

## Questions & Answers from the May 4th Webinar

Dear prospective applicants, thank you to those who participated in the webinar for asking so many questions. We did our best to group similar questions together and provide helpful answers. Please make sure to carefully read the [call for proposals \(CFP\)](#) and previous [program-specific FAQ sheet](#) to learn about this funding opportunity. You can also refer to the recording and slides of our May 4 webinar, now posted [here](#).

We understand that the selection criteria might seem too rigid or limiting to some of you who are interested in HES4A. While this particular research program is targeting a very specific pool of researchers, we recognize that there are many other researchers who may have incredible career accomplishments and potential who will not be eligible. We welcome anyone interested in this opportunity to keep up-to-date about other RWJF funding opportunities by subscribing to [RWJF funding alerts](#).

Because of the intensive and thoughtful process that informed the design of this program and our commitment to fairness, **the eligibility criteria outlined in the CFP will be applied consistently in reviewing all applications.**

If you believe that the answers that follow, the CFP and previous program-specific FAQ sheet do not address your questions, please email us at [HES4A@rwjf.org](mailto:HES4A@rwjf.org) or join us at one of the upcoming office hours (date, time, and information on how to join are posted on the CFP page).

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## Eligibility

### General Demographics

- Is there an age requirement?

No, there are no age requirements.

- Do Asian and Pacific Islanders meet the racial minority criteria.
- Do Asian American and Multiracial scholars count as underrepresented racial minorities?
- Would it be possible to offer further clarification on what it means by “ethnically and racially minoritized groups underrepresented in research disciplines”?
- How does RWJF define “disability” for the purposes of this funding opportunity?

As outlined in the CFP, eligible individuals are from a systematically marginalized group that has historically been underrepresented in research disciplines. The term “systematically marginalized” refers to the challenges facing individuals because of their race, ethnicity, gender expression or sexual orientation, socioeconomic status, or similar factors. Examples of eligible backgrounds include, but are not limited to: Black individuals; Indigenous people; people of color; individuals from low-income communities; individuals with disabilities; LGBTQ+1 individuals; non-native English speakers; first generation college graduates—and individuals who identify with more than one of these groups. These examples are intended to be illustrative, not exclusive. Applicants who do not fall within one of these categories, but who believe they meet this eligibility criterion, will have an opportunity to describe their individual circumstances as part of the online application process.

In terms of defining what backgrounds are underrepresented, we look to data where possible (e.g., faculty, researchers in particular fields).

In terms of how we define “disability,” we often look to the definition of disability found in the Americans with Disabilities Act (ADA). The Americans with Disabilities Act (ADA) defines a disability, with respect to an individual, as (1) a physical or mental impairment that substantially limits one or more major life activities (such as walking, talking, seeing, hearing, or learning), (2) a record of such an impairment, or (3) being regarded as having such an impairment. Disabilities may include, but are not limited to, mobility disabilities, mental health disabilities, chronic illnesses, intellectual disabilities, and hearing and vision disabilities.

While we often reference the ADA definition, we recognize that there are other definitions of disability (e.g., [World Health Organization](#)). Applicants may self-identify based on their own understanding of disability.

At no point will you be asked to provide evidence of your identity/ies, but we ask you to be truthful as you describe your individual circumstances and respond to the application screening questions.

## Immigration requirements

- What if we are in the process of getting a residence, but currently under a work visa?
- Are people in the process of obtaining permanent residency (e.g. I-140 for immigrant petition for alien workers approved and waiting for I-485 approval for adjustment of status) eligible?
- Does H-1B visa holder can apply for this grant?
- I fit all of the eligibility except the visa categories. I believe many of Non- native English speakers who were born outside of the USA and promoted as an early scientific faculty holds H-1B visas. Would you consider that?
- Can an applicant on a H1B be eligible to apply? Thanks!
- Will faculties on visa status be eligible?

**At the time of application**, you must be a U.S. citizen, permanent resident, or granted Deferred Action for Childhood Arrivals (DACA) status by the U.S. Citizenship and Immigration Services (USCIS). Prospective applicants in the process of obtaining permanent residence, and/or with a valid work or scholar visa, are not eligible to apply even if all other eligibility criteria are met. The focus on the program is on the development of leaders in the U.S. workforce, who are likely to remain in the U.S. and can help to build a Culture of Health in the U.S. over the long term. While we recognize that some individuals who do not currently meet the criteria intend to remain in the United States, we also recognize that unforeseen situations might affect one's existing immigration status or status adjustment process during the grant period. For that reason, we currently limit this opportunity to U.S. citizens, permanent residents, or DACA recipients.

## Graduation Time Frame

- Could you clarify the degree completion/graduation date requirement? If all degree requirements are met (dissertation submitted and approved) before June but the university "graduation" date is later than the deadline, is this applicant eligible?
- If you are in the dissertation phase and have your final defense scheduled this summer, will you be eligible to apply?
- Are people who received a doctoral degree more than 5 years ago eligible?
- Hello - Is the criteria that you are less than 5 years out of your Ph.D. program a strict criteria? Or is that only one of many eligibility criteria? Thanks so much
- If you are defending by June 16, but your degree is not conferred till July are you still eligible?
- I obtained my PhD degree 7 years ago, but was just able to transition to tenure-track in the last 2 years. Do I qualify to apply?

We understand the transition to tenure is not immediate or straightforward. For the purposes of this program, you must have completed your terminal degree between May 1, 2016 and June 16, 2021, regardless of the timing of your transition to a tenure track position. This criterion cannot be waived under any circumstances. By the application deadline, i.e., June 16, 2021, you must have been conferred a terminal degree by your home institutions.

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If this requirement is not met, even by just a handful of days, we are unable to consider you for this year's funding opportunity.

## MDs

- What about eligibility for MDs who completed their doctoral degree prior to May 2016 but have been in training since that time and are only now joining faculty?
- Medical training is quite long. I graduated medical school in 6/2015, but am only finishing my clinical fellowship this year and will be in my first year of junior faculty starting in July. Am I eligible?
- Does the post doctoral degree include those completing Medical Residency/Fellowship within the past five years?
- Do clinicians meet the criteria? Physicians would not enter their first job until post-residency/fellowship training but the date of completion of medical degree is likely outside of the time frame but the completion of training is within the time frame to qualify
- Hello, I am still in fellowship but I completed the MD in 2015 (then residency and chief residency for 4 year, now in fellowship for 2 years). I see it says doctoral in 5 years but I haven't started a faculty position am I still eligible?
- Is it possible to get an extension of the 5 year eligibility criteria due to e.g. child birth?
- What if you have graduated from a doctorate program over 5 years ago, but are just now completing post-graduate medical training?
- Hello, I completed MD in 2014 and then was in residency and fellowship over the next 6 years. I am now in my first faculty appointment. Am I eligible based on this date of doctoral degree awarded?
- Is someone who earned a PhD in 2013 but is still an Assistant Professor eligible? (restarted tenure clock after moving institutions)
- Complete my PhD in Cell Biology in 2013 but graduated in Master in Public Health in 2021, while working in a public health department. Will it affect the eligibility criteria
- For my colleague who is a physician, does the clock for finishing the doctoral degree begin when she finished medical school, or when she finished residency?
- I obtained my PhD degree 7 years ago, but was just able to transition to tenure-track in the last 2 years. Do I qualify to apply?
- Can Sheldon address MEDICAL DOCTORS who have a long training period before faculty appointment (SIX YEARS or MORE)
- Sorry, to clarify- would PhD level clinicians at an academic medical center who have faculty appointment at an academic university be applicable?
- Just want to clarify...if someone has a MD that they received in the last 5 years, they are qualified for the grant right? It counts as a doctoral degree?
- Does the criteria of completion of doctoral degree within the past 5 years apply even if the applicant is a few years (ie 3 years) out of residency?
- For people who have finished their MD degree over 5 years ago but have been in training until 1 year ago, so that they are now junior faculty for only 1 year, would they be eligible?

- A question about the eligibility criteria. Have you completed a doctoral degree within the last 5 years? Based on all the criteria that you have listed I qualify to participate in this program except for the 5-year requirement. Though I graduate in 2012, I completed my post-doc in 2018 and currently a junior faculty in my third year. Do I still qualify or not?

We recognize that given the lengthy medical training, many MDs might not enter academia until after completing their residency and/or a number of fellowships. Therefore, the eligibility criterion around timeline might disqualify many prospective applicants with an MD degree. To be eligible for this opportunity, you must have received your MD degree between May 1, 2016 and June 16, 2021. If you have received your MD degree before May 1, 2016, you are not eligible for this program, regardless of the timing of your residency and/or fellowship. Unfortunately, we are unable to make any exceptions to this eligibility criterion based on your individual circumstances.

Please take a look at other funding opportunities for MDs available through our Leadership for Better Health program here: <https://www.rwjf.org/en/our-focus-areas/focus-areas/health-leadership.html>.

## Previous grants experience

### Experience as PI or co-PI

- Does being a Co-Investigator (but not PI) on a grant disqualify applicants?
- Does serving as a Co-PI viewed as serving as a PI?
- Does a Co-PI count as a PI?
- I am a Co-PI on a research project that was given a \$20,000 seed grant from my home institution to jump start the project. Does this make me ineligible for this opportunity? I am unclear on whether the grant amount or the source of the grant is most important in terms of eligibility.
- Hello, what if I am an early career and have served as a PI in a project that is funded more than \$10,000 and would like to have an opportunity to be mentored through this scholarship. Would this disqualify me?
- Can you further clarify if one qualifies if they've recently been awarded an internal grant at their institution as a PI, but the majority of the funding is to hire undergraduate students and not towards the research, in the amount of \$10,000 or less?
- Are we eligible if we are PI on an internal university grant?
- So, if I am a PI on a small foundation funded grant I am not eligible?
- are individuals who have served as a co-PI on an internal grant around \$10k still eligible? (not sure if the \$10k project matters if its from internal/external sources)
- Regarding having received previous funding, does receiving a seed grant funding as Co-PI that exceeds 10,000 disqualify an applicant?
- I am a Co-PI on a research project that was given a \$20,000 seed grant from my home institution to jump start the project. Does this make me ineligible for this op-

portunity? I am unclear on whether the grant amount or the source of the grant is most important in terms of eligibility.

- The \$10K cap also applies to internal institutional awards that someone receives?
- Is the \$10K eligibility requirement equitable? I have not been supported in my university. However, I have remained committed to my equity research and am a PI on a grant of \$20K. Just because I worked hard to get this would sadly no longer make me eligible for your program. Again, I ask - is this really equitable?
- I have received an internal university grant of \$15,000 as PI. Of that, \$5,300 went to me and \$9,700 went to my community partners. The purpose of this grant is to help promote research between university researchers and community groups. Would I be eligible for this call? Thank you.
- If someone received a grant of \$25,000 in their first year of Assistant Professorship (and nothing in post-doctoral period), Will that disqualify them?
- Would an institutional grant that exceeds \$10000 make me ineligible?
- Can you have concurrent nih or diversity supplement?
- I have a specific eligibility question on behalf of a colleague - they meet all the criteria except for not having received a fellowship before. She received the Macy Inter-professional Humanistic Teaching Fellowship - would this be a disqualifying award? Thanks! Sorry as an addendum to my question about the teaching fellowship my colleague received - I wanted to note I wasn't clear on what counts as "major support"

## Post-docs

- If you've worked as a postdoc, do those postdoctoral fellowships count as a post-doc grant?
- Hello, could you give a few more examples of what counts as receiving major support from other postgraduate research or training programs?
- Can you define post doctoral grant? I have received a grant to do a small pilot program but it was not specifically post doctoral, but a general grant through the Rita and Hilman foundation for nurses
- If a scholar has had a two-year postdoctoral fellowship that was not federally-funded and that did not come with over \$10,000 in dedicated research funds (for example, a President's Postdoctoral Fellowship or a Society of Fellows Postdoctoral Fellowship), is that scholar eligible for this RWJF opportunity?
- Hi! So, if we have had a postdoc pilot grant (say of 50k in direct costs), we are not eligible for this award, regardless of the type of grant or source, is that correct? Thanks!
- Could you explain more about the eligibility requirement about ones who was a PI through a postdoc grant? I was an IES funded postdoc fellow. What is the postdoc related determinators for my eligibility?

For our purposes, the role of a Co-PI is equal to the role of a PI. Therefore, individuals who have been principal or co-principal investigators on a grant greater than \$10,000.00 **since receiving their doctoral degree**, regardless of the source (e.g., institutional grant, external funder), and regardless of funds allocation, are not eligible for HES4A. Fellowship and

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other grants received **during the doctoral training** (i.e., before conferral of the degree) do not disqualify applicants.

## T32 Training

- What of training grants (T32). Is a postdoctoral associate under a T32 training grant eligible? Also if faculty position starts in August, is one eligible to apply? Thank you.
- Are Postdocs working under T32 institutional grants eligible?
- Does being on a T32 postdoctoral training program, funded by NIH, disqualify me?
- Are applicants who were funded by NIH T32 pre and/or postdoctoral training programs eligible to apply?
- What of training grants (T32). Is a postdoctoral associate under a T32 training grant eligible? Also if faculty position starts in August, is one eligible to apply? Thank you.

Applicants currently or previously participating in a NIH T-32 training grant are eligible to apply for HES4A, as long as their doctoral degree conferral date is between May 1, 2016 and June 16, 2021.

- Does an applicant need to disclose pending research that may be characterized as “major” but is still under review during the LOI process?

We ask that you are transparent about current endeavors that might affect your eligibility in this program. If you are awaiting approval (e.g., IRB approval) to start a research where you are PI or Co-PI, please let us know.

- More specifically, does postdoc salary count as a grant?

No, postdoctoral salary does not count as a grant.

## Target applicants

- Can you be at a community college in an adjunct faculty position
- Is eligibility limited to universities? Can a young scholar work for a non-profit instead?

Eligibility is limited to universities. The applicant must be a junior faculty member in an accredited school in the U.S. or its territories, with a full-time academic position that could lead to tenure at the start of the grant (December 1, 2021).

- Will scholars housed at MSI/HSI and non-R01 institutions have special consideration given that these institutions often have less resources ? Thank you.
- R1 institutions tend to have system racism embedded in it. Curious as to what went into emphasizing individuals at R2 - M3 institutions to apply when, although for different reasons, marginalized groups at R1 institutions have to overcome many systemic racism barriers to be successful and often, the retention rate of these faculty are low?
- Is there a reason why R1 institutions are not explicitly encouraged to apply? Is this an inclusion criteria?

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For the purposes of this award, we would like to encourage a diverse group of researchers from a variety of accredited academic settings to apply for this funding opportunity. However, applicants will not be given an advantage in the selection process based on their institutional home.

## Tenure vs. Non-Tenure

- Are applicants with a full time Assistant Professor position without tenure at academic medical schools eligible to apply?
- Will I qualify if I have applied for a tenure track position?
- If a candidate is a researcher, meet all requirements, except being a faculty, can he apply?
- Is this opportunity only for applicants with a full time tenure track position? Are underrepresented applicants of color with a full time non-tenure track position eligible to apply?
- I am still confused as to whether faculty in non-tenure granting institutions are eligible
- Would someone still be eligible if this would prime the individual to apply for a tenure track position. For ex. the individual is in a clinical track but would like to transition into a tenure track when one opens up. The individual works in a PWI where 99% of tenured faculty are caucasian.
- What about non-tenured assistant faculty (i.e., research assistant professor)?
- Would I have to switch to tenure track by Dec 2021 or by the end of the 2 years??
- Would visiting professors qualify as well.
- If you are in a research junior faculty position that is not tenure track but there's potential for this position to lead to a tenure track position, would you still be eligible? If so, what is needed in the application to show the potential for tenure track in the future?
- If the researcher is in a non tenure track research assistant professor position but that can transition to tenure track. Will they be eligible?
- Can researchers in non-academic research positions or only in part-time academic positions apply should they meet the criteria.
- Is junior faculty status determined by rank or experience?

By the start of the grant (December 1, 2021), the applicant must be a junior faculty member in an accredited school in the U.S. or its territories, with a full-time academic position that could lead to tenure. Researchers outside of academia, non-tenure track faculty, and visiting professors are not eligible for this award. For the purpose of this call for proposals, junior faculty is defined by an academic rank of assistant professor on a tenure track.

## Other Eligibility Questions

- Can people who receive the grant still work within their institution?

Yes. You must keep your full-time appointment at your home institution (or another eligible home institution) throughout the duration of this grant (24 months).



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- So the program does not begin until Dec. (if selected). If we are accepted to another training grant program, will this disqualify us?
- If you get a research grant as PI of more than \$10,000 between June and December, will you still be eligible for the program?

No, you are not prevented from applying to or joining other fellowships/traineeships while participating in the program. We do, however, encourage you to review our expectations for scholars participating in HES4A.

- Has the program ever supported parents, and if so, what does it look like within mentorship and community support?

This is a new program. Our selection does not take into account the applicant's family status. At no point in the application process, will we ask to qualify your situation in this regard. It is up to each prospective applicant to determine if their personal and professional situation, once all eligibility criteria are met, allow them to fully participate in and take advantage of this funding opportunity. On our end, this program will endeavor to be family-friendly in its requirements and programming.

- If recipients move from A school to B school immediately after receiving this grant, do the recipients lose the funding, or does the funding move following the recipients'?

You may shift the responsibility for conducting grant activities from one grantee organization to another if the present grant has a balance of \$20,000 or more in uncommitted/unexpended funds, and if both organizations involved agree to the transfer. Please refer to [Transfer Grant Guidelines](#) for more information. If a grantee transitions to another academic institution, the new home institution must be an accredited academic institution in the U.S. or its territories and agrees to administer and receive the grant. A new grant would be issued to the new institution, where the grantee must remain a faculty member with a full-time academic position that could lead to tenure for the duration of the grant.

- Is there a cut-off requirement for number of publications or honors that the applicant must have to apply?

There are no hard and fast rules around what counts as promising scholarship. We will consider the overall candidate profile, including the significance and relevance of the applicant's previous training, research experience, and interests to the proposed project. We are interested in knowing about applicants' demonstrated progress toward scholarly engagement and dissemination (e.g., publications, presentations, or other forms of communication) but this will not be weighed more significantly than other indicators.

- Does the area of discrimination experienced by the candidate need to align with the area of discrimination being studied?

No, there is not a requirement about this.

- Is this call for an individual faculty research project only? If the research project involves more than one junior faculty or senior faculty member, is the research project still eligible?

Only one applicant is allowed per application. Each applicant can include more junior staff or support professionals on their application, such as a research assistant or a project coordinator. A second project investigator (e.g., Co-PI or Co-director) or other senior contributor is not allowed. The applicant themselves must be the most senior researcher and only investigator on the application.

## Salary

- For 9-month faculty, is the salary cap based on one's base salary or their max salary that includes additional summer pay?
- Can the salary cover summer salary for a 9-month appointment or does it have to cover a portion of your existing salary?
- What if the candidate's salary is covered through other funding mechanisms, but there is a need to cover expenses related to the project/training and consultation with experts in other areas?
- Could you clarify what it means to cover salary? Does that assume course releases, or something else?
- Do I still get paid my salary from my institution?
- I apologize if this was answered already. My internet is spotty. Do you have to do 70% of your salary? Could you do 20-50% of your time/salary to this project? I ask because I teach a lot but want to do more research.

It is expected that during the duration of this award you will maintain your employment status. HES4A funds will cover up to 70 percent full time professional effort for two years (capped at \$75,000 per year). The salary cap applies only to institutional base salary. Your institution will pay the remainder of your salary that is not covered by this award. This is to allow you to buy-out sufficient release-time to focus on HES4A research and related program activities. The remainder of the award is to be used for research and other related expenses. You should not propose a budget that reflects a different allocation of funds. Supplemental funding is welcomed and encouraged if the scope of your research is beyond what the award will cover. Please refer to the [program-specific FAQ](#) for a detailed list of the costs that can be covered by this grant.

## Acceptable Research

- You said that literature reviews are not a good fit. Does that also include creating an archive and index of cultural info (such as Inuit narratives about values and traditional practice that relate to health) that could assist with health strategies taken in the Arctic?
- Are meta-analyses included under literature reviews?

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We encourage different modes of exploratory science (i.e., research into an issue that has not yet been extensively studied with the intention of identifying priorities, developing operational definitions, and improving future research around the issue). Meta-analyses, as a form of secondary analysis of existing data, are suitable for funding through this call for proposals.

- [The HES4A FAQ states that randomized trials are good fits for funding but that funds should not be used to carry out interventions. Could you clarify what parts of a trial are fundable?](#)

When we say that funds from this award may not be used to carry out interventions, we mean specifically that this award cannot be used for activities associated with implementing the intervention itself, such as delivering the actual program or service that is being evaluated; however, costs associated with *evaluating* the intervention - such as time and resources needed for data collection, analysis, and dissemination - are fundable.

- [Does health equity include mental health?](#)

Yes. We have a very broad interpretation of health equity, that spans beyond access to and quality of care. Mental health is a key health dimension where we observe inequities based on one's race, socioeconomic status, and zip code, among others.

- [If I'm from one minoritized group \(LGBTQ\), but also hold privileged identities \(White, native English speaker\), and I'm studying an intervention to reduce maternal mortality and improve perinatal care for women of color, would this fit for this award mechanism? Or should the disparity being studied be aligned with the minoritized identity of the candidate?](#)

The experience of the candidate does not have to be aligned with the research topic. RWJF prioritizes research on policies, systems, programs, or practices that have the potential to address the root causes of health disparities and improve population health and well-being.

- [Do you support global research? like RCT outside of United States](#)

Yes, as long as the research project is feasible, reflects the spirit of one or more of the RWJF's signature research programs (Evidence for Action, Policies for Action, and Systems for Action), and has the potential to improve population health and well-being.

- [What types of research activities are most likely to be funded? Could one be funded for analyzing data that has already been collected and writing a book? Or is data collection most favorable?](#)
- [Will you consider supporting scholars working in the field of community development or fields that seek to support stronger social/human communities? Or are you really looking to support research around what we often think of as public health? Thank you.](#)

This funding is for research projects that will build evidence on how specific interventions

(i.e., policies, systems, programs, or practices) can inform action to impact population health, well-being, and equity. Researchers can focus on secondary analyses of existing data as well as propose projects involving community-based participatory research (CBPR) approaches, or projects that test the efficacy of certain research methods to advance equity.

- When thinking about the types of research suitable for this grant, are you all considering how certain under represented groups in academia are also under represented in data making it difficult to conduct the types of projects that are deemed suitable for this grant? For instance, there is limited data on LGBTQ people available and many surveys only started asking in 2014. Analyses about the impact of ACA or Marriage Equality policies are limited. How do you all plan to remain inclusive ?

We understand that systemic disparities exist in the collection and availability of data for many marginalized groups in the United States. We encourage applicants to explore issues that have not yet been extensively studied with the intention of identifying priorities and improving future research around the issue.

## Use of Funds

- Can you apply for additional funds for a project that is already grant funded? My current funding limits the scope of my work and additional funds would allow for expansion of the pilot.

Yes. As stated in the [CFP](#) and [program-specific FAQ sheet](#), studies may be conducted as standalone projects or as part of larger existing studies or trials underway.

- Is it possible to allocated salary funds for funding a graduate student?

Yes, you can include a research assistant and/or a project coordinator in your budget. Please note that you are not allowed to budget for a Co-PI or other senior investigator (e.g., mentor, advisor)

- Is there a cap on the indirect costs that the home institution can charge ?
- Is there a cap on the percent overhead a home institution can take from the grant?

Yes, 12%. Please refer to [this page](#) to learn about our allowed indirect rates.

- Does salary cap include Fringe Benefits?

Yes. Please refer to the [program-specific FAQ](#) for a detailed list of what the grant funds can be used for.

## Feedback

- I do not think I will qualify for a RWJF grant as I am unaffiliated with a university (newly graduated doctoral student) but can I ask someone to review a letter of intent and proposal for feedback?
- Will all LOIs receive feedback?
- If my LOI is rejected, will I find out why - as a learning lesson, at least?
- Can I email (and send my CV) to program administrator if I have questions about eligibility?

We understand receiving feedback about your application is important for your learning. Unfortunately, per RWJF policy, we don't provide any feedback about successful or unsuccessful applications, and we do not review materials during the application stage under any circumstances. However, applicants who are not invited to the full proposal stage will be informed of the most common reasons why applications were turned down.

## Future Plans

- Are there plans for more cohorts of these scholars in future years? I don't feel ready for this opportunity now but would like to apply in a year or two.
- Will future opportunities cover food/ag tech?
- Thank you for your work in the field. You mentioned other opportunities to keep an eye out for. Are there plans to announce similar programs for mid-career researchers? or any programs for creating centers for Health equity research?
- Will the foundation be running this program/accepting new scholars on an annual basis?
- How long will this opportunity be available?
- Will there be additional cycles of this program?

Given our institutional focus on health equity and dismantling institutional racism, as well as the premium we put on creating and disseminating actionable evidence to advance a Culture of Health, there will be more funding opportunities that become available in the next two years, and after that. The exact focus of these opportunities, in terms of topics and target applicants, is undetermined at this time. For updated information on RWJF funding opportunities, please visit <https://www.rwjf.org/en/how-we-work/grants-explorer/funding-opportunities.html> and sign up for our funding alerts.

## Mentorship, Coaching, and Home Institution Advisor

### Mentor selection and characteristics

- Should we identify potential mentors in our applications or is this something the foundation will do independently based on our research interests and fields?

There will be a space within the application form allowing you to suggest possible mentors. We would also like you to tell us what you are looking for in a mentor. A team from Johns

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Hopkins University will provide each selected scholar with a proposed technical mentor and career coach. Scholars will have the opportunity to assess fit with the mentors prior to official assignment.

- Are assigned mentors (technical and career coach) from systematically marginalized group that has historically been underrepresented in research disciplines?
- Do career coaches and mentors also identify as belonging to an underrepresented group?
- Will the mentors assist in commercialization?

It is the intention of the mentorship matching program to identify mentors that meet as many of the desired characteristics expressed by the scholar, including both technical and career needs. We cannot guarantee that every aspect of a scholar's multi-faceted lived experience will be matched exactly in each of the mentors. However, the scholars will be asked for input into possible mentor matches, and will have an opportunity to assess fit with any proposed mentors prior to official assignment. Thus if a scholar seeks a mentor from, e.g., the same racial or ethnic background, one with commercialization experience, or who is a parent, the matching team will do its best to identify appropriate matches that meet those criteria.

- Where do the career coaches come from?

Applicants may make specific suggestions for career coaches. Other methods to identify possible career coaches will be internet searches for relevant publications (academic and non-academic), speaker profiles from national meetings, faculty lists at all types of academic institutions (including Historically Black Colleges and Universities), review of leadership at major scholarly and professional societies, and use of networks including those of health equity researcher-colleagues. The matching team itself is a diverse group of individuals with a range of lived experience (by age, race, gender, regional origin, profession, and rank).

- I have a question about mentorship— one issue I've been dealing with are some structural/institutional race/gender issues. Can RWJ match me with a mentor/coach who has faced these similar issues?

Yes. It is our intention that matched mentors be able to advise Scholars on successfully navigating academia, notably with respect to race/gender and other structural/institutional discrimination issues.

- Given that health equity is a driving focus, for those of us focused on Black communities, how are you all thinking about the relationship of John Hopkins University and the way it might complicate conducting community-based research? How much influence does the school have on our research if funded?

Members of the mentorship matching team acknowledge and regret the legacy of Johns Hopkins University with respect to its treatment of Black and indigenous communities over time. On the other hand, there is a great deal of community-engaged research being conducted at Johns Hopkins, much of it led by faculty members from historically under-represented groups. Regardless of this, other than the seven members of the matching team,

no member of the University will have knowledge of the HES4A scholars' research. The matching team's influence is limited to identifying, vetting expertise, contacting and facilitating assessment of mentors by the scholars. The Johns Hopkins University name does not need to be included in any of the scholar's recruitment materials or other descriptions of their projects. *Technical mentors and career coaches will be selected from an array of institutions around the country, not solely from Johns Hopkins.*

## Home Institution Advisor

- [Is there a requirement in terms of credential for the home institution advisor?](#)

Applicants are not required to have a home institution advisor. There are no requirements regarding credentials of home institution advisors.

- [Can the Institutional Adviser be a part of the proposed research with the eligible Scholar?](#)

We anticipate that the home institution advisor will be available to assist the applicant in planning their applications, and are welcome to participate in the research if the scholar desires. Home Institution Advisors will be welcome to participate in other aspects of the HES4A program (e.g., networking sessions) that are sponsored by the Foundation. However, home institution advisors do not receive salary support from the HES4A Scholar's research budget.

- [Do you suggest obtaining a home institution advisor and how would the experience differ from not having such an advisor.](#)

Most junior researchers will benefit from having a home institution advisor to help them navigate demands and expectations within their own institution. However, whether or not an applicant has a home institution advisor will have no effect on your application for HES4A. If a home institution advisor is present, that person will be invited to participate in HES4A social and developmental activities that are planned to create community within the cohort of Scholars, outside of the specific research projects.

- [Do technical coach and career coach receive salary?](#)

A flat amount of remuneration for mentoring scholars will be provided to both technical mentors and career coaches separately from your grant award.

## Letter of Intent

- [Is there a specific biosketch format to follow for LOI stage?](#)

No – any format is acceptable as long as it is within the page limit.

- [Does the LOI or full application require a letter of support from their home institution's leadership? If so, at what level \(dept, school, Provost, etc.\)?](#)

No, the LOI stage does not require a letter of support from anybody. If an applicant has a home institution advisor, a letter of support will be requested at the full proposal stage.

- Do you have to submit your LOI through a University grants office ?
- Do we need our institutions to submit (our research grants office at our respective institutions)? or would they only get involved if we are invited to submit the full proposal?

RWJF doesn't require that LOIs be submitted by a grants officer at the applicant's institution; anybody, including the applicant themselves, can create an account and submit. Applicants need only ensure that their home institutions will agree to administer the grant. However, many institutions have internal policies regarding grant submissions procedures, in which case you should refer to and follow your institution's policies.

- Where do letters of support from community participants/orgs fit into this application process? They are valuable towards demonstrating the feasibility of the research.

At the LOI stage, letters of support from community organizations are not requested. At the full proposal stage, they will be optional and it is at the applicant's discretion to determine if such a letter strengthens their application.

## Intellectual Property Rights

- Who will own the developed intellectual property?
- Will JHU and RWJF own the IP? If not ownership, is there a mandatory license requirement?

The grantee owns the intellectual property but grants RWJF a license for materials produced with grant funds. The specific intellectual property terms applicable to these grants may be found in Article 5 of the sample "Grants to Individuals" grant agreement available [here](#). In addition, RWJF's [Open Access Policy](#) will apply to any peer-reviewed publications resulting from our grants. Specifically, peer-reviewed publications must be made publicly available immediately upon their publication under a Creative Commons Attribution 4.0 International License (CC BY 4.0) or an equivalent license agreed to by RWJF.

## General Process Questions

- You mentioned that scholars would need to be poised for tenure by the program start. When would this program be expected to start?
- Thanks so much! Is there a place we can find projects that would be good fit or samples of projects that are eligible? Having a more clear idea of what is and is not an eligible project would be helpful.
- Is the award expected to start in 2021 or 2022?
- Can you clarify your recruitment timeline? How long do you anticipate it will take for us to hear back re: invitation to submit full proposal, interview invitation for semi-finalists, and final acceptance?
- After the letter on intent, how long until people are notified of an invitation to move to the second stage?
- I have already submitted my research proposal application. When will we hear if we



- have been selected?
- If multiple faculty would like to apply, can a university/organization submit more than one LOI?
- Can multiple individuals from 1 institution apply?
- This may be more specific to the project, so maybe it is better if I reach out to one of you specifically. The project I have in mind would be to test biomarker for a gestational diabetes that usually affects low-income pregnant mothers. Does that fall within the interest of E4A/RWJF?

Please refer to [the RWJF website](#), [the call for proposals](#) and [program-specific FAQ sheet](#) for answers to these questions.

- Will reviewers be matched on field?

External reviewers have been selected based on their participation in the RWJF New Connections program, which had very similar goals to HES4A, and their experience with advancing their career in academia. A smaller subset of reviewers are current staff at our For Action National Program Offices. Internal reviewers consist of Research-Evaluation-Learning staff.