

July 28, 2022

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RE: Comments on Development of a Prize Competition for Institutional Excellence in Diversity, Equity, Inclusion and Accessibility

The American Society for Biochemistry and Molecular Biology (ASBMB) is an international nonprofit scientific and educational organization that represents more than 10,000 students, researchers, educators and industry professionals. The ASBMB strongly advocates for strengthening the science, technology, engineering and mathematics (STEM) workforce, supporting sustainable funding for the American

and a percentage distributed to the program lead (25%). To prevent the same institutions from winning each cycle, winners should be eligible to enter the competition only every other cycle. To improve and sustain long-term DEIA efforts, the ASBMB strongly recommends that the NIH ensure that this prize goes to low-resourced institutions that demonstrate financial need as these institutions [predominately serve historically marginalized groups](#). Judges should evaluate entries from two groups: research-intensive institutions and [low- or limited-resourced institutions](#).

Research-intensive institutions should be awarded \$50,000 each, while low- or limited-resourced institutions should be awarded \$100,000 each. Furthermore, entries from research-intensive institutions should be judged against one another, and entries from low- or limited-resourced institutions should be judged against one another.

The NIH should use the following eligibility criteria:

Low- or limited-resourced institutions are entities that engage in biomedical or behavioral research and that fall into one of the two categories listed below:

Undergraduate-focused institutions

The entity must be an accredited public or nonprofit private institution that grants baccalaureate degrees in biomedical sciences.

At the time of prize competition submission, all the non-health professional components of the entity together have not received support from the NIH totaling more than \$6 million per year (in both direct and indirect costs) in four of the past seven fiscal years.

Undergraduate institutions with associated health professional schools and graduate programs

The entity must be an accredited public or nonprofit private institution that grants baccalaureate and advanced degrees in health professions or advanced degrees in biomedical and behavioral sciences.

At the time of the prize competition submission, the entity must not have received support from the NIH totaling more than \$6 million per year (in both direct and indirect costs) in four of the past seven fiscal years.

2. Outreach

Outreach to institutions should be conducted using the web and social media, partner organizations' and DEAI offices' communications channels, and platforms employed previously in successful prize competitions. NIH should advertise the competition on the website of the office of the NIH Chief Officer for Scientific Workforce Diversity (COSWD) and multiple social-networking platforms, including Twitter and LinkedIn. In addition, NIH should request that scientific societies publicize the competition to their constituents in their newsletters and at their in-person and virtual events. NIH should request that DEIA offices at institutions and DEIA professional societies also spread the word. To make certain that low- or limited-resourced institutions are aware of the competition, NIH should coordinate with the offices of sponsored research at them.

Judging criteria

Judging criteria should be modeled after those for the [Prize for Enhancing Faculty Gender Diversity in Biomedical and Behavioral Science](#). Below is recommended language for impact, metrics, sustainability, application ability and lessons learned:

(40%) *Impact*: A single approach (i.e. program, initiative and project) or combination of approaches should be evaluated based on the magnitude and extent of impact of overall DEIA at

