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**Hub:** Medical College of Wisconsin  
**Grant:** KL2  
**Category:** Other – Diversity of Selection & Mentoring Teams  
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**Medical College of Wisconsin**  
**2020 KL2 Narrative: Increase Number of URM Scholars**

- **KL2 goal:** to catalyze the research career development of early-stage clinical/translational investigators  
  - **Specific aim:** to increase the number of under-represented minority (URM) researchers by increasing diversity of the selection/mentoring teams in addition to applicant pool  
- Found that URM candidates tend to conduct more T3-T5 CTS research, while prior selection committees were skewed to steps T0-T2  
- Steps taken:  
  - Restructured the selection committee to include balanced reviewers from T0-T5 on the continuum, assigned two individuals with specific content expertise to each application  
  - Targeted applicant recruitment strategy aimed to attract potential candidates with diverse backgrounds, training, and experience  
- Reached our goal of ensuring that 50% of our scholars are from racial and ethnic minority groups

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The overall goal of the CTSI Mentored Clinical Translational Research Training Program in 2020 was to catalyze the research career development of early-stage clinical/translational investigators, with a specific aim being to increase the number of under-represented minority (URM) researchers by increasing the diversity of the selection and mentoring teams as well as the applicant pool. We found that URM candidates tend to conduct more research in the T3-T5 steps on the continuum of Clinical and Translational Science, while prior selection committees were skewed to steps T0-T2.

We restructured the selection committee to include balanced reviewers from T0-T5 on the continuum and assigned two individuals with specific content expertise to each application. In addition to diversifying our selection committee, our targeted applicant recruitment strategy aimed to attract potential candidates with diverse backgrounds, training, and experience. Our marketing strategy included posting to Infoscope, media boards, and direct communications with our listserv, Department Chairs and interested candidates. By utilizing these strategies, we have been able to reach our goal of ensuring that 50% of our scholars are from racial and ethnic minority groups.