NIH-Minority Biomedical Research Support (MBRS) Program at Rutgers Newark
Our specific type of MBRS Program is
"Initiative for Maximizing Student Development" (IMSD)

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NARRATIVE
Our NIH-MBRS-IMSD Program aims to increase the number of pre-doctoral trainees traditionally underrepresented in the diverse fields of Biology, Chemistry, Neuroscience and Psychology. The program will foster promising careers of trainees on a trajectory to enter the behavioral/biomedical research workforce, by providing them with the training resources and mentoring support to assist them in earning a PhD, competing for fellowships and proceeding to a postdoctoral research position.

ABSTRACT
The **mission** of our NIH-MBRS-IMSD Program is to increase the number of PhDs underrepresented in the diverse fields of Biology, Chemistry, Neuroscience and Psychology who will proceed to postdoctoral research fellowships/positions, on a trajectory to enter the biomedical/behavioral research workforce. To accomplish this goal, our main program **objectives** are: 1) to foster in each trainee: self-efficacy in their chosen specialty, self-identification as a research scientist, and the confidence that they are integral, contributing members of their scientific community; 2) to develop our trainees' technical and professional skills required to conduct research in an ethically responsible and rigorous manner; 3) to develop our trainees' didactic, research, mentoring, and career development skills; 4) to promote our trainees' timely fulfillment of the institutional requirements for the Ph.D.; 5) to foster and facilitate each trainee's appointment to a postdoctoral position in preparation for entering the biomedical/behavioral research workforce in their specialty. The recent track record of our NIH-MBRS-IMSD Program is 24 PhDs in the last 3 grant cycles and 5 more expected this year.

TRACK RECORD
According to a recent report by *collegefactual.com*, "Rutgers University-Newark is among the **highest performing schools nationwide in graduating students**". That report was based on the data for 6-year average graduation rate, which was 49% nationwide, versus 65% for Rutgers-Newark. By contrast with even this good record, our NIH-MBRS-IMSD Program since its inception has a far superior track record, having graduated 97% (123 out of the 127 who were our program participants). Of those alumni, 20 subsequently were awarded the PhD and 29 the MD. (An additional 11 are currently in doctoral programs). Among the graduate students, 39 of the 47 (82.9%) doctoral students supported on our Program earned the PhD, two of whom are PhD/MDs. (Six left the University for family health/financial reasons; only 2 did not pass the qualifying exam). Thus, the total numbers generated by the students supported by our NIH-MBRS-IMSD Program are: PhDs: 39 + 20 = 59, and MDs: = 29 so the total number of doctorates is 88 (i.e., 39.6% of 222 students who we have been able to

track, out of a total of 236 supported by our NIH-MBRS-IMSD Program since its inception). We expect that within the next 4 years, 17 more PhDs will be earned by our current NIH-MBRS-IMSD Program-supported PhD students and 7 PhDs and 4 MDs of our undergraduate alumni, which would bring the total doctorates to 88 + 28 = 116 of the 222 who we have tracked = 52.2%. We have conscientiously tracked our alumni. However, despite repeated formal requests by the PD (BRK) to the Rutgers University Administration over the years, there is no organized University effort to track the university alumni. Neither the departments nor the Alumni office track their graduates.

Our Program graduates have proceeded to postdoctoral positions at institutions including:

The National Institutes of Health, Harvard University and its Medical School, Yale University and its Medical School, Albert Einstein College of Medicine, Mayo Clinic, and Cambridge University, U.K. Our Program graduates currently have faculty positions at Yale University, City University of New York, University of Puerto Rico Mayaguez, University of Puerto Rico Humacao, Escuela de Medicina San Juan Bautista, Rutgers University, Georgian Court University, New Jersey City University, Essex County Community College. Our graduates are also employed in industry, including Pharma, in editorial positions, and as independent biomedical consultants.