Attachment 7: NRMN Logic Model

Independent Variables

Individual

Faculty or student stage Race/Ethnicity, Gender Research experience Mentoring experience

Institutional

Public/Private
Student/Faculty ratio
Diversity/ MSI
Mission/ research focus
BUILD grantee
NRMN partner

Key: (NRMN-PI approved; Consortium approved hallmarks; RFA listed)

V 7.25.15 (from 7.23)

Activities

[note: UsP = Under-served Persons]

UsP mentees recruited (x;x;rfa15); receive mentee training on-line, other

Student

Postdocs

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Faculty

Institutional

Students, post-docs & Jr faculty are mentored & receive professional training

- Develop & provide mentor standards & training (1.b.i; x; rfa13-14)
- -Trained mentors provide workshops (1.b.iv; x; x)
- -Establish on-line mentoring & career development community (1.a.ii;x;x)
- -- Develop & provide coaching workshops & coach training for grant writing & career development (2.b.ii;fac4;x)
 - -- Pilot grants

Build infrastructure to provide mentoring & career development @ institutions & societies (3.a;x;x)

BUILD-NRMN collaborations (x;ins14;x)

Leadership training

Outputs

Better science networks (x;SN1,6;x)

Psychosocial outcomes (x;psyl1,6;x)

Improved grant, career & other knowledge & skills (2.a.3;x;rfa5)

Higher satisfaction with mentoring (x;psySN4;rfa11)

Increased # & quality of culturally responsive mentors & certified mentors practicing (2b;fac16;rfa10,13,15)

Increased number & quality of faculty with coaching skills (2b;fac4;x)

Higher satisfaction with mentoring (x;fac1;rfa11)

Quality mentoring & diversity efforts valued by university (e.g. promotion)

Collaboration among NRMN cores

Increased institutional commitments to UsP training & success

Outcomes

[note: UsP = Underserved Persons]

Increased scientific productivity – publications, grant proposals, funding (2;ind5;6;8; fac8; rfa8,9,16)

Progress in biomedical careers (2;ind3;rfa1-4,6,7)

Obtains further training on funding & skills for biomed success (x;x;rfa12)

Increased # of UsP students and junior faculty mentored & coached in culturally responsive ways (1.a.ii,2a;fac15;x)

Enhanced diversity of NIH grant & fellowship applicant & recipient pools (x;x;rfa16)

Potential for sustainability (x;x;RFA17)

Supportive culture & practices for UsP research

NOTE: Items in this color box answered primarily via case studies