

Questions & Answers from the May 10th 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.

We understand that the selection criteria might seem too rigid or limiting to some of you who are interested in HES4A. While this 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.

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Eligibility

General Demographics

- Is there an age requirement?

No, there are no age requirements.

- 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; LGBTQIA+ 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. 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

- My green card is pending but unlikely to be granted by May 31. I do expect to become a permanent resident in the next 3-4 months. Can I apply? Thank you.
- Hello! So just checking- if I am on an H1B visa enroute to getting a green card through my institution next year, I am ineligible to apply currently? Is that correct? Or would you accept my application?
- However, I have come across some information that suggests that international students may not be eligible to apply for this program. I was hoping that you could confirm this for me."
- Is the requirement of being a permanent resident based on having a permanent visa status or does it also include visa statuses that permit working in a tenure-track position?
- Applied for Permanent Residency and hoping to get it in a few months. Would I be able to submit LOI?
- Am from Uganda, I do not have citizenship in U.S. However, my research is aimed to solve the above problem.

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

- I have a question regarding eligibility - Is the requirement that candidates have received their PhD no more than 5 years ago firm? Due to the pandemic, many people had their post-doctorate research extended while universities were on hiring freezes, so a lot of faculty are 1 or 2 years into their appointment but are 6 or 7 years from their degree.
- What about people who are early in their careers but more than 5 years after degree, If they had a life event that resulted in stepping away and returning to research. For example, if they joined tenure track two years ago upon returning to research after addressing life event. So more than 5 years from degree but only a couple years in the program of research
- Dear Sheldon, your answer is not clear. I received my PhD in December 2017 and finished my postdoc in July 2021. Which one is counted as my terminal degree?
- Thanks to everyone for the webinar. For Dr. Oliver Watts, will an applicant who received the doctoral degree in August 2017 but meeting all other criteria considered eligible?
- Is a postdoctoral degree counted as a terminal degree?

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- Can a person who earns a PhD then goes on to another non doctoral degree (nursing degree like BSN to focus on community health) within 5 years be eligible if the last degree received (BSN) is within 5 years of application although the PhD was received longer than 5 years ago?
- Follow-up question there are degrees that are terminal that are not doctorates that focus on research does that work.
- What about eligibility for DNP's (Doctorate of Nursing Practice) degrees?

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, 2018 and May 31, 2023, regardless of the timing of your transition to a tenure track position. A terminal degree is defined as the highest-level college degree that can be achieved and awarded in an academic discipline or professional field. This degree should be sufficient for being appointed as to junior faculty member in an accredited school in the U.S. or its territories ("home institution"), with a full-time academic position that could lead to tenure, or a postdoctoral fellow poised to be in such a position by the start of the grant. This criterion cannot be waived under any circumstances. By the application deadline, i.e., May 31, 2023, you must have been conferred a terminal degree by your home institutions. 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

- The terminal degree requirement for MD is it the obtaining of MD or graduation from subspecialty fellowship?
- For MD's, does that mean 5 years after residency completion or medical school completion? You cannot start tenure track as an MD until after completing residency.
- piggybacking on another's question, what about MD degrees, and following specialization (Fellowship), does the 5 years start from that?
- Will surgeons in new faculty positions be eligible to apply? Given that training took more than 7 years since graduating with the MD?
- How about the MD degree residents who are interested in clinical research, suitable candidate to apply this grant?
- The 5 year post doctorate (for MDs) is really limiting for such a great award. The pathway to faculty positions after going to medical school—>then residency + fellowship 3-10 yrs.—> before you can really even obtain faculty position, so I don't think this award is really feasible for an MD doing research, unfortunately. It's a great opportunity, though.
- Does a medical residency count as a terminal degree?

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, 2018, and May 31, 2023. If you have received your MD degree before May 1, 2018, 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/building-a-culture-of-health/focus-areas.html>

Previous grants experience

Experience as PI or co-PI

- Does an individual need to be awarded a grant to become a RWJF scholar?
- Is the postdoctoral grant cap of \$10,000 inclusive on intramural grants? are pilot funding counted as grants?
- If an applicant has received a NIH diversity supplement or any other NIH supplement to support post-doctoral research and training, we do not qualify for this CFP? I would like to clarify, since under eligibility it states, "have never received major support from other post-graduate research or training programs".
- Would an NIH diversity supplement count as other support >10k?
- Does the exclusion of individuals who have served as a PI on a grant over \$10,000 include internal university grants or only those from external organizations or foundations?
- Re: eligibility — I see that one of the criteria is that applicants are not allowed to have served as a PI on a post-doctoral grant greater than \$10k. Does this apply to grants internal to our home institution or only externally funded grants?
- Would I still be qualified if I'm a tenure-track faculty member who served as a Co-Principal Investigator of an internal grant that amounted to be \$30,000?
- The application asks if an applicant has ever been PI for a grant. However, the directives state, ineligible is for PI's for grants over \$10K. If we have been a PI for a grant under \$10K how should we answer that "yes/no" question regarding having been a PI of a grant...? (I hope the wording makes sense)
- Does the eligibility rule refer to receiving internal grants of over \$10,000 or is it referring to only external grants or those from only RWJF?
- The eligibility section of the application has an item that asks if you have served as a project director or PI. I did serve as a PI on smaller internal grants less than 10,000. Should I mark "yes" or "no," given that this grant is not substantial at the NIH level?
- Would institutional start-up funds greater than \$10,000 disqualify an application?
- Regarding eligibility criteria and receipt of grants over \$10k: Would you please clarify if internal, institutional grants would count, or you are mainly referring to external grants received by the applicant?
- Does the designation of being a PD/PI on a major grant depend on the nature of the grantee? For instance, does a grant above 10K from a foundation, charity, or

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- federally funded center disqualify an applicant?
- If you received a RWJF award before your doctorate, are you still eligible to apply?
- Under criteria, what is meant by “major support?”
- Does being a program director on a mentor’s supplement grant disqualify applicants (about \$20,000)
- I’ve have been a co-Investigator on a large funded study, does that make me ineligible?
- Will a person who served as a co-PI/program director for a non-research funding (e.g., co-op) that is over \$10k still eligible?
- What is defined as “major support”? Meaning, if you are currently in an institutional program that provides startup funds and salary support you are ineligible?
- What does “post-doctoral grant” mean? Does any pilot project count?
- If I received a 18K seed grant and served as a PI for that grant is not related to health equity research (but the grant has informed this direction) can I still apply?
- I’m wondering about the eligibility criteria around having not received any other post-doctoral funding. There are many small grants that provide professional/career development funds or even salary support with no research funds provided. Would receiving such a grant disqualify someone from applying?
- Can one have received a seed grant for their institution (and served as a PI for said grant) and apply for the Health Equity Scholars Program?
- So, if you have received a diversity supplement then you are ineligible, correct?
- If you received a CFAR grant for 60K— does this impact eligibility?

Post-docs

- “I checked the FAQs for clarification on the following eligibility clause, “ Not have received support from other post-graduate research fellowships/traineeships (e.g., research career development award or equivalent).” Does this exclude those who have a postdoctoral fellowship or diversity enhancement professional development award?”
- Are previous RWJF grantees (e.g., Health Policy Research Scholars) eligible for this program?

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

T32 Training

- Regarding eligibility, it was mentioned that the applicant must not have received major support post-graduate...would you please elaborate? Does that include postdoctoral fellowships (e.g., NIH T32)?
- If you completed a T32 postdoc are you still eligible?
- Is NIH T32 postdoctoral fellowship is considered a major grant?

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, 2018 and May 31, 2023.

- Also, what would happen if I were to be invited to submit a full proposal but receive an external grant before that final submission? I have a couple applications out but have not received any yet.
- If you are awarded a grant >10K after the interview, would you have to forfeit the HE4A award if you were selected?
- I'm I eligible to apply if I have recently submitted a K01 career development award to NIH? I submitted February of this year and grant will be discussed this June 2022.
- Is one eligible for the grant if they are awarded co-pi on a different grant funded through a different grantor after they are invited for a full proposal for this grant?
- Is the BWF Postdoctoral Diversity Enrichment Award considered a major award? It's hard to tell from the FAQs. I've just been promoted to junior faculty and am trying to ensure I am eligible to apply.

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 research where you are PI or Co-PI, please let us know.

- Does the NIH LRP count as major funding?
- More specifically, does postdoc salary count as a grant?

No, loan repayment programs and postdoctoral salary does not count as a grant or disqualify you from this award.

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 (February 15, 2024).

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- Is there a preference for applicants' affiliation with an R1, R2, or R3 institution?

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

- If you are a postdoctoral fellow and don't have a TT position yet, but plan to apply in the fall, does that mean you are still eligible for this award?
- So this grant is only for underrepresented postdocs?
- Can a current postdoc in the final year of their postdoc apply, if their current institution agrees to support and be the home institution if awarded?
- I also have a question regarding eligibility. I am not a junior faculty member; however, I may be partnering with a University to continue collecting interviews post-graduation. Is this a consideration you are willing to make?
- Many first gen women have delayed access to a step in the door for academia. So, the five-year eligibility criteria post PhD, is a structural policy already leaving out many scholars who are prime candidates for such applications.
- Can a postdoc fellow apply for this program?
- Thanks for a very informative session. I am a postdoc and meet criteria. At this point I do NOT have a faculty position offer, I'm in the job market though. Can I still apply for this position? (Uncertain about getting the position on time)
- What is meant by junior faculty member? Should we have a prospective full-time opportunity but the start of the grant or deadline of application?
- Would a postdoc be eligible to apply for the grant if they will get an offer to start their tenure-track faculty position in August 2024?
- What if you are starting as a TT faculty this Fall?
- Also, there is a sentence in the eligibility criteria that mentions that junior faculty must be in a school with full-time academic position that could lead to tenure or poised to be in such a position by the start of the project grant. I am currently in the first year of a post-doc fellowship program after completion of residency. I am a full-time faculty for my department but will be completing the post-doc in June 2024 and will be applying to remain a full-time faculty in my department next year. Would that be enough for eligibility?
- I am a junior faculty member on the tenure-track at an undergraduate liberal arts institution. Would this opportunity be a good fit for new faculty members at this type of institution? Or is this opportunity targeting more R1 and R2 institutions?
- Thank you for this very helpful presentation. Given the timeline and eligibility criteria, are postdoctoral fellows eligible to apply? There are some additional considerations regarding home institutions (i.e. they are likely to change) and when grants are awarded.
- Must applicants be a junior faculty at the time of submission of the full application? I am currently pre-tenure (at the time of the LOI) but anticipate receiving tenure by Sept (at time of the full application)
- When is the award expected to begin? Can the start date be postponed? I am starting a tenure track faculty position Fall 2024.

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- Is the grant opportunity available for non-tenure track faculty. I am now in an administrative role at [a university]. I teach one class per academic year. I have support from tenured faculty (an associate professor). Both of us identify as African American first generation. I also identify as a cisgender woman.
- I am a junior faculty member (assistant professor), but our institution doesn't offer tenure - can I still apply?
- Just to be clear, our institution doesn't offer tenure for any faculty ranks, though we do have promotion through assistant to associate to full professor. So in that case, even if you are a full faculty member at an assistant professor rank, because the institution doesn't offer tenure (to anyone) this grant doesn't apply? Just want to be sure. Thanks. And if that's the case, is there another RWJ grant that would apply to early career scholars in that situation?
- For postdoc applicants, is there documentation that needs to be submitted to substantiate being "poised for a tenured faculty position"? Would this be during pre-application or full application?

By the start of the grant (February 15, 2024), 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

- If you have more than one current proposal but in different areas (such as Evidence of Action proposal and Systems for Action), could you apply for both? Or would this be a conflict of interest?
- Good afternoon and thank you for this informative session. I am ending my postdoctoral fellowship and starting a tenure track position in July. I was working on a LOI for E4A when this came out. Would you recommend I submit the LOI here first or can I submit to both?
- I just want to make sure I'm clear - if we apply for this program, we will not be able to apply for an Evidence4Action grant? Would this be as a PI or even a Co-Investigator?
- If a proposal isn't funded through HES4A but is a strong contender for another funding mechanism, is there a process to inform applicants to reapply or transition the proposal to a different funding mechanism?

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.

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- If recipients move from school A to school B 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.

- Can we hire collaborator as a consultant if we can't have them as Co-I?
- Can we have a co-investigator or Co-PI as well from another university? Do they need to meet the eligibility criteria as well?
- Are we allowed to partner with other individuals who meet the application criteria? (For example, working with another faculty member who is also just starting out)

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), Co-investigator, or another senior contributor are not allowed. The applicant themselves must be the most senior researcher and only investigator on the application.

Salary

- Is it required to have part of the grant go towards salary or can we use everything for the research itself?
- Could a PI be a Scholar and still teach at the same time during the award period?
- Are you required to use grant funds toward your salary?
- How do you consider tenure-track roles at teaching institutions where you can buyout teaching time for research but probably not up to 75% since you are also expected to demonstrate your teaching capabilities pre-tenure?
- What is the minimum level of effort required for this opportunity?
- 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

- When completing the LOI, is it necessary to select only one of the programs (E4A, P4A, etc.)?
- If we identify one research program in our application but reviewers feel our research is a better fit for another, will we be considered for the other program?

Given the focus of HES4A on research, mentorship, and career development, it is not expected that scholars conduct research projects of similar size or scope to what has been funded through Evidence for Action, Policies for Action, or Systems for Action. Applicants should propose relevant research and present a strong rationale for how these topics relate to systems, policies, programs, or practices that have the potential to improve population health and equity. Applications will not be referred for additional funding.

- 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.

We have a very broad interpretation of health equity, that spans beyond access to and quality of care. Community engagement is an important approach to centering community voice and perspective.

- Is there an expectation that an applicant proposes research that focuses on the same underrepresented population that they personally identify with, or not necessarily?

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.

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- Are projects in global health accepted? Some of my projects are overseas but may inform HIV care and treatment in the U.S.
- Are projects examining issues relevant to racial equity in the United States (e.g., gun control) but in a developing country setting eligible?

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 wellbeing.

- Are projects examining issues relevant to racial equity in the United States (e.g., gun control) but in a developing country setting eligible?
- When it says that projects can't be descriptive but need to evaluate a solution, does this mean that a study must also implement a solution or does that mean a solution should be proposed based on what was found using the data? For example, if you do a study that finds a relationship between X practice/policy and Y outcome, and this finding is used to identify a "need" for a practice/policy change, is this fine? Or does the study also have to propose that we will create and implement a policy change?

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, wellbeing, and equity. Researchers can focus on secondary analyses of existing data as well as proposed projects involving community based participatory research (CBPR) approaches, or projects that test the efficacy of certain research methods to advance equity.

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 allocate salary funds for funding a graduate students?
- Could student support (e.g., hiring a graduate research assistant) be built into the grant?
- What research related expenses are allowed? Can funds be used to cover time of a research assistant or a statistical consultant?
- Can they be used to fund graduate students and project assistants?
- I'm supporting a clinical researcher. Please clarify the amount of effort required for this opportunity. Thank you.
- Can we include collaborators, or should this be a solo project?

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)

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- Does the funding amount include overhead funds to our university (fringe benefits)? Should our budget account for that in considering the award amount?
- Is there a cap for indirect cost?

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

Feedback

- Will applications receive feedback from reviewers or be advised whether their application is a better fit for one of the other programs?
- Can I discuss my research idea with the program officer to see whether my research idea fits the grant purpose?
- 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

- I am wondering if you have a plan to recruit the next cohort (next year RFA) within this topic as currently I am in the process of getting my permanent card and I can't think I will have one at the time of my application for this cycle.

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

- Mentors in other countries (outside of US) are allowed?
- 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 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.

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- 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.

Home Institution Advisor

- [What role is the typical for the institution advisor? school dean?](#)
- [Does having a home institution advisor impact the applicant's chance of funding? I do not have anyone in my research area at my institution.](#)
- [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 an applicant has a home institution advisor will have no effect on their 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 mentors and career coaches 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

- 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

- Is this being recorded? Also, how can we receive recording link after its over?
- Can we also get the recording of this session?
- Is this webinar recorded and will it be available?
- Can you please share the slide deck with us?

The webinar recording and slide deck are available within the “Resources” section of the Application and Review system.

- Thank you very much for your presentation. It’s really helpful. Could you provide more info on the second-round interview process and timeframe?
- Can Dr. Watts elaborate on the timeline regarding the start date?
- Will you accept more than one application from a single institution?
- Are grant funds expected to be used to attend the required Scholar activities/events?
- Is there a set amount of grants awarded each year for the HES4A? How many people apply on average?
- Can you talk a bit about the project being completed within 2 years- does the project need to be in the form of a manuscript/poster/presentation by the 2 year mark?
- How is feasibility evaluated? Some of the suggested project methods were randomized trial and qualitative studies, which can tend to be very lengthy (it is often difficult to predict how long a project might take when collecting new data). What should applicants be communicating about feasibility if proposing original data collection?
- Who can we contact for 1:1 follow up questions?
- Can we reach out to HES4A staff if we have specific questions about whether our research/research question(s) meets the requirements? I know E4A has office hours we can attend to ask questions. I wasn't sure if that was allowed for this program or P4A, S4A?
- Thus, research with a more biological mechanistic approach are not allowed?

HES4A 2023 Call for Proposals Webinar Q&A

- even when comparing different races and aiming to improve health status?
- Are technology-based experiments appropriate for this grant (e.g., building tech to improve livelihood of disabled people)?

Please refer to the [RWJF website](#), [the call for proposals](#) and [program-specific FAQ sheet](#) for answers to these questions. Please contact HES4A@rwjf.org to discuss ideas for research that may fall outside of the funding parameters of this program.

- 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.