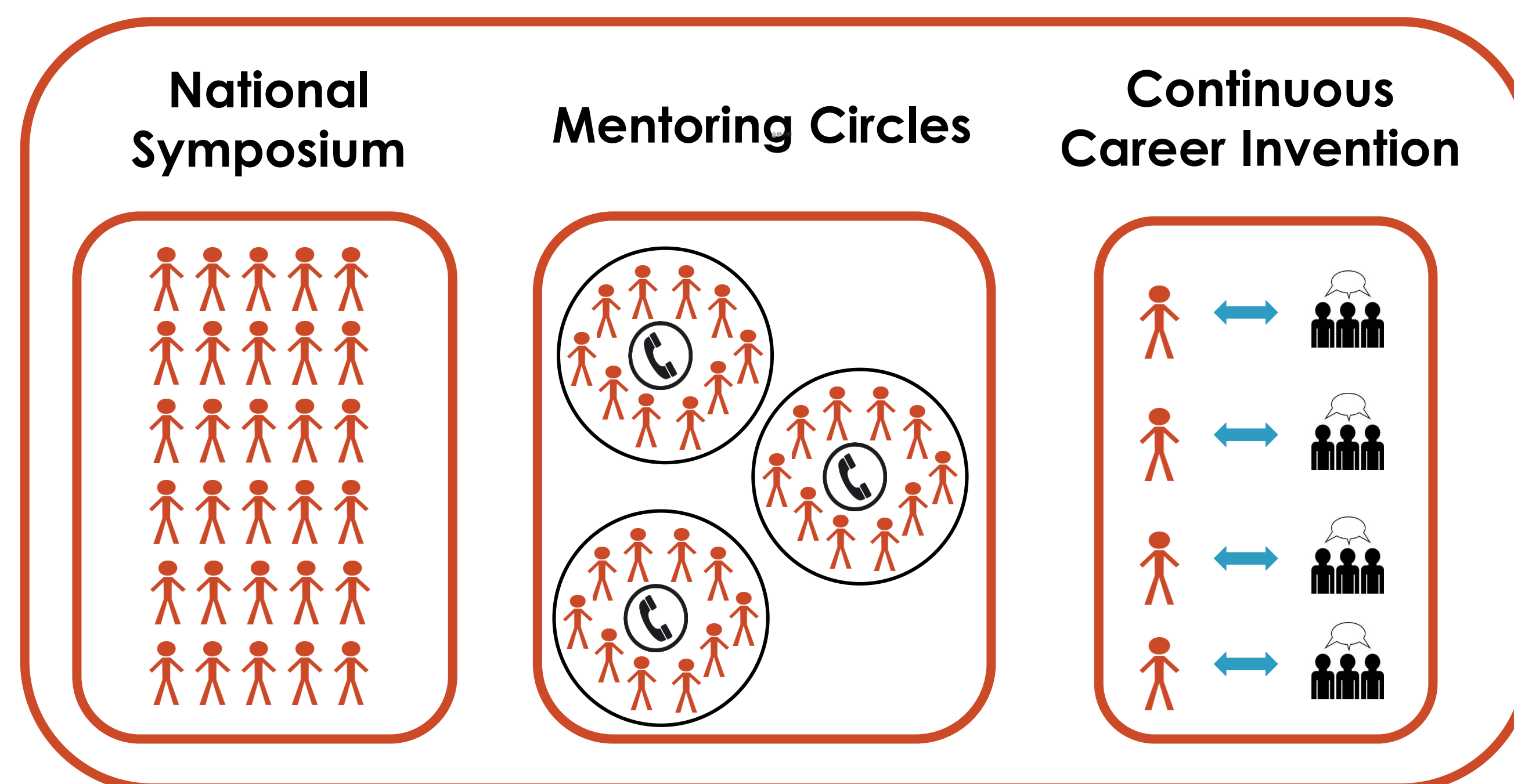


Program Goals

- Provide a unique professional development community designed to increase the career advancement and persistence of early-career neuroscientists from underrepresented groups (URGs).
- Catalyze and support career advancing behaviors and experiences by addressing factors known to impact the persistence and career decisions of neuroscientists from URGs.

Program Model

The BRAINS program includes i) a four-day **Symposium** of interactive panel discussions, skill building workshops, and personal reflection activities; and ii) follow-up peer **Mentoring Circles** to implement skills learned and engage in group problem solving. Some individuals also engage in the personalized **Continuous Career Invention** program.



Unique Program Features

- Targets talented early career (post PhD) neuroscientists at **high risk for leaving** science and academia due to lack of professional support and career self-efficacy, the belief in one's ability to succeed in a specific career.
- Focuses on **community-centric professional development** that addresses **factors known to impact persistence and career decisions** of individuals from URGs in science.
- Provides an array of **ongoing opportunities** for professional development tailored for each person's individual path across years of career progression.

Early Program Impacts

Participation in BRAINS leads to **near-term impacts on career advancing behaviors and experiences**[†]. BRAINS has had two cohorts to date, one starting in January 2013 and another in September 2014. Total participants: N= 56.

Behaviors

BRAINS participants reported successful career progression, research productivity and increased connection with other scientists.

Career Progression[†]

Position	Participants		Non-Selected Applicants	
	time of app.	Dec. 2015	time of app.	Dec. 2015
Tenure-track neuroscience position	14	24	4	11
Neuroscience research position	39	19	32	19
Other position w/in neuroscience	2	3	5	1
Other position in a science field	1	7	0	6
No position in a science field	0	1	1	2

[†] Data from Fall 2015

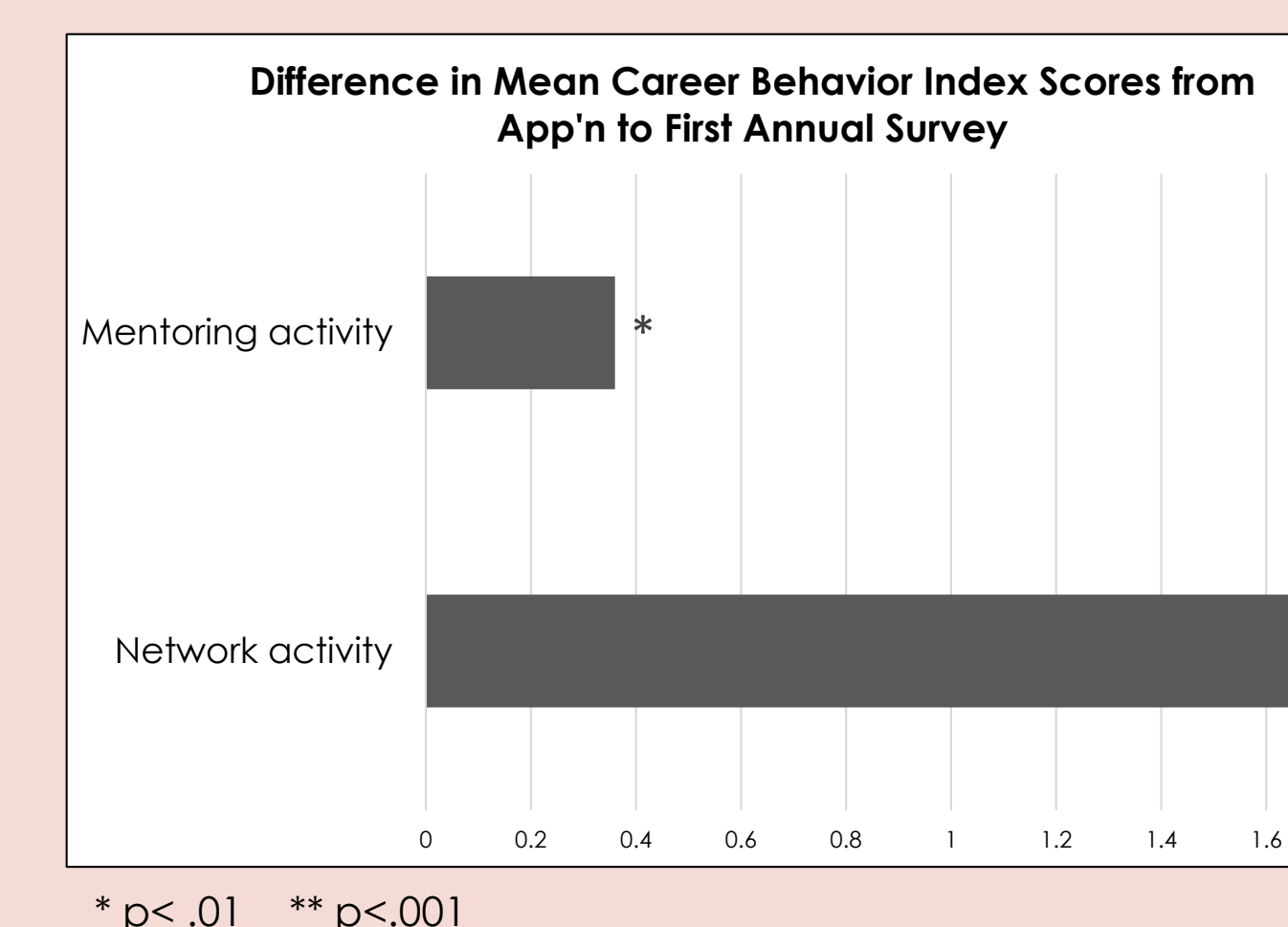
- 42.9% in tenure track positions (vs. 25% at application)
- 55/56 in science careers

Research Productivity[†]

- 28 funded proposals (~\$5M)
- 61 published manuscripts
- 2 promoted to Assoc. Prof.

"Participation in BRAINS has given me the confidence in my abilities and a support system for those times when I'm not feeling as confident."

Connectivity

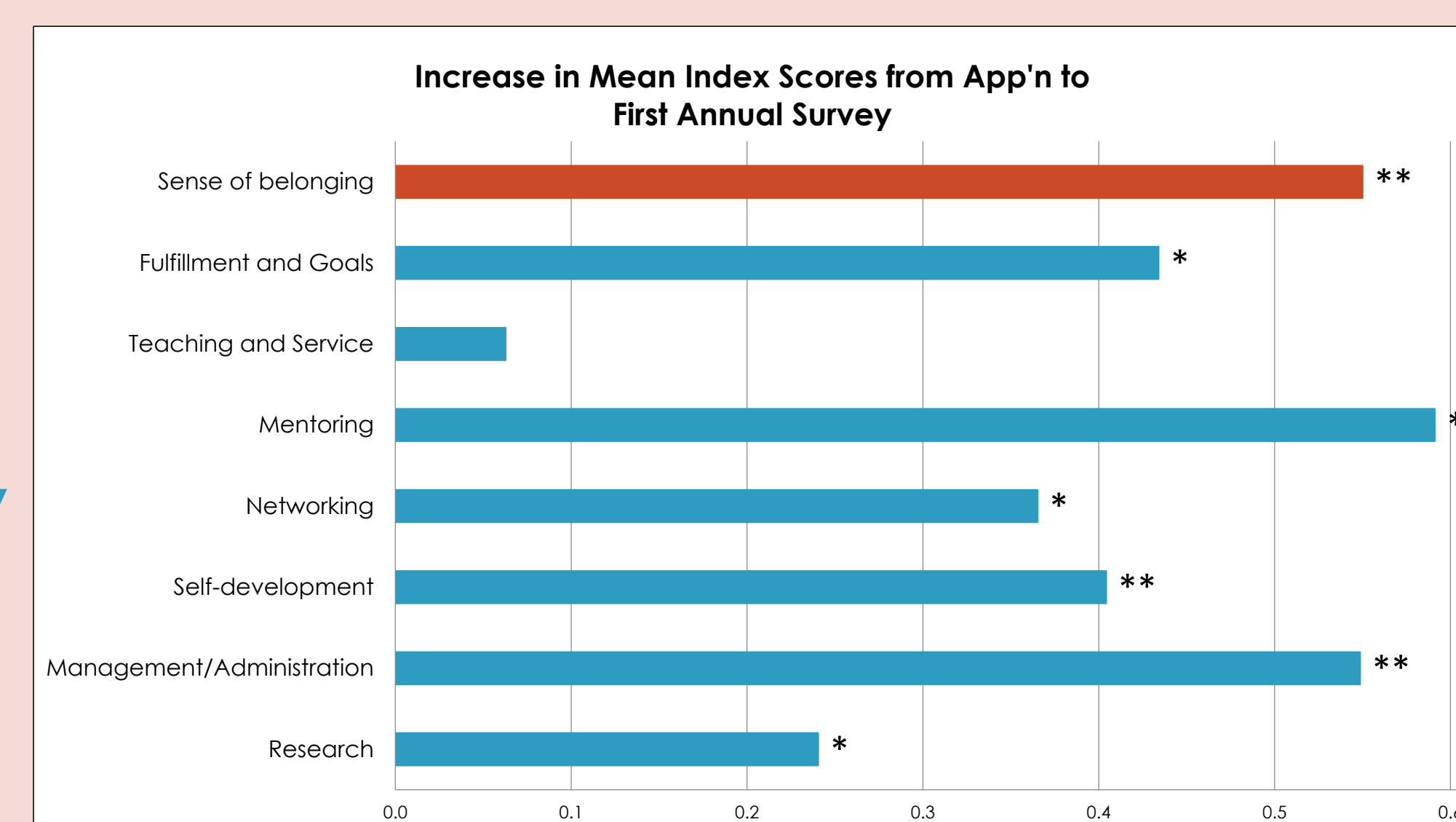


Experiences

BRAINS participants reported an increased sense of belonging to neuroscience and increased self-efficacy.

Enhanced **sense of belonging**

Increased **career self-efficacy**

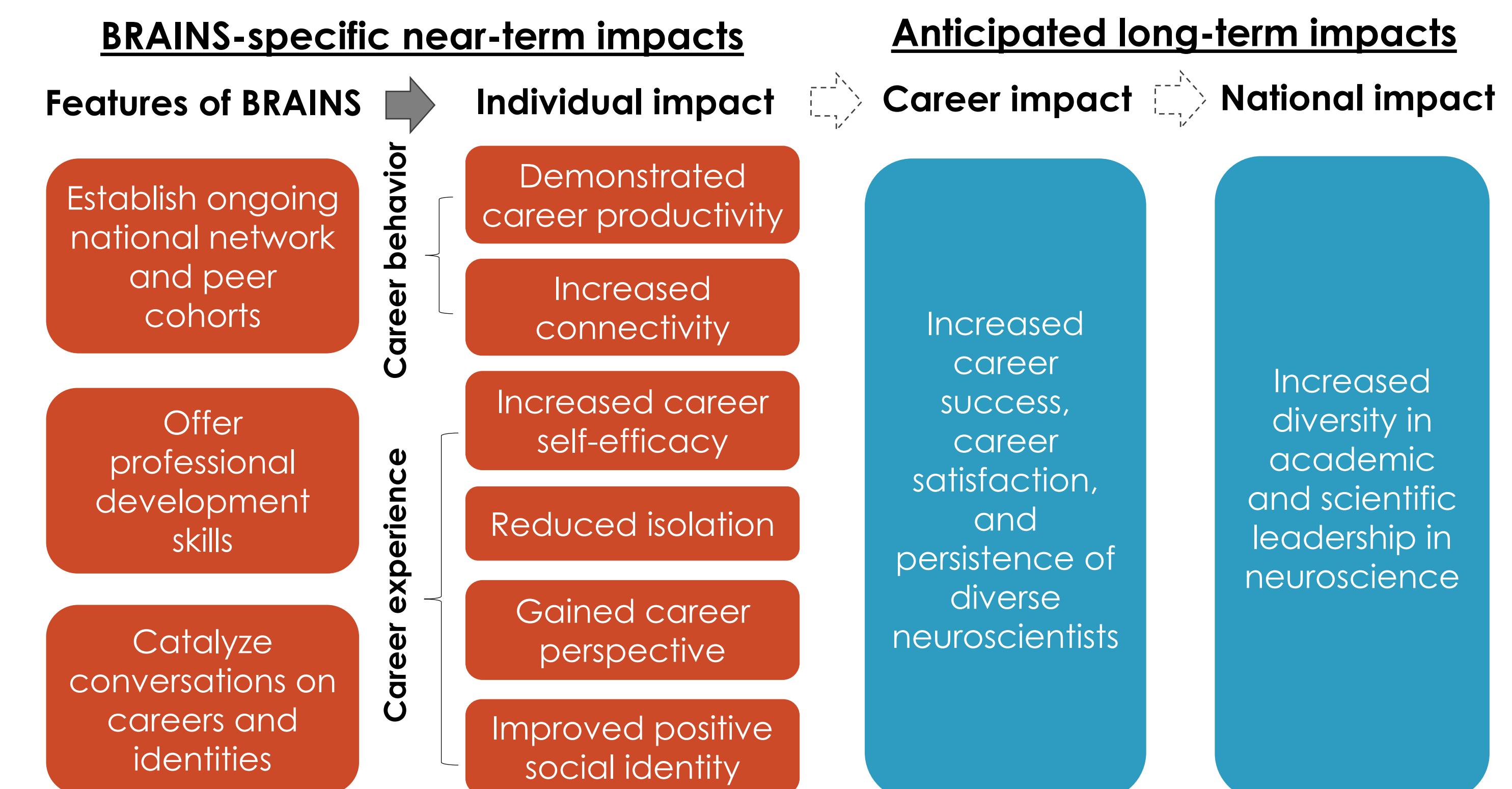


* p < .01 ** p < .001

[†]C. Margherio et al. 2016. Learning to thrive: building diverse scientists access to community and resources through the BRAINS program. *Cell Biol. Educ.*

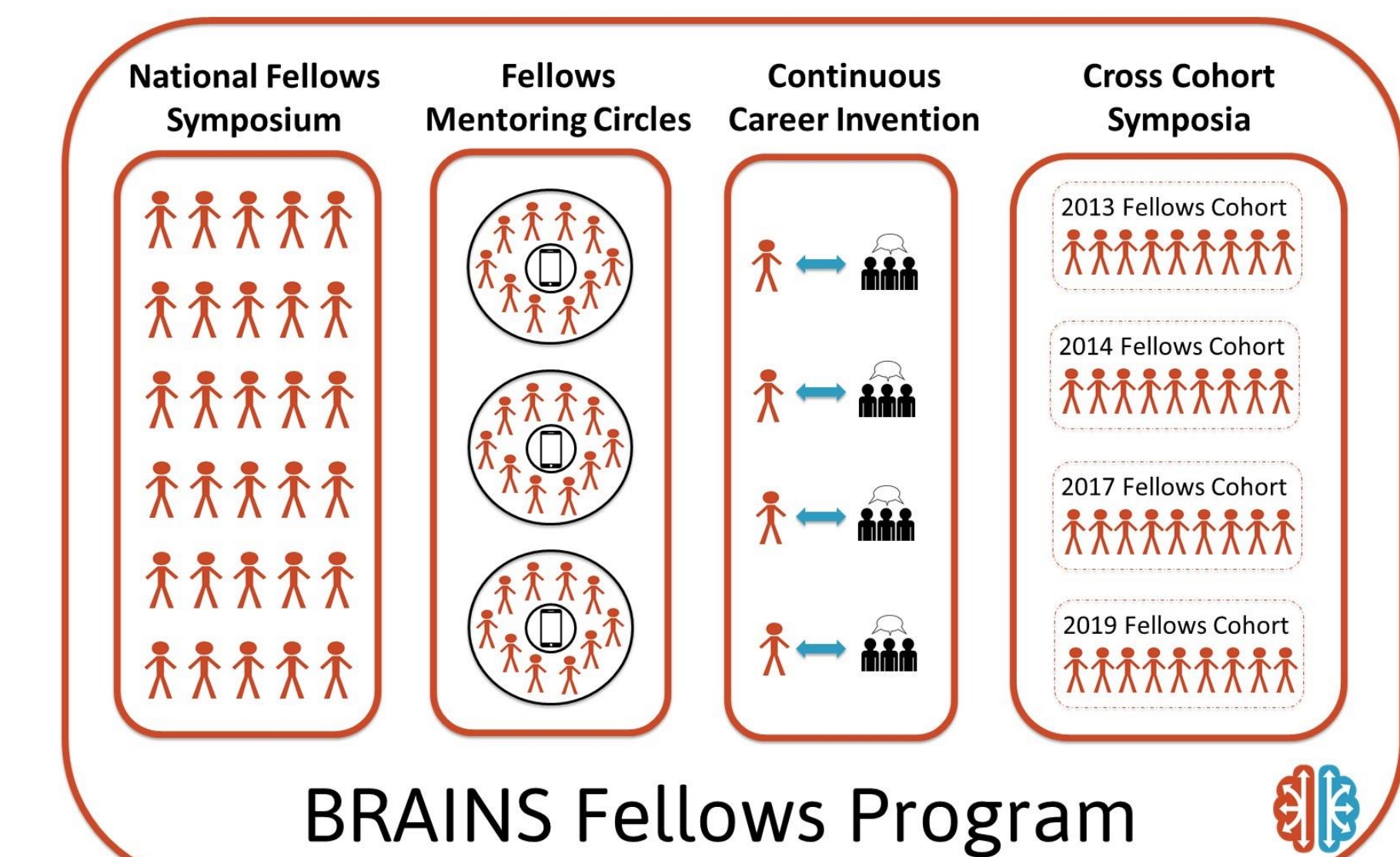
Anticipated Long-Term Impacts

We expect that near-term individual impacts will both lead to long-term career impacts on participants as well as impact diversity and inclusion in neuroscience at the national scale.

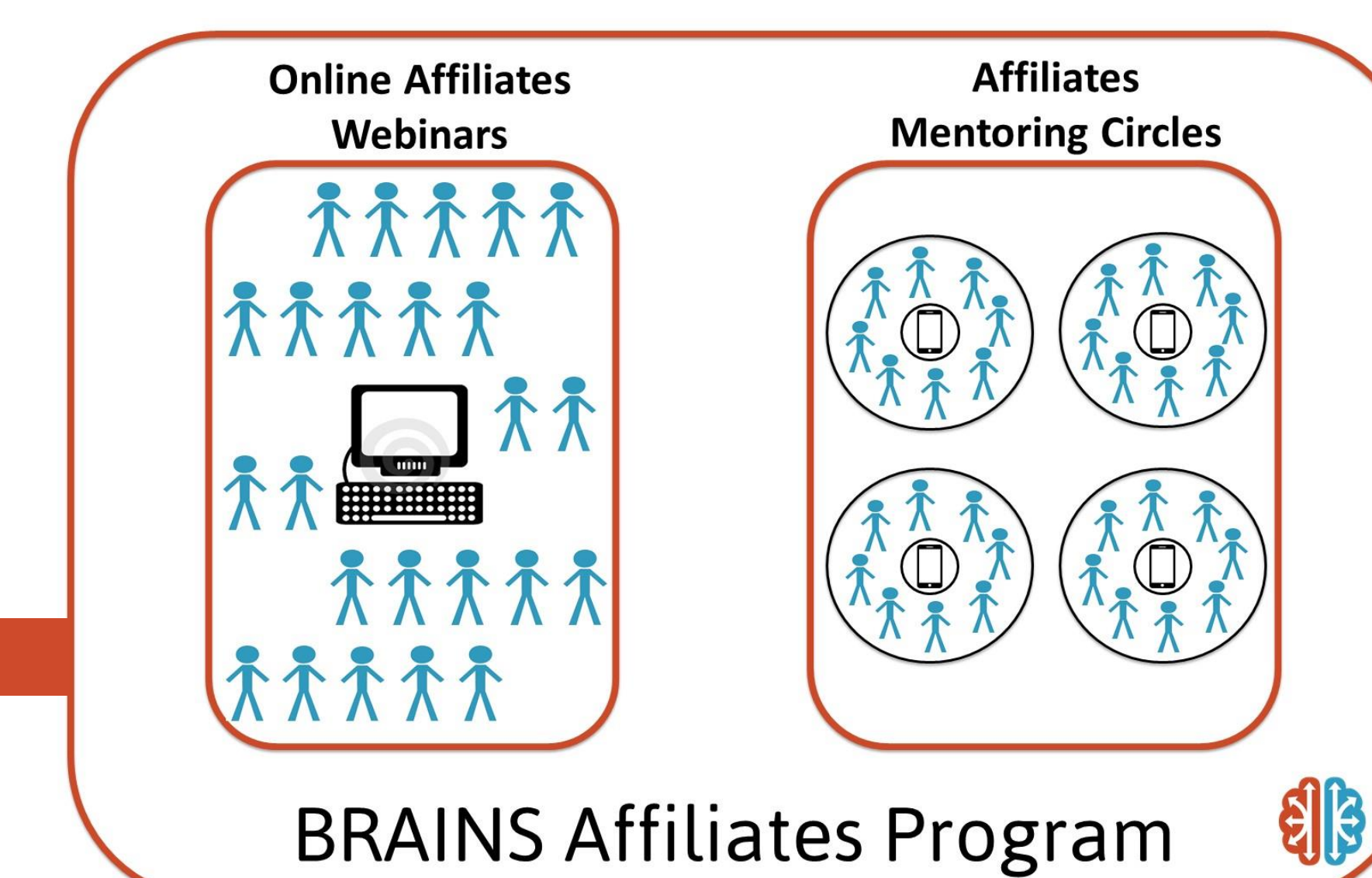


Future BRAINS Programs

- The BRAINS program has been renewed through 2021. Two new cohorts to be launched. Each will include the Fellows Program and a new Affiliates Program.
- The next Fellows symposium is Fall 2017. Applications will open in Winter 2017.



BRAINS Fellows:
~ 30 eligible applicants will be selected as BRAINS Fellows for each cohort.



BRAINS Affiliates:
All eligible applicants, not selected as Fellows, will be invited to be BRAINS Affiliates.