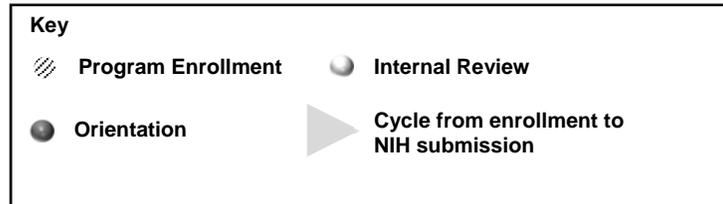
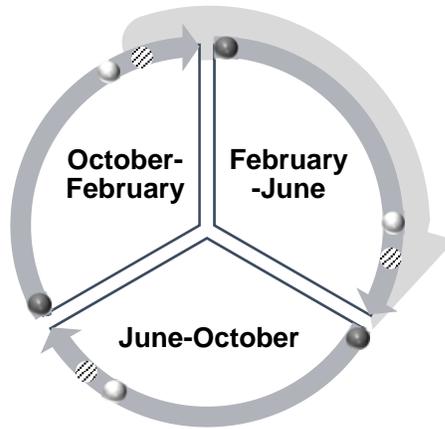


## Supplemental Digital Appendix 1

### K Club and Path to Independence Programs: Annual cycle from enrollment to NIH grant application submission



## Supplemental Digital Appendix 2

### Success of Individual Participants Submitting Grant Applications to NIH, Duke University Path to Independence Program and K Club, October 2011 (FY 2012) –March 2016 (FY 2016)

Participant characteristic by program	No. of participants who submitted	No. of participants with pending decision	No. (% <sup>a</sup> ) of participants with awards
<b>All Path to Independence Program participants<sup>b</sup></b>	95	15	34 (43%)
Female	35	5	14 (47%)
Male	53	10	18 (42%)
Caucasian	60	8	18 (35%)
Asian	25	5	13 (65%)
URM	3	2	1 (100%)
<b>All K Club participants<sup>b</sup></b>	72	24	32 (67%)
Female	30	9	15 (71%)
Male	27	6	16 (76%)
Caucasian	33	8	23 (92%)
Asian	14	3	9 (82%)
URM	10	4	6 (100%)

Abbreviation: URM indicates underrepresented minority (African American or Black, Hispanic/Latinx, Native Hawaiian or Pacific Islander).

<sup>a</sup>The percentage of participants with awards was calculated as the number of participants with awards divided by the number of participants with decisions.

<sup>b</sup>Missing data: gender, race and ethnicity data missing for 7 Path to Independence Program participants and for 15 K club participants.

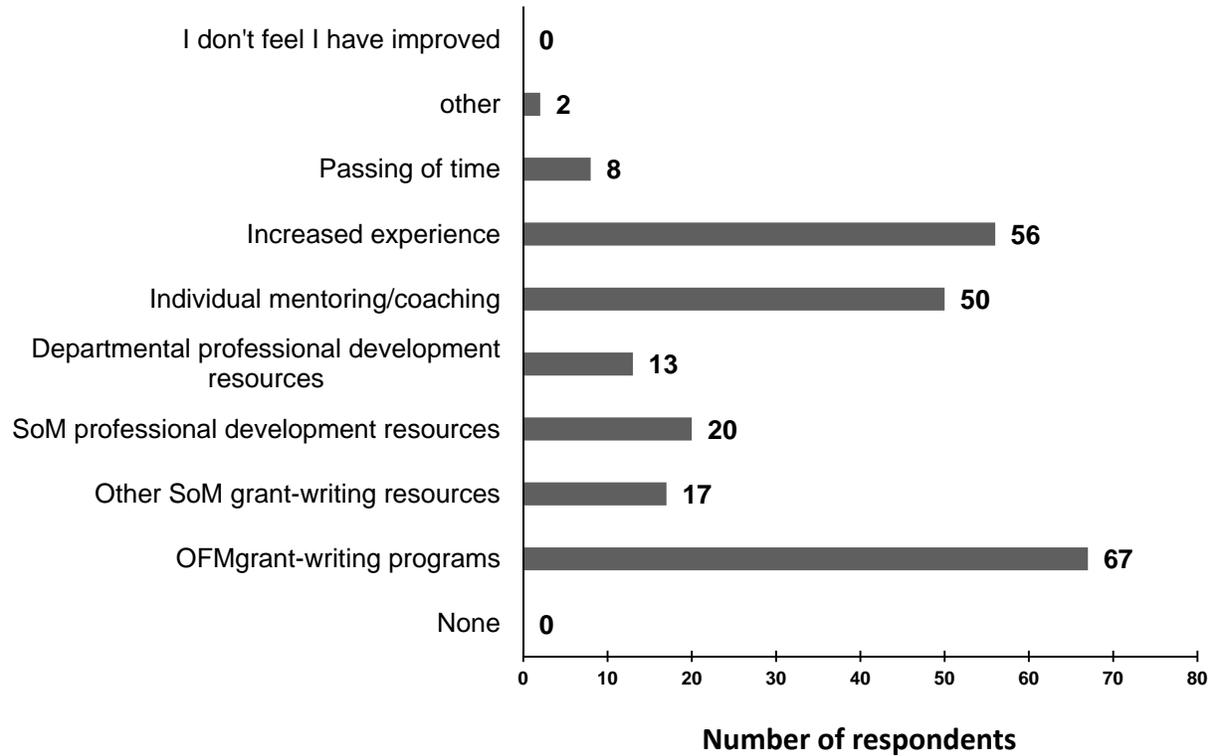
### Supplemental Digital Appendix 3

#### Demographic Information of Survey Respondents, Duke University Path to Independence Program and K Club Participants, 2015

	Survey sent, no. (%) (n=197)	Respondents, no. (%) (n=70)
<b>No. with demographic data available</b>	165 (83.8%)	59 (84.3%)
<b>Characteristic</b>		
Female	78 (47.3%)	30 (50.8%)
Male	87 (52.7%)	29 (49.2%)
African American	11 (6.7%)	8 (13.6%)
Asian	39 (23.6%)	12 (20.3%)
Native Hawaiian or Pacific Islander	1 (0.6%)	0 (0.0%)
White	114 (69.1%)	39 (66.1%)
Hispanic/Latinx	5 (3.0%)	1 (1.7%)

## Supplemental Digital Appendix 4

**Program Factors to Which Participants (n = 70) Attributed Changes in Competency, Survey of Path to Independence Program (PtIP) and K Club Participants, Duke University, 2015.**



*Abbreviations: SoM indicates Duke University School of Medicine; OFM, Office of Faculty Mentoring.*

## Supplemental Digital Appendix 5

### Return on Investment, Duke University Path to Independence Program and K Club

<b>FTE</b>				2.9
<b>Annual budget (personnel and operations)</b>				\$285,000
<b>4 year total, October 2011 (FY 2012)– March 2016 (FY 2016)</b>				\$1,140,000
	<b>Grant Type</b>	<b>Directs</b>	<b>Indirects</b>	<b>Total</b>
	Path to Independence Program NIH	\$49,455,435	\$21,603,453	\$71,058,888
	Path to Independence Program non-NIH	\$17,142,208	\$4,279,916	\$21,422,124
	K club NIH	\$17,019,996	\$3,264,721	\$20,284,717
	K club non-NIH	\$8,200,262	\$1,022,359	\$9,222,621
	<b>Total</b>	<b>\$91,817,901</b>	<b>\$30,170,449</b>	<b>\$121,988,350</b>