



From: Faculty Research Development Office
Office of the Vice President for Research

Subject: Limited Competition: NIH Faculty Institutional Recruitment for Sustainable Transformation (FIRST) Program: FIRST Cohort (U54 Clinical Trial Optional) RFA-RM-22-008

Date: June 14, 2022

Dear UNM Researchers,

The purpose of the FIRST Cohort is to utilize a faculty cohort model to foster cultures of inclusive excellence (scientific environments that can cultivate and benefit from a full range of talents) at NIH-funded institutions with a sustained commitment to diversity and inclusion in biomedical research. Implementing and sustaining cultures of inclusive excellence within the program has the potential to be transformational for biomedical research at the awardee institutions and beyond. This community will be built through recruitment of a diverse group of early-career faculty who are competitive for an advertised research tenure-track or equivalent faculty position, meet the criteria for NIH-defined Early Stage Investigators, and have demonstrated a strong commitment to promoting diversity and inclusive excellence.

The program will 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. 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 NIH intends to commit up to a total of \$70.5M over five years to fund up to four awards starting in FY2023. Complete program details can be found at: <https://grants.nih.gov/grants/guide/rfa-files/RFA-RM-22-008.html>. The sponsor deadline for full proposals is July 12, 2022.

This is a limited competition. **UNM may submit only ONE (1) application under this announcement.** To apply, please submit a **200-word statement of interest via UNM's [InfoReady Review portal](#) by NOON on Monday, June 20, 2022** that includes a tentative project title, a brief description of your program plan, and the names and departments of all senior personnel. You will also need to request a brief statement of support from your dean. Should we receive more than one statement of interest, we will call for preproposals. Statements of interest are a mandatory first step, and no late submissions will be considered.

The acknowledgement from the dean serves as confirmation that they are aware that this program requires a minimum of 6 faculty hires as well as knowing that if you are selected to submit, they will need to write a more comprehensive letter of support that will likely need to include a commitment of additional resources necessary to ensure that the program will have maximum success and sustainability. For the

statement of interest, you will be able to request this acknowledgement from within the InfoReady application.

Should you have any questions, please feel free to contact us at limited@unm.edu.

If you are affiliated with HSC, please contact HSC Limited Competition at HSC-LimitedComps@salud.unm.edu for more information.