NRMN is a nationwide consortium of biomedical professionals and institutions collaborating to provide all trainees across the biomedical, behavioral, clinical and social sciences with evidence-based mentorship and professional development programming that emphasizes the benefits and challenges of diversity, inclusivity and culture within mentoring relationships, and more broadly the research workforce.
What does NRMN offer its members?

• **Virtual mentorship** in your field that directly addresses diversity, inclusivity and culture.

• **Virtual and in-person training programs** such as mentorship training for mentors and mentees, training workshops for mentorship program facilitators, and career coaching.

• **Grantwriting coaching** to develop a competitive grant proposal for a research project and/or research career development award in any biomedical or bio-behavioral discipline.

• **Professional and career development webinars, videos, news and links.**

• Information about **nationwide diversity efforts** and **grant funding opportunities**.

• Opportunities to establish a **network of professional support**.
Additional Opportunities for Mentors

• Get certified or participate in training opportunities that leads to a “NRMN Master Mentor” Certification.

• Apply to become an NRMN “Coach-in-Training” for one of the network’s four intensive coaching programs for grant proposal writing and professional development.

  • This opportunity is for more senior researchers who are committed to the career advancement of investigators from diverse backgrounds and desire to implement NRMN coaching models in the near future.
<table>
<thead>
<tr>
<th>NRMN Program Offerings</th>
<th>Undergraduate</th>
<th>Graduate</th>
<th>Postdoc</th>
<th>Junior Faculty</th>
<th>Senior Faculty</th>
<th>Non-Faculty Researcher</th>
<th>Administrator</th>
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<tr>
<td>Virtual Mentoring</td>
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<td>Near Peer Mentoring</td>
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<td>Shark Tank</td>
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<td>Facilitator Training (train-the-trainer)</td>
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<td>Career Coaching</td>
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<td>Career Development Webinars</td>
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★ Program Under Development
★ Program Available
NRMNet.net

Create a profile to take full advantage of:

- **Online mentoring courses.**
- **Resources for every stage of your career developments** Events Calendar listing scholarships, conferences, etc.
- **Videos, news, and links** for professional and career development as well as nationwide diversity efforts.
- **Information about fellowship and grant opportunities.**
Virtual Mentoring

Hosted by our partner MentorNet
Virtual Mentoring

Competencies Gained:

- Work closely with another person who has successfully navigated, or is currently navigating a similar career path
- Critical conversations designed to enhance the success of diverse scholars
- Opportunity to share struggles and challenges
- Active network building among scientists across the U.S.

Length: Participants typically meet for 20 - 30 minutes per week for four months. Mentees may invite their mentor to begin a new mentorship cycle, with new discussion topics, or they may request to be matched with a new mentor.

Participants: Postdocs, junior faculty, senior faculty, non-faculty researcher, administrators may serve as mentors: undergraduate, graduate, postdocs may serve as mentees

Connect via platform chat interface, video chat, phone calls, online chat, text messages, e-mail exchange
Mentoring Discussion Prompts

- **Guided interactions** between mentor and mentee are facilitated via prompts

- Discussion prompts are tailored to education levels
  - Undergraduate prompts are weekly;
  - Graduate/postdoc/junior faculty prompts are bi-weekly
Research Mentor Training

Variable length workshops for the mentors of researchers across career stages and disciplines.

Sample themes/ competencies:
- Aligning Expectations
- Promoting Professional Development
- Maintaining Effective Communication
- Addressing Equity and Inclusion
- Assessing Understanding
- Fostering Independence
- Cultivating Ethical Behavior

Length: 1-8 hours
Participants: Mentors of undergrads, grads, postdocs, and junior faculty in STEMM
Maximum number of participants: 8-12 for full 8-hour training; unlimited for shorter workshops
Research Mentee Training
Variable length workshops for mentees across career stages and disciplines.

Sample themes or competencies:
• Aligning Expectations
• Promoting Professional Development
• Maintaining Effective Communication
• Addressing Equity and Inclusion
• Assessing Understanding
• Fostering Independence
• Cultivating Ethical Behavior

Length: 1-8 hours
Participants: Mentees across career stages in STEMM (undergrads, grads, postdocs and junior faculty)
Maximum number of participants: 8-12 for full 8-hour training; unlimited for shorter workshops
Shark Tank

Grantwriting activity that provides intensive review and coaching for early-career health disparities investigators.

**Competencies gained:**
- Stronger proposal writing skills
- Insights about NIH study sections from experienced senior faculty
- Better understanding of NIH Summary Sheets and Scoring

**Length:** 2-day in-person meeting; 8-12 hours of virtual follow up

**Participants:** Mentees across career stages in STEMM (grads, postdocs and junior faculty)

**Maximum number of participants:** 20
Facilitator Training

Train-the-trainer workshops to gain knowledge, skills, confidence, and resources needed to implement mentor or mentee training.

By the end of the workshop, participants will:
- Become familiar with the research mentor and mentee training curricula
- Be able to describe evidence supporting the effectiveness of mentor and mentee training
- Be able to describe the resources available to implement mentor and mentee training
- Develop the knowledge to implement mentor and mentee training
- Be able to articulate practical plans for implementing mentor and mentee training at home institution

Length: 8 hours (1 day) or 12 hours (1.5 days)
Participants: Faculty, researchers, staff, and administrators
Maximum number of participants: 40
Mentoring Academy

Institutional planning workshops assess and build capacity for institutional mentoring programs.

By the end of the workshop, participants will:

• Be able to establish an organizational framework for enhancing career development in multidisciplinary biomedical research
• Be equipped with tools to institute a robust research infrastructure and vibrant developmental environment that fosters innovative, multidisciplinary biomedical research
• Know strategies to leverage existing institutional mentorship and training programs

Length: 8 hours (1 day) or 12 hours (1.5 days)

Participants: Senior faculty and administrators

Maximum number of participants: 20
Grantwriting: GUMSHOE

GUMSHOE is a professional development-training program that is committed to increasing the number of people from diverse backgrounds successfully obtaining NIH grants. The expected outcome is a NIH grant to be submitted at or soon after the conclusion of the program cycle.

**Competencies gained:**
- Improved grantwriting skills through tailored feedback to each mentee’s grant application
- Insights about NIH study sections from experienced senior faculty, NIH Grant Program Officers, and NRMN faculty

**Length:** 6 months
**Participants:** Postdocs, junior and senior faculty
**Maximum number of participants:** 25
Grantwriting: NRMN-P3

The NRMN Proposal Preparation Program (NRMN-P3) is an intensive grantwriting training program that delivers grant writing and submission coaching to scientists from all backgrounds, with the ultimate goal of increasing the number of individuals from currently underrepresented backgrounds successfully obtaining NIH grants.

Some competencies gained:
• Nuanced understanding of the factors reviewers consider and employ
• Skills in writing for reviewers with a range of experience in a project’s scientific area
• Understanding of the type and level of detail expected by reviewers for different proposal sections and study designs
• Ability to apply document design principles to enhance reader comprehension
• Insights on the NIH review process, study sections and interactions with program officers/other NIH staff.

Length: 5 to 6 months
Participants: Postdocs, junior and senior faculty
Maximum number of participants: 11
Grantwriting: NU

Grantwriting Coaching Groups for Postdocs and Junior Faculty Actively Writing NIH-style Proposals is a grantwriting training program that aims to increase the number of people from diverse backgrounds successfully obtaining NIH grants. It is based on a model from Northwestern University (NU).

**Some competencies gained:**
- Writing approaches from the perspective of rhetorical patterns
- A deconstructed view of how to approach writing for multiple levels and types of reviewers at the same time
- For individuals writing Career Development Awards (such as F32, K99/R00, K01, K08, K23, etc.) insights and skills for constructing and writing the other parts of the proposal such as descriptions of prior research, career development plans and mentoring teams

**Length:** 2 to 4 months  
**Participants:** Postdocs, junior and senior faculty  
**Maximum number of participants:** 20
Grantwriting: NRMN STAR

NRMN STAR is a professional development-training program that is committed to increasing the number of people from diverse backgrounds successfully obtaining NIH grants.

Sample themes or competencies:
• Improved grant- and scientific writing skills
• Mentor-guided project and grant development
• Mock grant review process
• Literature searches and reference databases
• Technology implementation
• Managing the promotion and tenure process

Length: 2 to 4 months
Participants: Postdocs, junior and senior faculty
Maximum number of participants: 20
Professional and Career Development Webinar topics include:

- Culturally Responsible Mentoring
- Gaining Experiences in the Lab (Summer Opportunities)
- NIH Health Career Paths
- Applying to Graduate School Series
  - The Process
  - The Personal Statement
  - Financing Graduate School
  - The Interview
- Many others!
Near-Peer Mentoring

- **Opportunities** to mentor each other on your paths to becoming independent scientists.
- Gain **professional development experience**, share **networking** contracts and/or **support** each others’ career path choices.
- **Potential spaces** include: listserv or forum, social media, regional hubs and national meetings.
Let’s Connect!

Join our social networks and stay up to date with the latest NRMN news!

Search for National Research Mentoring Network

Search for our handle: @nrmnet

Search for National Research Mentoring Network

Search for National Research Mentoring Network

And on the web at nrmnet.net
Questions?

Contact mnc@nrmnet.net for more information!