Hub: University of Michigan at Ann Arbor
Grant: TL1
Category: Other – Recruitment
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**Issue Being Addressed:** In prior years, MICHR has recruited applicants for its TL1 program through the University of Michigan Medical School and other campus health professions degree programs. While this process has yielded an adequate number of applicants, it has not resulted in the level of diversity that we strive for in our applicant pool. Beginning in 2019, MICHR developed a multi-dimensional recruitment strategy to increase the number of women and underrepresented persons in science (URPs) applying to our TL1 programs. This strategy has been refined in the past year to include an emphasis on developing long-term partnerships with Historically Black Colleges and Universities (HBCUs) and the University of Puerto Rico in San Juan, developing program champions in translational science disciplines other than Michigan Medicine, and providing increased mentorship and support to trainees from underrepresented groups that are accepted into our programs. As part of this recruitment strategy, MICHR will track the number of program champions as well as track the number of women and URPs offered and accepted into our programs.

**Approach Implemented:** The updated recruitment plan aims to apply a comprehensive approach toward recruitment that includes three specific strategies: 1) seeking out and forming partnerships with HBCUs, 2) developing program champions in translational science disciplines other than Michigan Medicine, and 3) providing support and targeted training through our structured Research Studio curriculum to help support all trainees in our programs.
Outcomes/Measures Used to Determine Success: The following will be used as outcome measures to evaluate the success of this approach:

- MICHR will work to increase number of new contacts or departments added each year that are not part of Michigan Medicine
- MICHR will track the number of program champions developed and the number of partnerships developed with HBCUs and the University of Puerto Rico.
- MICHR will track the number of women and underrepresented persons offered positions and accepted into our programs

Description of Results: The updated recruitment plan aims to develop more translational researchers through individualized training programs and aims to increase the number of women and underrepresented persons in our program. The application scores of the TL1 trainees show that MICHR has enrolled well qualified students. Moving forward, tracking recruitment partnerships and recruitment data for the TL1 programs will help MICHR focus on increasing the enrollment of women and underrepresented persons into our programs.

Lessons Learned: As a result of implementing the Common Metrics Initiative several key lessons have been learned:

- Recruitment is a year-round effort and program metrics need to be reviewed regularly to meet yearly goals. We have made strides and expect year-over-year improvement in our metrics although it will take time for recruitment efforts to translate into increased rates of women and underrepresented persons who graduate and succeed in launching research careers.
- Personal connections are a critical component to develop in a successful recruitment strategy. It is vital to develop a robust overall recruitment strategy and develop relationships with a variety of faculty and student services support staff.
- Creating a supportive environment helps scholars form connections, provides support networks for trainees who are not well-represented in science, and develops faculty role models. Trainees who are successful in our programs will relay that positive experience to others. This will help us develop curriculum and training experiences to meet the needs and challenges of all our program participants and will help improve the quality of our programs.