

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