



The Racial Equity and Inclusion Scholars Program

Program Overview

NORC at the University of Chicago is pleased to announce the Racial Equity and Inclusion Scholars Program, a new opportunity for advanced doctoral students, postdocs, and early career scholars to engage in critical research under the supervision of NORC expert staff, build skills, and participate in a robust mentoring and career networking program. The program advances the skills of emerging research scientists, data scientists, statisticians, and methodologists pursuing research on diversity, disparities, equity, and inclusion and expands the pipeline of historically underrepresented populations pursuing social science research. The inaugural program will run from late September or early October through December 2021.

Program Goals

The research scholars will use existing NORC datasets (see Appendix A) and conduct secondary data analyses to inform programs, policies, and services that promote the social and economic well-being of diverse populations. The program will:

TRAIN AND SUPPORT THE NEXT GENERATION OF DIVERSE SCHOLARS.

Mentorship: The research scholars will collaborate with and be mentored by NORC researchers who will help guide, refine, and support the implementation of the secondary data analysis. The scholars will also receive support and mentorship from other NORC experts, such as those in statistics and methodology.

FOSTER THE EXCHANGE OF IDEAS, RESEARCH, AND INFORMATION.

Collaboration and Networking: The research scholars will participate in weekly calls with their NORC mentors and share their research with NORC's Diversity, Racial Equity, and Inclusion (DREI) Research Collaborative, a panel of DREI subject matter experts at NORC.

2021 Call for Applications

NORC is interested in funding diversity, disparities, equity, and inclusion research that has *at least one* of the following aims:

1. Describe how structures and other societal contexts frame the experiences of diverse individuals in the United States
2. Understand strengths within diverse communities in the United States that promote individual success and well-being
3. Identify important within-group variation that is key for enhancing programs in diverse communities in the United States
4. Examine how racism impacts diverse communities and individuals in the United States

Funding

NORC will fund up to two research scholars in 2021. Each scholar will receive **\$7,500** for a **3-month engagement**, starting in late September. The estimated time commitment is approximately one day per week.

Eligibility Criteria

1. Current enrollment in a doctoral program (i.e., those currently in their third year or higher of a PhD, PsyD, EdD program), a postdoc, or an early career scholar (up to five years post-doctoral)
2. A strong documented interest in researching topics related to diversity, disparities, equity, and inclusion.
3. Research or professional training and experience related to diversity, disparities, equity, and inclusion.
4. Scholars from populations historically underrepresented in research and academic fields (e.g., those with diverse backgrounds, first-generation graduate students) and those from Historically Black Colleges and Universities (HBCUs), Hispanic Serving Institutions (HSIs), and institutions that primarily serve minorities are strongly encouraged to apply.
5. Applicants do not need to be U.S. citizens.

Application Requirements

Applications are due by midnight CT on Friday, September 17, 2021. Applications should include the following clearly labeled components (see Appendix B for more on application formatting criteria):

RESEARCH STATEMENT, INCLUDING:

- **Brief project description:** Background and rationale on the proposed research to be conducted using one of the datasets listed in Appendix A.
- **Research questions:** Research questions that the proposed research will address.
- **Analysis plan:** A brief description of proposed data analyses using one of the NORC datasets listed in Appendix A that will address each of the proposed research questions.

PERSONAL STATEMENT, INCLUDING:

- **Research interests:** Description of your interest in research concerning the experiences of diverse individuals in the United States or the evaluation of programs to mitigate bias, disparities, or inequities.
- **Professional goals:** Description of your professional goals and how the NORC Research Scholars Program will help you achieve those goals.
- **Professional experience:** Description of your top two most relevant research or professional-community experiences related to diversity, equity, and inclusion.

RESUME OR CURRICULUM VITAE

Current resume or curriculum vitae (CV) containing **relevant** information about your educational background, publications, presentations, and any professional experience.

LETTER OF RECOMMENDATION

One letter of recommendation from a current advisor or supervisor addressing:

- Your relevant background and qualifications, including training and research experience.
- Professional development goals, interests, or needs pertinent to the purposes of this program.
- Verification of your year level, postdoc, or current position.
- Advisor's or supervisor's willingness to provide you with the necessary support.

Note: NORC *will not* review applications that do not conform to the format and length requirements detailed in Appendix B.

Submit the research statement, personal statement, resume/CV, and recommendation letter as a **single** PDF attachment via email to NORC-DREI-Research-Collaborative@norc.org with “**NORC Research Scholars 2021**” in the subject line.

Application Review

NORC will evaluate applications according to the criteria in Appendix C. NORC will select final applicants and notify them by **September 27, 2021**.

Contact Information and Questions

Please email questions to NORC-DREI-Research-Collaborative@norc.org with “**NORC Research Scholars 2021**” in the subject line. *No phone calls, please.*

About Us

NORC is deeply committed to diversity, racial equity, and inclusion (DREI) and believes these values are essential to providing insights for informed decisions and research our clients can trust. They inform the questions we ask, methods we use, and how we gather and analyze data. Since the 1940s, when NORC conducted some of the first-ever national studies of racial attitudes and opinions, we have worked to elevate diverse perspectives, foster an inclusive environment, and center equity in our approach.

NORC strives to accurately study the lived experiences of individuals from different backgrounds and sees a diverse and inclusive organization as critical to achieving these ends. By applying culturally responsive methodologies and authentic engagement processes with diverse communities, we inform practical, evidence-based strategies to reduce inequality at the intersections of race, ethnicity, social class, gender identity, sexual orientation, age, disability, religion, and geographic location.

Economic, social, and environmental injustices in the United States and around the world have created systems of inequities that disproportionately affect people of color and other groups that have been economically and socially marginalized. We work with a variety of partners and funders on projects that examine and attempt to reduce racial inequities in a wide range of contexts.

The NORC Diversity, Racial Equity, and Inclusion Research Collaborative

The DREI Research Collaborative is a NORC investment in growing the portfolio of DREI-focused research, evaluation, and best-practice methodologies; increasing the use of existing data to address policy-relevant questions on DREI issues; and expanding the pipeline of emerging scholars whose DREI research will inform programs, policies, and services. Click on the links below to learn more about our team.



Michael López

Vice President,
Education & Child
Development



Margaret Hargreaves

Senior Fellow,
Health Care
Evaluation



Chandria Jones

Senior Research
Scientist, Public
Health



Vince Welch

Senior Research
Methodologist,
Statistics &
Methodology



Rebecca Berger

Research Scientist,
Education & Child
Development

NORC

NORC at the University of Chicago conducts research and analysis that decision-makers trust. As a nonpartisan research organization and a pioneer in measuring and understanding the world, we have studied almost every aspect of the human experience and every major news event for more than eight decades. Today, we partner with government, corporate, and nonprofit clients around the world to provide the objectivity and expertise necessary to inform the critical decisions facing society.

Appendix A. Available Datasets

National Survey of Early Care and Education

The National Survey of Early Care and Education (NSECE) is a nationally representative study that characterizes the use and availability of early care and education (ECE) in the United States. The NSECE is funded by the Office of Planning, Research, and Evaluation (OPRE) in the Administration for Children and Families (ACF), U.S. Department of Health and Human Services. In 2012, the NSECE gathered information from households with young children, center-based and home-based providers, and individuals working with children in center-based classrooms to assemble the first comprehensive national portrait of ECE use and availability since the early 1990s. A new round of the NSECE took place in 2019 to help shed light on how the ECE landscape had changed since the initial study. In March 2020, about a year after the 2019 NSECE data were collected, the COVID-19 pandemic struck the United States. This national emergency has had an enormous impact on the ECE sector, but consistent, representative data are not available to help us understand that impact. OPRE has contracted with NORC to conduct a follow-up study with providers and classroom staff to learn more about how the pandemic has affected the ECE community and what assistance is most needed to help us recover.

Project Page and Data Documentation: <https://www.norc.org/Research/Projects/Pages/national-survey-of-early-care-and-education.aspx>

Survey of Doctorate Recipients

The Survey of Doctorate Recipients (SDR) is sponsored by the National Science Foundation (NSF) and the National Institutes of Health (NIH). The SDR is a survey of science, engineering, and health doctorate recipients who earned their degrees from institutions within the United States. This study is the only comprehensive source of data on the careers of science, engineering, and health doctorate holders from U.S. institutions. It provides key data on the education and training, work experience, career development, and demographics of this important population. Data collection for the 2003-2017 SDR was contracted to NORC. The SDR sample is selected from the Doctorate Records File (DRF), a record of all research doctorate recipients from U.S. universities since 1920. The DRF is updated annually based on data collected by the Survey of Earned Doctorates (SED), sponsored by the NSF, the NIH, and four other federal agencies. From 1997 through 2016, data collection for SED was contracted to NORC. The SDR employs a trimodal data collection approach, collecting data using a self-administered online questionnaire, self-administered paper questionnaire (via mail), and computer-assisted telephone interview (CATI). Published data products for each round of the SDR include Information Briefs and Detailed Statistical Tables. As of the 2010 cycle, the SDR provides estimates for the doctorate population residing in the United States and abroad.

Project Page: <https://www.norc.org/Research/Projects/Pages/survey-of-doctorate-recipients.aspx>

Data Documentation: <https://ncesdata.nsf.gov/datadownload/>

Survey of Earned Doctorates

The Survey of Earned Doctorates (SED) is a federal agency survey for the National Science Foundation (NSF) and five other federal agencies (National Institutes of Health, U.S. Department of Education, National Endowment for the Humanities, U.S. Department of Agriculture, and the National Aeronautics and Space Administration). The SED gathers information annually from approximately 55,000 new U.S. research doctorate graduates about their educational histories, funding sources, and post-doctoral plans. Each year SED data are added to a larger historical record of doctorate-degree graduates, the Doctorate Records File (DRF). Begun in 1920, the DRF contains annual information used to track the number of graduates in various fields; the educational paths of scientists, engineers,

and humanists; movement of graduates into the labor market; and similar information. A study related to the SED is the NSF Survey of Doctorate Recipients (SDR), which tracks the employment history and research productivity of members of the labor force as they move through their careers in research and practice.

Project Page: [https://www.norc.org/Research/Projects/Pages/survey-of-earned-doctorates-\(sed\).aspx](https://www.norc.org/Research/Projects/Pages/survey-of-earned-doctorates-(sed).aspx)

Data Documentation: <https://nces.nsf.gov/pubs/nsf21308/survey-description>

Medicare Current Beneficiary Survey Since its inception in 1991, the Medicare Current Beneficiary Survey (MCBS) has served as an invaluable source of information for administering, monitoring, and evaluating the Medicare program. A leading source of information on Medicare and its impact on beneficiaries, the MCBS provides important information that is not otherwise collected through Medicare operational or administrative data. The survey plays an essential role in monitoring and evaluating beneficiaries' health status and health care policy. The MCBS collects comprehensive data on beneficiaries' health insurance coverage, health care utilization and costs, access to care, and satisfaction with care, as well as special interest topics, including drug coverage, knowledge about the Medicare program, and housing characteristics. Data from the MCBS are used to inform policy and program advancements in Medicare, including the creation of new benefits such as Medicare's Part D prescription drug benefit. MCBS data and estimates are vital in the production of highly visible publications, including by the Congressional Budget Office, the Medicare Payment Advisory Commission, the Federal Interagency Forum on Aging Related Statistics, and the Centers for Medicare & Medicaid Services (CMS) Office of the Actuary. MCBS data are published in a wide array of peer-reviewed journals, including Health Services Research, Journal of General Internal Medicine, Health Economics, American Journal of Managed Care, Health Affairs, and the New England Journal of Medicine. The MCBS is a continuous, multi-purpose longitudinal survey, representing the population of Medicare beneficiaries ages 65 and over and beneficiaries ages 64 and below with certain disabling conditions, residing in the United States. It is sponsored by the Office of Enterprise Data and Analytics (OEDA) of CMS. The MCBS has been continuously conducted since 1991, completing more than 1.2 million interviews since its inception. Most interviews were conducted in-person in households and facilities using computer-assisted personal interviewing (CAPI). However, due to the COVID-19 pandemic, data collection switched to phone in 2020, with nearly all interviews conducted by phone through 2021. In 2022, multimode data collection will be implemented as a design change. Community interviews will be primarily conducted in-person with a smaller percentage by phone, while nearly all facility interviews will be conducted over the phone. NORC conducts the full range of MCBS survey activities, including sampling, data collection, processing, editing, imputation, and delivering files to CMS for final processing and dissemination.

Project Page: <https://www.norc.org/Research/Projects/Pages/the-medicare-current-beneficiary-survey-.aspx>

Data Documentation: <https://www.cms.gov/Research-Statistics-Data-and-Systems/Research/MCBS/Codebooks>

Bottom Line 2019 Follow-up Survey

With support from the Carnegie Corporation of New York, NORC conducted a contemporary follow-up survey to provide further evidence about the effects of the Bottom Line advising and mentoring program. This study was conducted in partnership with Bottom Line and researchers at the University of Virginia and Texas A&M University. For more than 20 years, Bottom Line has been helping students navigate college access and college success pathways. This study sought to better understand the program's effects on improving general life outcomes for youth by conducting a follow-up survey in 2019 of the 2015 high school graduation cohort who were originally included in the multi-cohort, randomized controlled trial (RCT) of the Bottom Line college advising program. This cohort was, on average, 22 years old at the time of the 2019 follow-up survey. Those pursuing bachelor's degrees were in their senior year of college or just graduated, but all were at the critical juncture of early adulthood as they embarked on careers, advanced their education, started families, and pursued their life course. The 2019 Follow-up to the College Application Process Survey (2019 CAPS) assessed health, psychosocial well-being, career goals, career preparation, financial literacy, attitudes towards educational attainment, and civic engagement of youth who did and did not receive Bottom Line program services. These measures intentionally went beyond traditionally studied educational

outcomes. General life and social measures are critical for both Bottom Line and program investors to fully understand the program's impact on improving the overall well-being and life outcomes of youth from low-income backgrounds as they become adults in our American society. Data collection for 2019 CAPS was conducted from April to July 2019. A methodology report and public use data file (PUF), along with a codebook and user's guide, are available for download.

Project Page: <https://www.norc.org/Research/Projects/Pages/bottom-line-2019-follow-up-survey.aspx>

Data Documentation: <https://www.norc.org/Research/Projects/Pages/bottom-line-2019-follow-up-survey.aspx>

College to Career Transition in Chicago

The University of Chicago Consortium on School Research and NORC are conducting a three-year project (October 2018-September 2021) that will provide much-needed evidence on the college to career transition for young people (ages 18-24) in the seven-county Chicagoland area, particularly for students from low-income backgrounds. The project will rely on administrative data from agencies in Illinois and survey data collected to learn more about these issues. Specifically, we will explore these three aspects of the college-to-career transition, especially investigating differences by race/ethnicity, gender, socioeconomic status, and first-generation students. The funders are a collection of Chicago foundations, Circle of Service, CME, Crown, Gorter, Chicago Community Trust, Kaplan, Steans, and Prtizker Traubert.

1. **Degree Attainment** - Using administrative data from community colleges and four-year institutions, we will answer several questions about the path to attaining certificates and degrees. How many students who enroll earn a bachelor's degree or an associate's degree in the Chicagoland region, and what is the time to completion? In what areas of study are students earning degrees?
2. **Transitions for College to the Workforce** - Using administrative data, we will then follow students as they leave college and enter the workforce. What percent of college graduates are employed? How much time elapses between completion and employment? What industries are graduates employed in? What are their wages? Using survey data, we will learn more about the quality of their employment. How many hours per week are graduates employed? What kinds of benefits do they have? To what extent is employment aligned with majors or programs?
3. **Job Search Experiences** - Using survey data, we will also examine the resources used to locate employment. Among the unemployed or underemployed, what type of jobs and industries are respondents seeking employment in? What are their challenges?

The project will combine the collection and analysis of administrative and survey data to discover the potential variability in returns based on advantage, institution attended, and fields of study. The research will produce two policy reports—one on education outcomes and one on pathways to employment. The project will also compose one-pagers and infographics targeted to specific audiences. Throughout the project, there will be engagement with the advisory group, which consists of members of the local business and higher education communities. These groups provide feedback on the direction of the research and interpretation of the findings.

Project Page: <https://www.norc.org/Research/Projects/Pages/understanding-the-college-to-career-transition-in-chicago.aspx>

Data Documentation: Email NORC-DREI-Research-Collaborative@norc.org for the codebook

National Longitudinal Survey of Youth 1979

The National Longitudinal Survey of Youth (NLSY), sponsored and funded by the U.S. Bureau of Labor Statistics (BLS) of the U.S. Department of Labor, is the youth-focused component of the National Longitudinal Survey (NLS) Program—a set of surveys used to gather information on the labor market experiences of American men and women. The NLSs are conducted jointly by the Ohio State University Center for Human Resource Research (CHRR) and NORC.

The U.S. Department of Labor began the NLS in the mid-1960s with surveys of four separate groups: older men, mature women, young men, and young women. Research based on the data from these four cohorts serves as a basis for the accumulated knowledge on which social and economic policy is formulated. These surveys provide much of what we know about the return on investments in schooling, career progression, job turnover, hours of work, and wages of the U.S. labor force. Government agencies and academic institutions regularly use the data and findings of these longitudinal surveys in their recommendations to—and testimony before—Congress.

The NLSY79 is a nationally representative sample of 12,686 young men and women who were ages 14-22 when they were first surveyed in 1979. Removal of the oversamples of poor whites and military reduced the sample to about 9,600. These individuals are in their 40s and 50s. Since their first interview, respondents have transitioned from school to work and from their parents' homes to becoming parents and homeowners themselves. Data collected yearly from 1979 to 1994, and biennially from 1996 to the present, chronicle these changes and provide researchers an opportunity to study in great detail the experiences of a large group of adults who can be considered representative of American men and women born in the late 1950s and early 1960s and living in the United States in 1979. One of the record-setting elements of the study is that nearly 80 percent of the living respondents participate each year of the survey. Few longitudinal studies have maintained the cooperation of the panel in such representative numbers without using sample replacement.

Project Page: <https://www.norc.org/Research/Projects/Pages/national-longitudinal-survey-of-youth-1979.aspx>

Data Documentation: <https://www.nlsinfo.org/content/cohorts/nlsy79/using-and-understanding-the-data/nlsy79-documentation>

National Longitudinal Survey of Youth 1997

The National Longitudinal Survey of Youth (NLSY), sponsored and funded by the U.S. Bureau of Labor Statistics (BLS) of the U.S. Department of Labor, is the youth-focused component of the National Longitudinal Survey (NLS) Program—a set of surveys used to gather information on the labor market experiences of American men and women. The National Longitudinal Surveys are conducted jointly by the NORC and Ohio State University Center for Human Resource Research (CHRR). The U.S. Department of Labor began the National Longitudinal Survey Program (NLS) in the mid-1960s with surveys of four separate groups: older men, mature women, young men, and young women. Research based on the data from these four cohorts serves as a basis for the accumulated knowledge on which social and economic policy is formulated. These surveys provide much of what we know about the return on investments in schooling, career progression, job turnover, hours of work, and wages of the U.S. labor force. Government agencies and academic institutions regularly use the data and findings of these longitudinal surveys in their recommendations to—and testimony before—Congress.

The NLSY97 is a nationally representative sample of 8,984 young men and women born 1980-1984 and living in the United States in 1997. Sample members were ages 12-17 when they were first surveyed in 1997. As of 2020, sample members are age 36-40 years old. Since their first interview, respondents have transitioned from school to work and from their parents' homes to becoming parents and homeowners themselves. Data were collected yearly from 1997 to 2011 and biennially from 2013 to the present, with approximately 79.4 percent of original living sample members participating in the most recent, 19th round of interviews in 2019.

The NLSY97 includes a variety of supplemental data collections that are publicly available. Supplemental data include a parent survey and an administration of the Armed Services Vocational Aptitude Battery (ASVAB) during the first round in 1997; high school transcript data collected in 1996 and 2000; and college transcript data collected in 2012. In addition, two surveys of local high schools were conducted in areas where NLSY97 respondents reside. These data are available under restricted use arrangements.

Project Page: <https://www.norc.org/Research/Projects/Pages/national-longitudinal-survey-of-youth-1997.aspx>

Data Documentation: <https://nlsinfo.org/content/cohorts/nlsy97>

National Survey on Teen Relationships and Intimate Violence NORC is conducting the National Survey on Teen Relationships and Intimate Violence (STRiV), the first comprehensive survey of teen dating violence in the United States. This study, sponsored by the National Institute of Justice, aims to understand how widespread dating violence (TDV) and adolescent relationship aggression (ARA) are among adolescents and teenagers in the United States. With this information, researchers and practitioners will be able to design and implement effective programs to prevent dating violence. Unfortunately, current estimates of dating violence are incomplete and sometimes contradictory. This survey, which is conducted with a random sample of U.S. households, provides representative estimates of the prevalence of dating violence.

Project Page: <https://www.norc.org/Research/Projects/Pages/survey-on-teen-relationships-and-intimate-violence.aspx>

Data Documentation: <https://www.icpsr.umich.edu/web/ICPSR/studies/36499/datadocumentation>

Longitudinal Follow-up in the National Survey for Teen Relationships and Violence (Follow-up STRiV2)

NORC is conducting the first nationally representative study focused on teen relationships and dating violence in the United States. This study, sponsored by the National Institute of Justice, has enrolled over 2,000 youth ages 10-18 at baseline and a parent or other adult caregiver for each youth to participate in six annual waves of surveys. The goal is to understand how widespread dating violence (TDV) and adolescent relationship aggression (ARA) are among youth and young adults in the United States and how those rates change for this cohort as they age into young adulthood. Our research is designed to understand related behaviors, such as substance use and sexual harassment, as well as both positive and difficult dating relationship dynamics. This information will help researchers and practitioners design and implement effective programs to prevent dating violence. Unfortunately, current estimates of dating violence are incomplete and sometimes contradictory. This survey, which is conducted with a random sample of U.S. households, provides representative estimates of the prevalence of dating violence.

Project Page: <https://www.norc.org/Research/Projects/Pages/survey-on-teen-relationships-and-intimate-violence.aspx>

Data Documentation: <https://www.icpsr.umich.edu/web/NACJD/studies/36499/datadocumentation>

Activity Space, Social Interaction and Health Trajectories in Later Life

The National Institute on Aging at the National Institutes of Health has awarded NORC a five-year grant to study the activity spaces of elderly Chicagoans using a range of innovative methods over three waves of data collection. The project is being led by Kathleen Cagney, NORC Senior Fellow and Professor of Sociology at the University of Chicago, in collaboration with Erin York Cornwell at Cornell University and Chris Browning at Ohio State University. The project aims to describe the social and spatial environments in which older adults spend their time and explore the extent to which these activity spaces affect, and are affected by, pre-clinical changes in health.

Project Page: <https://www.norc.org/Research/Projects/Pages/chicago-health-and-activity-in-real%E2%80%90time.aspx>

Data Documentation: Email NORC-DREI-Research-Collaborative@norc.org for the codebook

General Social Survey

Since 1972, the General Social Survey (GSS) has been monitoring societal change and studying the growing complexity of American society. The GSS is NORC's longest-running project and one of its most influential. The GSS gathers data on contemporary American society to (1) monitor and explain trends and constants in attitudes, behaviors, and attributes; (2) examine the structure and functioning of society in general as well as the roles played by relevant subgroups; (3) place American society in comparative perspective and develop cross-national models of human society; and (4) make high-quality data easily accessible to scholars, students, policymakers, and others with minimal cost and waiting. GSS topics include national spending priorities, marijuana use, crime, intergroup relations, social and economic life, lifestyle, civil liberties, subjective well-being, and confidence in institutions. Since 1988, the GSS has also collected data on sexual behavior, including number of sex partners, frequency of intercourse, and extramarital relationships.

Project Page: <https://www.norc.org/Research/Projects/Pages/general-social-survey.aspx>

Data Documentation: <http://gss.norc.org/Get-Documentation>

Appendix B. Application Formatting Requirements

All applications must include the following sections and conform to the space allocations listed below.

Section	Max. number of sentences	Estimated number of words
Research Statement		
Brief project description	4 sentences	80 words
Research questions	3 questions	N/A
Analysis plan	2 sentences/research question	40 words/research question
Personal Statement		
Research interests	4 sentences	80 words
Professional goals	4 sentences	80 words
Professional experience	6 sentences	120 words
Resume/CV	3 pages	N/A
Letter of recommendation	N/A	N/A

Submit the research statement, personal statement, resume or CV, and recommendation letter as a single PDF attachment to NORC-DREI-Research-Collaborative@norc.org with “NORC Research Scholars 2021” in the subject line.

We recommend the following when formatting your research and personal statements:

- 12-point Times New Roman or 11-point Arial
- Double spacing
- The style guide commonly used in your field for references and in-text citations (e.g., APA)
- The style guide commonly used in your field for headings and subheadings (e.g., APA)

Appendix C. Application Scoring Criteria

NORC staff will use the following to score all applications.

	Points
Alignment of the proposed research questions to pressing diversity, disparities, equity, and inclusion issues	25
Feasibility and coherence of proposed analyses	25
Diversity, disparities, equity, and inclusion research or experience	15
Professional development goals and how the program is expected to advance those goals	15
Overall writing quality and organization of the application	10
Recommender’s assessment of the applicant’s relevant research background, interests and experiences, pursuits, and accomplishments thus far, and professional development goals	10
Total	100