

Attachment 11:
NRMN Logic Model
Phase I

National Research Mentoring Network (NRMN) Simplified Logic Model, Key Outcomes, Most Important Outcomes, and Evaluation/Research Questions Being Addressed Phase I



Mission: To promote and provide mentoring to diversify the biomedical workforce

Overarching Goal: To significantly contribute to national efforts of increasing the size, quality, diversity, and research productivity of the biomedical workforce trained to improve human health

Program Components, Goals, & Outputs		Key Outcomes and Impacts	Research and Evaluation Questions NRMN Will Address
Key Program Outputs	Phase I Participants (estimated)	Key Outcomes *Most Important Outcome (MIO)	**Requires coordinated NRMN and CEC data
MATCHING/ LINKING			
# participants registered on NRMNet.net	5,597	A national network for diverse mentors and mentees who connect virtually and face-to-face*	<ul style="list-style-type: none"> Do mentees who register for NRMNet and access additional mentors through the NRMN Network self-report increased self-efficacy in their ability to succeed in a biomedical career and go on to persist in biomedical science? ** Do mentees who engage in the NRMN Virtual Guided Mentorship Program or My NRMN activities (e.g. individual networks, groups functions) self-report increased access to mentors and an expanded mentoring network? **
# mentees and mentors engaged in relationships initiated or supported in any way across all NRMN programs	7,500	<ul style="list-style-type: none"> Greater career persistence in biomedical sciences among under-represented groups. 	
# mentors and mentees actively networking in MyNRMN	1,000	<ul style="list-style-type: none"> Greater self-efficacy in ability to succeed in biomedical careers. 	
# mentors and mentees matched through a Virtual Guided Mentorship Program	316		
TRAINING			
# early career faculty trained in grant writing	400	<p>Evidence-based intensive grantsmanship coaching for early career faculty*</p> <p>Evidence-based training for mentors and mentees across career stages and disciplines*</p>	<ul style="list-style-type: none"> Do early career faculty who engage in intensive grantsmanship coaching self-report increased skills, knowledge, and self-efficacy in grant writing and subsequently submit and receive more grants (compared to the rates in the Ginther report)? (**after 18 months) Do mentors who engage in training through NRMN (and in some cases certified) self-report increased knowledge, skills and self-efficacy in their ability to maximize their mentoring relationships in a culturally responsive manner? Do these increases correlate with dosage, mode and topics of training?
# mentors trained	2,700	<ul style="list-style-type: none"> Increased skills, knowledge and self-efficacy (confidence) in grant writing 	
# individuals certified as NRMN or NRMN Master mentors	200	<ul style="list-style-type: none"> Increased skills, knowledge and self-efficacy (confidence) in creating and 	

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# mentees trained	700	<p>maintaining effectiveness of mentoring relationships.</p> <ul style="list-style-type: none"> • Greater advocacy for mentorship • Increased commitment to cultural awareness in promoting diversity in biomedical research. 	<ul style="list-style-type: none"> • Do mentees who engage in training through NRMN self-report increased knowledge, skills and self-efficacy in their ability to maximize their mentoring relationships? • Do mentees rate their relationships with NRMN trained mentors as more effective than mentees working with mentors not NRMN trained mentors?***
REFERRING			
# organizations and institutions actively partnering with NRMN	40	Resources for mentors and mentees across career stages and disciplines*	<ul style="list-style-type: none"> • Do mentees who register on NRMNet and access additional resources through the NRMN Network of organizations and partnering institutions self-report increased self-efficacy in their ability to succeed in a biomedical career and persist in biomedical science?*** • Do mentors and institutional officials who engage in training through NRMN self-report increased efficacy in navigating and referring scholars to mentoring resources on NRMNet?***
# unique resources made widely available on the NRMNet	45	<ul style="list-style-type: none"> • Increased pool of high quality, audience-valued, targeted resources available to diverse individuals across career stages pursuing biomedical careers* 	
# of access hits across resources on NRMNet	3,300 page views per week		
PROMOTING			
# faculty trained as grant writing coaches	100	<p>A national organization with a core infrastructure advancing the science of mentoring for research career persistence. *</p> <ul style="list-style-type: none"> • Influence on institutional climate and structural barriers to creating an environment supporting diverse populations in the biomedical career pipeline • Recognition of the value of mentoring for diverse workforce at all career stages at colleges/universities. • Commitment by institutions nationwide to promote diversity in biomedical sciences 	<ul style="list-style-type: none"> • Do grantsmanship coaches report increased knowledge, skills and self-efficacy in teaching others to be more effective grant writers? Do these coaches expand the impact of NRMN through implementation of their skills within their own institutions/ organizations and beyond? • Do mentor/mentee training facilitators report increased knowledge, skills and self-efficacy in teaching others to be more effective mentors/mentees? Do these facilitators expand the impact of NRMN through implementation of their skills within their own institutions/ organizations and beyond? Does effectiveness of their training and extent of their impact correlate with level/ type of facilitator training, critical mass of facilitators in their institution/ organization and perceived institutional/ organizational barriers? • Do institutional change agents (e.g. AAMP Pioneers, Mentoring Academy participants, master facilitators) engage in activities, which increase the attention to/ support for mentoring program at their institution/ organization?
# facilitators trained to implement mentor and mentee training	500		
# leaders, institutional change agents and Master Facilitators	100		