

Attachment 4: Hallmarks of Success

INDIVIDUAL	
IND-B1	Psychosocial Variables (Including Perceptions of Culture and Environment, Identity, Attitudes, Aspirations)
IND-B2	Pursuit of Biomedical Science Undergraduate degree
IND-B3	Retention and Persistence in Biomedical Science Discipline
IND-B4	Participation in Undergraduate/Summer Biomedical Research Training in Labs or Similar Research Environment
IND-B5	Poster or Paper Presentation at Scientific Conferences
IND-B6	Submitted Applications & Receipt of Awards including Research Fellowships and Scholarships
IND-B7	Evidence of Biomedical Research Career Preparedness (grades, GRE, std. exams)
IND-B8	Authorship/Co-Authorship of Peer-Reviewed Publication(s)
IND-B9	Completion of Undergraduate Degree in Biomedical Science Discipline
IND-B10	Application & Acceptance to Attend Graduate Program in Biomedical Science Discipline
IND-B11	Entrance to Graduate Program in Biomedical Science Discipline

INSTITUTIONAL

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INST-B1	Improved Undergraduate Retention Rates of Students in Programs Relevant to BUILD (biomedical/ behavioral sciences)
INST-B2	Increased Participation in Mentoring Activities (Students and Faculty) in Programs Relevant to BUILD.
INST-B3	Increase in Number of underrepresented Students Retained in BUILD Biomedical Research-Related Programs
INST-B12	Increase in Number of Student Research Training Opportunities for students and faculty in Programs Relevant to BUILD
INST-B13	Increase in Number of underrepresented Students Enrolled in BUILD Biomedical Research-Related Programs
INST-B14	Increase, enhance, and/or develop Inter-Institutional Collaborations to achieve BUILD outcomes related to research, mentorship, and faculty development (e.g., linkages with Community Colleges or other partner institutions, collaborations and postdocs at Research-Intensive partner institutions, engagement with NRMN)
INST-B17	Institutional commitment to BUILD sustainability evidenced by site maintenance of key elements of program interventions after grant period**
INST-B18	Increased institutional commitment to sustaining activities of BUILD (i.e. research infrastructure, FTE, scholarships, space), changing the academic culture, culture of faculty promotion, tenure, research development (release time), stronger emphasis on student mentoring and advising to increase institutional outcomes, curriculum improvements**
INST-B19	Increase enrollment and participation of underrepresented Students in biomedical research fields
INST-B20	Increase in participation of faculty in mentorship activities - defined as: Increase in number of faculty seeking and participating in mentor training

FACULTY/MENTOR

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FAC-B1	Change/Increase in self-efficacy as instructor, mentor and/or researcher
FAC-B4	Increase in Participation in Professional Development Activities for faculty in Programs Relevant to BUILD
FAC-B8	Increased Research Productivity in Grant Submissions and Awards as PI, multi-PI and/or collaborator for faculty in Programs Relevant to BUILD
FAC-B9	Change/Increase in BUILD, NRMN-associated faculty's scholarly productivity as reflected in publications in peer-reviewed journals and presentations at national and/or international scientific conferences
FAC-B12	Increase in Faculty Participation in Mentorship Activities in Programs Relevant to BUILD (may include structured activities to train the next gen of biomedical scientists) **
FAC-B15	Increase in the number of trainees mentored in Programs Relevant to BUILD
FAC-B16	Increased quality of mentoring (Student and mentor perceptions)

	PSYCHOSOCIAL LEVEL
PSY-I1	Science Identity/Researcher Identity
PSY-I4	Intent to pursue career in Biomedical Research
PSY-I6	Academic and scientific self-efficacy
PSY-SN1	Participation in academic and professional student organizations
PSY-SN4	Satisfaction with faculty mentorship
PSY-SN6	Social integration/Perceived fit with university setting