



ANNUAL GRANTEES CONFERENCE

May 10-11, 2023 | Bethesda Marriott Hotel – 5151 Pooks Hill Road, Bethesda, MD

FIRST PROGRAM STATEMENT OF PURPOSE

The FIRST Cohort institutions are funded by the National Institutes of Health (NIH) Common Fund to build a self-reinforcing community of scientists committed to diversity and inclusive excellence through recruitment, advancement, and promotion of a diverse group of early-career faculty who are competitive for tenure-track or equivalent faculty position and who have demonstrated strong commitment to promoting diversity and inclusive excellence.

The FIRST Coordination and Evaluation Center (CEC) evaluates the overall program by collecting and analyzing data provided by FIRST Cohort grantee institutions. The CEC collaborates with Cohort grantee institutions to develop common data elements that will measure institutional culture and other measures of inclusive excellence.

OVERALL OBJECTIVE OF THE ANNUAL GRANTEES CONFERENCE

The FIRST Program Grantees Conference will bring together FIRST Cohort PIs/MPIs, faculty development and evaluation core directors, cohort faculty from each institution, and NIH leaders and staff to exchange information:

- (1) Share FIRST grantees goals, milestones, and progress;
- (2) Advance FIRST Program Working Groups understanding of Inclusive Excellence;
- (3) Foster peer to peer collaboration and Community of Practice, among FIRST Cohort faculty;
- (4) Engage NIH Leaders and the FIRST Program Awardees on Inclusive Metrics of Success.

WEDNESDAY, MAY 10, 2023

4:00 PM – 5:15 PM	GENERAL SESSION I & OPENING BUILDING A FIRST COMMUNITY PANEL DISCUSSION	
4:00 PM – 4:15 PM	Welcome and Introduction	
		Elizabeth O. Ofili, MD, MPH Principal Investigator, FIRST CEC at Morehouse School of Medicine
4:15 PM – 5:15 PM	Building a FIRST Community Panel Discussion <i>A panel discussion hosted by Cheryl Boyce, PhD, NIH Common Fund, that will cover topics concerning the importance of belonging within a community and how to build community within the FIRST program.</i>	
	Moderator	Cheryl Anne Boyce, PhD NIH Common Fund Assistant Director for Re-engineering the Research Enterprise Office of Strategic Coordination Division of Program Coordination, Planning, and Strategic Initiatives Office of the Director National Institutes of Health (NIH)
	Panelist #1	Camila Coelho, PhD Assistant Professor, Microbiology Icahn School of Medicine at Mount Sinai
	Panelist #2	Victor Buitron, PhD Assistant Professor, Psychology Department Florida State University

	Panelist #3	Shaila Musharoff, PhD, MS Assistant Professor, Department of Computational Biology Cornell University
	Panelist #4	Ariana Stickel, PhD Assistant Professor, Psychology San Diego State University
	Panelist #5	Taylor L. Buchanan, PhD Assistant Professor, Department of Family and Community Medicine University of Alabama Birmingham / Tuskegee University Partnership
	Panelist #6	Luis Arturo Valdez, PhD, MPH Assistant Professor Community Health and Prevention, Drexel FIRST Program Drexel University
	Moderated Discussion / Q&A	Cheryl Anne Boyce, PhD National Institutes of Health (NIH)
	Closing Remarks	Cheryl Anne Boyce, PhD National Institutes of Health (NIH)

5:15 PM – 6:00 PM	<p>GENERAL SESSION II CLUSTER SPECIFIC MINGLING <i>Facilitated interaction for the FIRST Faculty, the FIRST Investigators and Staff, and NIH members to discuss topics such as areas of research and Inclusive Excellence.</i></p> <p><i>Topics: Aging, Cancer, Cardiovascular Health, Chronic Disease Prevention, Environmental Health, Health Equity/Health Disparities, Mental Health, Microbiology/Immunology/Infectious Disease</i></p>	
	Facilitators	<p>Emma K.T. Benn, DrPH Principal Investigator Associate Professor, Center for Biostatistics Department of Population Health Science and Policy Founding Director, Center for Scientific Diversity Icahn School of Medicine at Mount Sinai</p> <p>Maria Luisa Zúñiga, PhD Principal Investigator Professor, School of Social Work San Diego State University</p>

6:00 PM – 7:30 PM	<p>WELCOME RECEPTION <i>Hosted by the FIRST Coordination and Evaluation Center (CEC) @ Morehouse School of Medicine</i></p>	
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8:00 AM – 10:15 AM	GENERAL SESSION III DAY 2 OVERVIEW, KEYNOTE, AND PANEL DISCUSSION <i>During the Keynote, Panel Discussion, and Q&A, leaders from NIH Institutes and Centers (NIH ICs), and the Chief Officer for Scientific Workforce Diversity (COSWD), will share priorities, and commitment to the FIRST Program Faculty Cohort model of evidence-based practices to create academic cultures of inclusive excellence.</i>	
8:00 AM – 8:15 AM	Welcome and Overview of the Day	
		Elizabeth O. Ofili, MD, MPH Principal Investigator, FIRST CEC at Morehouse School of Medicine
8:15 AM – 9:15 AM	Opening Remarks	
	Moderator	Emma K.T. Benn, DrPH Principal Investigator Associate Professor, Center for Biostatistics Department of Population Health Science and Policy Founding Director, Center for Scientific Diversity Icahn School of Medicine at Mount Sinai
	Speaker	Lawrence A. Tabak, DDS, PhD Performing the Duties of Director of the National Institutes of Health
	Speaker	Douglas M. Sheeley, ScD Acting Director, NIH Office of Strategic Coordination
	Speaker	Douglas R. Lowy, MD Principal Deputy Director National Cancer Institutes
	Speaker	Monica Webb Hooper, PhD Deputy Director, National Institute on Minority Health and Health Disparities (NIMHD) National Institutes of Health (NIH)
	Introduction of Keynote Speaker	Maria Luisa Zúñiga, PhD Principal Investigator Professor, School of Social Work San Diego State University
9:15 AM – 10:05 AM	Opening Keynote & Panel Discussion	
	Keynote Speaker	Marie A. Bernard, MD Chief Officer, Scientific Workforce Diversity National Institutes of Health (NIH)
	Moderated Panel Discussion / Q&A	Brian M. Rivers, PhD, MPH MPI, FIRST CEC Morehouse School of Medicine
	Instructions for Parallel Breakouts	Pamela K. Keel, PhD MPI Distinguished Research Professor, Department of Psychology Florida State University

10:15 AM – 10:30 AM	TRANSITIONAL PERIOD
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PARALLEL PROGRAMMING BREAKOUTS (BREAKOUT 1)

10:30 AM – 4:30 PM	FIRST GRANTEE AWARDEE PARALLEL SESSION <i>This parallel programming is designed for the FIRST Grantee Awardee sites. These sessions will include presentations that will focus on the progression of their program for NIH stakeholders, community building workshops, and community of practice initiatives for FIRST program members.</i>	
10:30 AM – 1:30 PM	FIRST Program Milestones and Progress	
	Coordination and Evaluation Center at Morehouse School of Medicine	Elizabeth O. Ofili, MD, MPH Principal Investigator, FIRST CEC at Morehouse School of Medicine
	Cohort 2 Grantee Institutions	
	Moderator	Raegan W. Durant, MD, MPH Professor and Associate Dean University of Alabama at Birmingham
	Northwestern University at Chicago	Melissa A. Simon, MD, MPH Contact Principal Investigator Professor of OBGYN, Medical Social Sciences and Preventive Medicine, Director, Center for Health Equity Transformation Northwestern University Feinberg School of Medicine Northwestern University
	University of California, San Diego	Elena Martinez, PhD Professor Herbert Wertheim School of Public Health University of California, San Diego
	University of Maryland Baltimore County and University of Maryland School of Medicine Partnership	William LaCourse, PhD Co-Principal Investigator Dean, College of Natural and Mathematical Sciences Professor, Department of Chemistry and Biochemistry University of Maryland School of Medicine / University of Maryland Baltimore County
	University of New Mexico	Jane Ellen Smith, PhD Principal Investigator Professor, Department of Psychology University of New Mexico
		Irene Salinas Remiro, PhD Professor Associate Chair, Biology Department University of New Mexico

	University of South Carolina at Columbia	Angela D. Liese, PhD, MPH Principal Investigator Professor, Department of Epidemiology and Biostatistics University of South Carolina
	Moderated Q&A	Raegan W. Durant, MD, MPH University of Alabama at Birmingham
	Closing Remarks	Raegan W. Durant, MD, MPH University of Alabama at Birmingham
Cohort 1 Grantee Institutions		
	Moderators	Angela D. Liese, PhD, MPH Principal Investigator Professor, Department of Epidemiology and Biostatistics University of South Carolina Elena Martinez, PhD Professor Herbert Wertheim School of Public Health University of California, San Diego
	Cornell University	Yael M. Levitte, PhD Senior Associate Vice Provost, Office of Faculty Development and Diversity Cornell University
	Drexel University	Ana V. Diez Roux, MD, PhD, MPH Principal Investigator Professor of Epidemiology Drexel University
	Florida State University	Frank Wong, PhD Principal Investigator Founding Director, Center of Pop Sciences for Health Equity McKenzie Endowed Professor of Health Equity Research Florida State University
	Icahn School of Medicine at Mount Sinai	Emma K.T. Benn, DrPH Principal Investigator Associate Professor, Center for Biostatistics Department of Population Health Science and Policy Founding Director, Center for Scientific Diversity Icahn School of Medicine at Mount Sinai
	San Diego State University	Maria Luisa Zúñiga, PhD Principal Investigator Professor, School of Social Work San Diego State University
	University of Alabama at Birmingham / Tuskegee University Partnership	Mona Fouad, MD, MPH Principal Investigator Professor Senior Associate Dean University of Alabama at Birmingham

	Moderated Q&A	<p>Angela D. Liese, PhD, MPH University of South Carolina</p> <p>Elena Martinez, PhD University of California, San Diego</p>
	Closing Remarks	<p>Angela D. Liese, PhD, MPH University of South Carolina</p> <p>Elena Martinez, PhD University of California, San Diego</p>

1:30 PM – 2:00PM	LUNCH
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2:00 PM – 4:00 PM	<p>WORKING GROUP SESSIONS <i>All FIRST Program awardees and their teams participate in a highly interactive and enjoyable session to further our understanding of inclusive excellence. This section will have all working groups together.</i></p>
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2:00 PM – 3:00 PM	<p>Making Excellence Inclusive <i>All FIRST Program awardees and their teams participate in an interactive discussion in small groups.</i></p>
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	Moderators	<p>Elizabeth O. Ofili, MD, MPH Principal Investigator, FIRST CEC at Morehouse School of Medicine</p> <p>Linda Pololi, MD Co-Investigator, FIRST CEC Distinguished Research Scientist Brandeis University</p>
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3:00 PM – 4:00 PM	<p>Making Excellence Inclusive: Working Group Breakout <i>Breakout sessions of respective working groups will continue the discussion of inclusive excellence from a lens of each working group.</i></p>
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Group 1: Administrative Working Group (Recruitment and Institutional Cultural Change)	
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	Facilitator	<p>Avery August, PhD Principal Investigator Professor of Immunology Deputy Provost Cornell University</p>
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	Rapporteur	<p>Elena Martinez, PhD Professor Herbert Wertheim School of Public Health University of California, San Diego</p>
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Group 2: Data & Evaluation Working Group	
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	Facilitator	<p>Daniel F.K. Sarpong, PhD Executive Director, Equity Research Innovation Center/OHER Senior Research Scientist Lead Evaluator/Co-Investigator, FIRST Coordination and Evaluation Center Yale University</p>
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	Rapporteur	Nihal E. Mohamed, PhD Associate Professor, Department of Urology Icahn School of Medicine at Mount Sinai
Group 3: Faculty Development Working Group		
	Facilitator	Irene Salinas Remiro, PhD Professor Associate Chair, Biology Department University of New Mexico
	Rapporteur	Eugenia Millender, PhD, RN Associate Professor, Founding Co-Director, Center of Population Sciences for Health Equity Florida State University

4:00 PM – 4:30 PM	WORKING GROUP REPORTING OUT
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4:30 PM – 4:45 PM	TRANSITIONAL PERIOD
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PARALLEL PROGRAMMING BREAKOUTS (BREAKOUT 2)

<p>10:30 AM – 4:30 PM</p>	<p>FIRST FACULTY PARALLEL SESSION <i>This parallel programming is designed for the FIRST Faculty hired within the Grantee Awardee sites. These workshops will consist of community development workshops, profession development panels, and peer to peer collaboration sessions focusing on various topics including grant writing, research development, inclusive excellence, and burnout prevention.</i></p>	
<p>10:30 AM – 11:50 AM</p>	<p>FIRST Faculty Community Building Workshop <i>This session is for the FIRST Faculty and its goal will be to help faculty learn about each other and start building a community of practice among themselves.</i></p>	
	<p>Facilitator</p>	<p>Yulia A. Levites Strekalova, PhD, MBA Assistant Professor and Director Evaluation Co-Lead, FIRST CEC University of Florida</p>
<p>11:50 AM – 12:00 PM</p>	<p>BREAK</p>	
<p>12:00 PM – 1:00 PM</p>	<p>Work-life Integration and Well-being in the Academy <i>The terms “work-life balance” and “wellness” are often discussed in broad terms and as tasks. This interactive session will offer a series of questions for small group discussions: work-life integration and the work-life interface; saying “no” while pitching in; creating a wellness action plan; and snacking on joy.</i></p>	
	<p>Moderator</p>	<p>Susanna A. McColley, MD Scientific Director, Interdisciplinary Research Partnerships, Stanley Manne Children’s Research Institute Associate Director for Child Health, Northwestern University Clinical and Translational Sciences Institute Professor of Pediatrics in Pulmonary and Sleep Medicine FIRST Faculty Development Core, Northwestern University</p>
<p>1:00 PM – 2:00 PM</p>	<p>LUNCH</p>	

2:00 PM – 4:30 PM	FIRST FACULTY PROFESSIONAL DEVELOPMENT	
2:00 PM – 3:20 PM	<p>NIH Funding Opportunities and Key Research Priority Areas <i>This section will have presentations that will focus on professional development for the FIRST Faculty and will focus on funding opportunities with the NIH and key priority areas.</i></p> <p><i>Content: Program Officers from the six (6) NIH ICs that provide Project Scientists to the Cohort awardees will present on relevant funding opportunities and key research priority areas at their IC.</i></p>	
	Opening & Introduction by Moderators	<p>Rina Das, PhD Division Director, Division of Integrative Biological and Behavioral Sciences National Institutes of Health (NIH)</p> <p>Jessica M. Calzola, PhD FIRST Cohort Program Official Program Director, CRCHD National Cancer Institute (NCI) National Institute of Health (NIH)</p>
	Presenter #1	<p>Ruibai Luo, PhD Program Director National Cancer Institute (NCI) National Institute of Health (NIH)</p>
	Presenter #2	<p>Yuki Lama, PhD, MPH Program Officer National Heart, Lung, Blood Institute (NHLBI) National Institute of Health (NIH)</p>
	Presenter #3	<p>Conrad Mallia, PhD Program Officer National Institute of Allergy and Infectious Diseases (NIAID) National Institute of Health (NIH)</p>
	Presenter #4	<p>Melissa M. Smarr, PhD Project Scientist, FIRST Program Health Scientist Administrator, National Institute of Environmental Health Sciences (NIEHS); National Institutes of Health (NIH)</p>
	Presenter #5	<p>Deborah E. Linares, PhD, MA Program Official, Division of Integrative Biological and Behavioral Sciences Project Scientist National Institutes of Minority Health and Health Disparities (NIMHD) National Institutes of Health (NIH)</p>
	Presenter #6	<p>Lauren Ullrich, PhD National Institute of Neurological Disorders and Stroke (NINDS) National Institutes of Health (NIH)</p>
	Moderated Discussion / Q&A	<p>Rina Das, PhD National Institutes of Health (NIH)</p> <p>Jessica M. Calzola, PhD National Institute of Health (NIH)</p>

	Closing Remarks	<p>Rina Das, PhD National Institutes of Health (NIH)</p> <p>Jessica M. Calzola, PhD National Institute of Health (NIH)</p>
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3:20 PM – 3:30 PM	NETWORKING BREAK
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3:30 PM – 4:30 PM	<p>Finding Success as an NIH Funded Researcher <i>Section will focus on addressing FIRST Faculty interest including grant writing and the review process and how the project scientists can engage with the FIRST Faculty more.</i></p> <p>Content: NIH Program Officers will address FIRST faculty interests related to NIH funding (e.g., grant writing, the review process, how to engage with Project Scientists) as part of a panel discussion.</p> <p>Format: Will start with questions prepared in advance, then move to questions from audience members.</p>
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	Opening & Introduction by Moderators	<p>Gina Roussos, PhD Social and Behavioral Science Administrator, Immediate Office of the Director (IMOD), National Institute on Minority Health and Health Disparities (NIMHD) National Institutes of Health (NIH)</p>
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		<p>Michelle D. Jones-London, PhD Chief, Office of Programs to Enhance Neuroscience (OPEN) Workforce Diversity National Institute of Neurological Disorders and Stroke (NINDS) National Institute of Health (NIH)</p>
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	Panelist #1	<p>Ruibai Luo, PhD Program Director National Cancer Institute (NCI) National Institute of Health (NIH)</p>
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	Panelist #2	<p>Conrad Mallia, PhD Program Officer National Institute of Allergy and Infectious Diseases (NIAID) National Institute of Health (NIH)</p>
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	Panelist #3	<p>Melissa M. Smarr, PhD Project Scientist, FIRST Program Health Scientist Administrator, National Institute of Environmental Health Sciences (NIEHS); National Institutes of Health (NIH)</p>
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	Panelist #4	<p>Deborah E. Linares, PhD, MA Program Official, Division of Integrative Biological and Behavioral Sciences Project Scientist National Institutes of Minority Health and Health Disparities (NIMHD) National Institutes of Health (NIH)</p>
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(Continued)...**THURSDAY, MAY 11, 2023**

	Panelist #5	Lauren Ullrich, PhD National Institute of Neurological Disorders and Stroke (NINDS) National Institutes of Health (NIH)
	Moderated Panel Discussion / Q&A	Gina Roussos, PhD National Institutes of Health (NIH) Michelle D. Jones-London, PhD National Institute of Health (NIH)
	Closing Remarks	Gina Roussos, PhD National Institutes of Health (NIH) Michelle D. Jones-London, PhD National Institute of Health (NIH)

4:30 PM – 4:45 PM	TRANSITIONAL PERIOD
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4:45 PM – 5:30 PM	SUMMARY, NEXT STEPS, AND ADJOURNMENT
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	Rapporteur – FIRST Grantee Awardees	Pamela K. Keel, PhD MPI Distinguished Research Professor, Department of Psychology Florida State University
	Rapporteur – FIRST Faculty	Kofoworola D.A. Williams, PhD, MPH Assistant Professor Community Health and Prevention, Drexel FIRST Program Drexel University
	Adjournment	Elizabeth O. Ofili, MD, MPH Principal Investigator, FIRST CEC at Morehouse School of Medicine