

Final Definitions from the December 2016 Data Meeting

#	Est. Difficulty	Item to be defined	Definition provided within Data Form	Potential differences in interpretation by universities or readers of Baseline Report	Steering Committee Proposed Definition	Newly Adopted Definition	Other Criteria	Annotations
		Double-dipping				Each event should be categorized by its primary function.		
1	E	Symposium	An event with multiple sessions and speakers. This activity may occur over one or more days.		This is defined as an event with multiple sessions and speakers addressing more than one topic. This activity may occur over one or more days.	This is defined as an event with multiple sessions and speakers addressing more than one topic. This activity may occur over a half-day, one day, or more than one day.		
2	E	Participant Diversity	Suggest we use NIH standard definitions	Any questions as to how to define categories?	We will follow the NIH requirements.	We will follow the NIH requirements.	Should not include anything other than requirements	
3	E	Co-funding sources	Students/postdocs receive funds to travel to a career and/or professional development event, meeting, or	Is there a minimum \$ that justifies being included here? Or other criteria?	These would be defined as any financial resources used in conjunction with BEST funding to support program	Any financial resources used in conjunction with BEST funding to support the activities of <u>individual</u> trainees (student travel,		

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			conference. Only include if a portion of the funding comes from the BEST award.	(application?)	activities. Rather than imposing a minimum dollar amount as a criterion for inclusion, we recommend including all such resources in Table 7c. The table already contains a category for reporting this data.	exploration activities, and registration for meetings). Table 7c is in reference to specific trainees (excludes internship stipends, can include travel to internship). Table 19 will be used to reference institutional support of program elements. When only BEST funds are used to support student travel, the expense is listed in data form 7p.		
4	E	Mandatory activity		Mandatory to be part of “BEST” (ie, to participate in other future events), or mandatory for all students to participate? And required for and by whom?	Mandatory activity required to be considered a BEST participant.	Required for all BEST participants. Some programs may not have any mandatory activities in order to be a BEST participant.	NOT something mandatory for graduate studies or department	

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5	E	“new” BEST activity	For definition, see “Activities Guidance” tab in the first data form.	Did everyone count “new” as being something introduced as a result of BEST? Once an event is “new” is it categorized as “new” every year even if it is repeated and unchanged each subsequent year?	"New" was intended to include activities that were introduced as part of BEST. These activities did not exist before the BEST program. New activities would continue to be listed as “new” in subsequent years.	"New" was intended to include activities that were introduced as part of BEST. These activities did not exist before the BEST program. New activities would continue to be listed as “new” in subsequent years. If you take an existing opportunity and then open it up to a new audience because of BEST, it should be counted as an existing activity.		
6	E	Activities offered to faculty as part of BEST		Should meetings with individual faculty be counted here? This is an effective way to enact culture change. Or, only planned event with certain	Any activity designed to target faculty exclusively. Can include one-on-one meetings or presentations to faculty departments.	An activity where faculty are primarily the target audience. Can include presentations to faculty departments.	Does not include passive mentions to faculty or hallway discussion unplanned or fliers targeting a broad community.	

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				number of faculty attending?				
7	H	Who is a BEST participant?		Participate in at least one BEST event or other BEST intervention? How are post-postdocs handled? (what if a postdoc was transitioned into a non-postdoc title, but still consider themselves a postdoc?) What about alumnus? Once someone is sent an exit	A BEST participant is a graduate student or postdoc who has allied him/herself with the program, as is evidenced by participating in (or if a junior student, planning to participate in) at least 15 hours of specifically designed BEST activity. (Is participation from international non-citizen students/postdocs permitted, tolerated or no?).	A BEST participant is a graduate student or postdoc who utilized at least one BEST program resource (tool, event, service). Participants will only be counted on Table 8 if the trainee participated in at least one BEST program in the academic year (12 months). Other tables to be defined as the discussion continues.	Non-participants—This is an important component for analysis purposes, but the more successful is a BEST Program then this group is likely to be a diminishing element. It is important that we do not seek such non-participants by going far afield, as the relevance of such a control group is less	

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				survey, can they still be counted as a BEST participant?			appealing, and indeed can be statistically inappropriate. Further as the majority of the programs expand their reach and inclusion across the biomed arena, it is possible (indeed likely) that this control group will diminish, or even vanish. So perhaps a better strategy would be to take the last pre-BEST cohort of student/postdocs for our control group.	

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8	H	Departments/Graduate Programs participating in BEST		How is a program/dept defined as "participating"? Two potential ways universities may have defined this: - students/postdocs are invited to participate - at least one student/postdoc from that program/dept has participated in that year	A participating department is defined as one from which the program can expect a steady source of participating students. This would not exclude the possibility of a year in which the participation decreased, but overall one will expect that the department or program will be a source of participants. Such departments will for the most part be involved in biomedical research. This could include biomed engineering, but probably not civil engineering (for example).	A participating department/program/unit is one that is primarily concerned with training biomedical trainees and to which an entrance survey is administered.	Institutions should not include 'ecumenical' opportunities for identification as a participating department if they clearly do not normally provide such students/postdocs for the BEST Program. If this is done it can dramatically and incorrectly dilute the numerical impact of the BEST program.	<i>Windrose will follow-up with various schools.</i>

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9	E	Mixer/ Networking event	Gathering of students/postdocs and professionals with the purpose of networking. This event may take place in person or in an online setting.	How is this category similar/different from “professional mentoring”? Does a small-group discussion fit in this category? (ex, seminar speaker having lunch with trainees) What about career panel? (Does the moderation of a career panel make it more appropriate for category of “seminar”?)	This activity should primarily be social and unstructured in nature. If a seminar speaker has lunch with trainees, and the purpose was only to socialize with trainees, that could be considered a mixer/networking event.	Gathering of students/postdocs and/or professionals with the purpose of networking. This event may take place in person or in an online setting. Does not include small group discussions, such as a lunch with a speaker (Table 7p).	This does not include professional mentoring, which is defined elsewhere.	<i>Windrose will follow-up with various schools.</i>

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10	H	Self-assessments			Should be a structured event focusing on a way to learn more about how well a variety of careers might suit trainee. Assessment focuses on a specific area, such as skills, interests, or values. Typically, an assessment asks trainees to answer questions (what you like, don't like, what's important to trainee and what your strengths are).	Participant completes a career or personality self-assessment tool, such as the Myers-Briggs Personality Indicator (MBTI) or a Career Assessment Worksheet. As self-assessment may be an independent activity, or it could be a component of another activity, such as a workshop or course. Additionally, it may require a follow-up with faculty or staff members to discuss the results.	not an informal chat or conversation.	

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11		Self-Assessment Focus		What does “focus” mean? Need clarification.	Focus in this context means the focus of the self-assessment (topic or area covered, if it can be determined). Examples of self assessment foci include: 1 Career interests, 2 Leadership style, 3 personality style, 4 skill/aptitude, 5 workplace values.	Focus in this context means the focus of the self-assessment (topic or area covered, if it can be determined). Examples of self assessment foci include: 1 Career interests, 2 Leadership style, 3 personality style, 4 skill/aptitude, 5 workplace values. Or anything else you want to list.		

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12	M	Courses for credit and not for credit	A course focusing on a topic or skill.	What is the difference between a course and a series of workshops (note: why is a series of workshops being treated differently? (Windrose data table allows tracking attendance to individual lessons) What does Windrose/NIH hope to capture by defining course & workshop series differently?) What if BEST has one or	Courses should be something institutionalized and listed in university course catalogue and span an academic period (like a quarter or semester). a course is a unit of teaching that typically lasts one academic term, is led by one or more instructors (teachers or professors), and has a fixed roster of students. It is usually an individual subject or topic area. A course may have many of the above attributes but not require grade assignment (which saves tuition costs).	Courses (credit or non-credit) are institutionally recognized, possibly with a listing in the course catalogue or time table, and will likely have tuition consequences. Courses typically span an academic period (like a quarter or semester) and has a fixed roster of students covering a specific idea or topic. In Table 7d, include courses that are part of the BEST program.	Should not include workshops or even series or workshops	

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				more lessons within a non-BEST course?				
				Would a series of lessons that are required as an administrative requirement (ie, not for credit) belong here?				

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13	E	Externship	Job shadowing a professional at work for the purpose of observing the work environment and learning about the expectations of a profession	What are characteristics that distinguish between internship & externship? Number of hours?	as an individual trainee shadowing a professional at work for the purpose of observing the work environment and learning about the expectations of a profession. Externships are defined by time commitment, i.e. up to 10 hours.	Job shadowing a professional at work for the purpose of observing and experiencing the work environment and learning about the expectations of a profession.		
14	E	Internship	Working in a professional setting of the purpose of receiving hands-on training		Working in a professional setting for the purpose of receiving hands-on training. An internship will be defined by time commitment, i.e. more than 10 hours.	Working in a professional setting for the purpose of receiving hands-on training. Assumes the trainee is able to develop some skills during the experience and results in a deliverable.		

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15	H	Postdoc		Assume: This length of time is for current postdoctoral trainees, not those who left.	A postdoc is an individual who is involved in a period of additional training and research experience after receiving a PhD. It can be at the same institution as that in which they received graduate training, or a completely different one. Regardless of what they do next, an individual can only be classified as a postdoc for our purposes if their total time in this position is <6 years. [So to clarify, if a postdoc came to your institution after two years elsewhere you should report data on him/her until he/she has completed three more years]. The	A postdoc is an individual who is involved in a period of additional training and research experience after receiving a PhD. Regardless of what they do next, an individual can only be classified as a postdoc for our purposes if their total time in this position is <6 years. We recognize this is a difficult definition because we are relying on self-identification, HR processing, and non-standardized policies across institutions.	At the time of the data collection, include all appropriate postdocs, i.e., those on site, as well as including those who may have left since the previous data collection. Schools are sending exit surveys to those who leave the postdoc classification. All schools struggle with assessing total time in postdoctoral training as well as defining who should be counted as a postdoc by relying upon HR	

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					average time in training calculation (plus standard deviation) should aggregate all appropriate post doc exposures from all participating departments (see above). At the time of the data collection, include all appropriate postdocs, i.e.. those on site, as well as including those who may have left since the previous data collection.		data.	
16	H	Elapsed time to degree	Represents the total elapsed time from entry into the graduate program to doctoral degree completion, with leaves of absence or other enrollment lapses counting toward the ETD.	Time to meeting graduation requirements, or time to degree awarded? (some campuses may only award	Time from matriculation to date of meeting graduation requirements (not to award of diploma, as this inserts a variable and uncontrollable extra time period). Leave of absence or	Time from matriculation to the date the University confers the degree. The time to degree includes any LOA and other enrollment lapses.	A composite, averaged TTD for all 17 programs should not be reported (or calculated) as programs need to measure their own progress, and since	

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				degrees 1-3 times per year, which would lengthen ETD)	other enrollment lapses should be subtracted from the above time period. The time to degree shall be reported as an average for each individual program, along with a standard deviation (when possible). We strongly recommend that Windrose not report an overall, summary TTD.		individual programs have such different approaches, a detailed consortium-wide TTD comparison is largely meaningless. Also the composite average will be biased towards numbers from larger programs as the final mean is weight averaged. The only relevant control group for each program separately, might be the TTD at that institution for some period before the BEST program began.	

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17	E/M	Career paths included in BEST program		<p>What criteria used to determine if included? Resources available? Career counseling available to address path? Paths represented explicitly in a workshop?</p>	<p>The career paths itemized in the program description, such as “Research in industry” or “Science writing,” were derived from categories found in AAAS’ MyIDP. The career paths may be explicitly or implicitly represented in program events or activities conducted in group settings (such as seminars or workshops) or in individualized settings (internships/experiential learning opportunities). The extent to which at any particular awardee institution either career counseling or resources are</p>	<p>Use IDP's categories. If you can provide resources to a trainee associated with a career path, then you should be able to "check" that you include this career path in your BEST program.</p>		

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					available to assist participants in pursuing a particular career path is not relevant to the definition			

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18	E/M	How does your institution advertise and disseminate information? Define 'local'	Program website, flyers, listserv, word of mouth, ads in local media (radio, TV, newspapers, etc.), social networking site (linkedin, Facebook, etc.), other	Does a campus newspaper or campus communications office website count? Or is "local media" intended to mean outside university?	Current options include program website, flyers, listserv, word of mouth, ads in local media (radio, TV, newspapers, etc.), or social network sites such as LinkedIn or Facebook. "Local media" should include both those internal to the university (such as a campus newspaper or radio station) and external to the university (such as a city newspaper or TV network affiliate).	Use Windrose Data Form's definition		

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19	M/H	Certificate for participation	Student/postdoc received a certificate in recognition of their participation in the BEST program	What depth of participation needed for a certificate? 2 hour workshop? Internship? Is this something that I print off my computer and represents an informal acknowledgement of participation? Or is this something more formal (i.e., our university has certificate programs that appear on transcript.	Student/postdoc receives a physical and formal certificate in recognition of their participation in the BEST program from the BEST program itself. Only acknowledgement of participation for any level of involvement. For example, some schools issue certificates for events that require repeated attendance. Some workshops require 15 hours (6x2.5 hours) of participation and only participants who participated in at least 5 of the 6 events will earn a Certificate. This is different than a formal Certificate Program that is more	Student/postdoc receives a physical and formal certificate in recognition of their participation in the BEST program. The certificate can be accredited or non-accredited.		

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					likely to be defined by a competitive application process, prerequisites, and graded coursework and may frequently be run under the authority of the university itself.			
20	E/M	Club	An association or organization dedicated to a particular interest in which students/postdoctoral scientists participate	What makes a “club” event different from other events? Does a workshop organized by student/postdoc group but	An association or organization of two or more people united by a common interest or goal that meets virtually or in person with some regularity. Some clubs have originated	An association or structured organization of two or more people united by a common professional interest or goal that meets with some regularity. Must have originated or been enhanced from BEST		

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				open to everyone count as a club or workshop? Does it need to be a registered student organization to qualify as a “club?”	from the BEST efforts. However, they now run completely independently and I am not sure the BEST can take credit for this.	efforts even though they now are run independently. Report as 'new' until they are disbanded.		
21	E	Club – number of members	Approximate number of members	Is it assumed that all members participate in every event? If 100 students attend at least 1 club event, but average attendance is 15, what is “# of members”? What if the club is a national organization? Does membership include all of	Members are those who would reasonably report being a member of a club if asked. No average attendance or participation level should be assumed. See note for clubs. Some clubs did indeed originate out of BEST Efforts, but the BEST is now only an overall supporter but in no way an organizer. That’s why we do not (have not) count these clubs as BEST.	Use best judgment on the size of the club.		

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				the members, or just the ones who are on our campus? How could we really know?				
22	E/M	Are PIs reimbursed for the time students/postdocs are out of the lab? (yes/no)		What if student/postdoc takes leave of absence? Reimbursed only by money?	In order to answer "yes" the PI must have been reimbursed with funds from a third party (the university, the internship host, a grant, etc.) for the express purpose of buying out the time that the trainee would otherwise be expected to be in the lab.	If the trainee remains on a fellowship, then there is no need for reimbursement. If the trainee needs to take a LOA to engage in the experience, then "yes." The stipend would remain in the PI's research resources.	If the trainee remains on an individual fellowship or training grant, the answer is no. If the intern takes a leave of absence and is paid directly during the internship by someone other than the PI the	

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							answer is no.	
23	M	Peer mentoring	Activities involving graduate students/postdocs mentoring each other, including group discussions or team meetings not part of a course, seminar, or workshop		Peer Mentoring is when another trainee serves as a resource, provides assistance, or advice, or a sounding board, or referrals for training opportunities and career development. The role of peer mentors is to provide support, encouragement, and information to trainees.	Peer Mentoring is when another trainee serves as a resource, provides assistance, or advice, or a sounding board, or referrals for training opportunities and career development. The role of peer mentors is to provide support, encouragement, and information to trainees. It is a formal program which facilitates this experience.	Should not include informal chats or meetings beyond the knowledge of the BEST program	

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24	M	Professional mentoring	Activities involving professionals mentoring graduate students or postdocs. Professionals could include faculty members (other than PI/thesis advisor), institutional staff members, alumni, career coaches, or professionals in any industry. Mentoring can take place in a group setting or one-on-one.	Does career counseling appointment count? Would it have needed to be done by BEST staff? Or a required part of BEST participation? At campuses where career counseling had already been offered, what criteria are used to determine whether appointments are tracked in this category?	The "mentor" is usually an experienced individual from outside the university setting who shares knowledge, experience, and advice with a less experienced person, or mentee (a trainee). In this definition, it is available to our students as needed, but not set up in a structured way.	Professional Mentoring is a relationship between two or more people with the goal of professional and personal development. Professionals could include faculty members (other than PI/thesis advisor), institutional staff members, alumni, career coaches, or professionals in any industry. Mentoring can take place in a group setting or one-on-one. Would not include 'one-off' counseling sessions with a career coach. If the interaction is a one-time session, then the interaction should be recorded in Table 7p as 'other' and indicate as advising.	A career counseling appointment does not count, mentoring from BEST staff does not count.	

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25	E	Resource		If a resource is grown in a given year (ex, new section added to website), is that indicated 26as a new resource? No way to indicate growth/expansion (assuming “expanded” in column D means since before BEST)	Materials, staff, and other assets necessary for effective program operation (website content if deemed significant)	Materials and other assets necessary for effective program operation (website content if deemed significant). If it is 'new' once, it will be reported 'new' in all subsequent reporting years.	Should not include minor items like a book purchased.	
26	E/M	Seminar	One or more speakers give a presentation or lecture for the purpose of education or training. A seminar may take place in person or in an online setting. This activity may occur one or more days.		This is defined as an event at which one or more speakers give a presentation or lecture on one topic for the purpose of education or training. A seminar may take place in person or in an online setting. This activity may occur on one or more days.	This is defined as an event at which one or more speakers give a presentation or lecture on one topic for the purpose of education or training. A seminar may take place in person or in an online setting.		

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27	M	Visit to employer site	Grad student/postdocs visit a work setting to learn more about an organization and tour the facility	How is this different from externship?	During a site visit one or more trainees visit a work setting to learn more about an organization and tour the facility. A site visit is less than 8 hours long. If more than 8 hours in length, a similar activity is considered an externship.	One or more trainees visit a work setting to learn more about an organization and tour the facility. The visit is an observational experience that usually takes place over the course of one day or less.		
28	M/H	Workshop	An event for the purpose of gaining knowledge or skills which involves hands-on activities and active participation by attendees. A workshop may take place in person or in an online setting. This activity may occur over one or more days.		Windrose definition seems sufficient: An event for the purpose of gaining knowledge or skills which involves hands-on activities and active participation by attendees. A workshop may take place in person or in an online setting. This activity may occur over one or more days.	An event for the purpose of gaining knowledge or skills which involves hands-on activities and active participation by attendees. A workshop may take place in person or in an online setting. This activity may occur over one or more days.		

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29	E	Are there requirements for participation in this activity?	This term was not defined. "Requirements" seems to mean "pre-requisites."	Do these count as pre-requisites ("requirements")? Filling out application	Yes, any of these. There could be additional requirements like a letter from a PI, only graduate students or post docs required.	Beyond permission of the PI, there could be additional requirements, such as prerequisites by the BEST program or by the University, an application, only post-qual students permitted, or only post docs permitted.		
30	M	If existing activity was substantially enhanced or expanded, explain how.		What is "substantial"? Since when? (since start of grant or since last data form?)	Per guidance in the Data form, an existing activity may be considered substantially enhanced or expanded if the award allowed for the addition of new components or an increase in the scope of existing components. If the enhancement occurred during the start of the grant, it would be new on the first Data Form and continue. If it was	Per guidance in the Data form, an existing activity may be considered substantially enhanced or expanded if the award allowed for the addition of new components or an increase in the scope of existing components.		

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					since the last submission of the Data Form, then it would be listed as new on the next Data Form.			
31	E	Events to be listed in tables		If an event is repeated (i.e., held in September, January, and March), then is it put into one table (eg, 71) or put into 3 tables? If a student group is initiated by BEST then continues planning its own events, are those events counted as BEST	If an event is held on separate occasions (i.e. Sept., Jan. and March), then the participant list would be distinct for each event. Each event would have a distinct participant table.	If an event is held on separate occasions (i.e. Sept., Jan. and March), then the participant list would be distinct for each event. Each event would be listed on its own table.		

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				events?				
32	E	Does participation require PI permission?		What constitutes PI permission? Only if there is a signature or other documentation from PI?	An activity is understood to require PI permission if a PI is required to submit an electronic or hard copy letter before a trainee can register or participate in an event or activity AND the absence of such permission prevents the trainee from full participation in the activity or event.	An activity is understood to require PI permission if a PI is required to submit an electronic or hard copy letter before a trainee can register or participate in an event or activity AND the absence of such permission prevents the trainee from full participation in the activity or event.		

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33	M	Activity code (A. seminar, B. workshop, C. symposium, D. other please specify)		<p>How do we characterize a small group discussion?</p> <ul style="list-style-type: none"> · Networking? · Mentoring? · Workshop? 	<p>The drop-downs specify the type of activity to be selected (e.g., seminar), but these categories don't capture the more informal but important exchanges, such as small group discussion, networking, or mentoring, that may occur in these settings. To avoid "double-dipping" by reporting one event in 7l and then again in Table 7g (mixer/networking event) or Table 7i (professional mentoring), an event may be split into components devoted to disparate activities. An example would be: Table 7l – Seminar</p>	<p>All events that do not fall under these categories (workshops, symposiums, seminars) go into Table 7p. For example, networking events or a career fair where attendance is recorded should go into Table 7p.</p>		<p><i>Column C includes those who are active faculty participants (newly adopted). Column D is B minus C Column. Column E includes faculty members who are passive participants- those who are merely granting trainees permission to attend activities. Column E will demonstrate how many</i></p>

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					<p>by Dr. Paula Chambers, CEO of Versatile PhD [6-7 pm] Table 7i – Career coaching [small group discussion with trainees] by Dr. Paula Chambers, CEO of Versatile PhD [7-8 pm].</p>			<p><i>faculty have trainees who have participated in a BEST event or activity this academic year.</i></p>

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34				Attend BEST event intended for trainees	This is defined as participation in BEST activities. It could include: sitting on a BEST advisory committee, assisting with the design or implementation of a course or workshop or equivalent, or facilitating internship/externship activities, or giving a presentation about career options in some arena within which they operate. It should not include passive options, such as not making a fuss if a student or postdoc wishes to attend a BEST event, nor should it include attending an informational presentation about the BEST program, unless this is	An active participant is a faculty who participates as a mentor, instructor, or preceptor for the training activities developed through program, and/or attends activities designed for faculty (does not include faculty whose only involvement is allowing trainees to participate in activities). Faculty in Column E will be those in Column D (Table 14 and Table 15) whose trainees are defined as BEST participants for this academic reporting year.		

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					followed by a more active involvement.			
35	E	# of faculty in participating departments		If faculty have 2 departmental appointments, should they be counted only once under their primary academic department appointment?	If faculty have 2 departmental appointments, they should be counted under the primary appointment only.	If faculty have multiple departmental or programmatic affiliations or appointments, they should be counted only once on Table 14 and Table 15. If duplications cannot be avoided in Column B, institutions should add a row at the		

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						bottom of any column to indicate the number of "unique" faculty participants.		

#	Est. Difficulty	Item to be defined	Definition provided within Data Form	Potential differences in interpretation by universities or readers of Baseline Report	Steering Committee Proposed Definition	Newly Adopted Definition	Other Criteria	Annotations
36	M	External partner organization	No definition provided	What constitutes a “partner organization”? Leadership at that organization makes a decision to partner with BEST institution? A person’s participation is intended to represent the organization, rather than simply representing themselves? If a scientist (e.g., alumnus) comes to campus as a panelist or on Advisory Board, does their employer	Awardee institutions should come to a consensus about whether an individual’s participation in BEST activities (as a presenter, workshop leader, etc.) should be construed to represent that individual’s organization or employer as a partner, or just themselves. Not every individual’s organization or employer may know that they are engaging in BEST activities, nor that they have been identified as a partner in NIH reporting documentation. Does the leadership of an organization	External partners are either external to the University or external to the unit to which the BEST program is housed if within the University. Individuals from organizations must be representing their organizations in an official capacity. If a formal contract is signed between the entities, we acknowledge this is an external partnership. The relationship has the potential to offer significant financial or instructional benefits to the BEST trainees and to the external partner. If a recruiter or hiring manager comes to your University, you can consider their organization a partner. If an organization invites trainees for a site visit or hosts trainees for	Expect for this to be a leader within the organization. There is a broad range of levels of commitments from the organizations. Question of depth/strength of relationship and frequency of the interaction.	

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				<p>count as a “partner organization”? What if the organization may not know about it? (alumnus invited directly, rather than through their employer)</p>	<p>need to make an explicit decision to partner with BEST at any awardee institution in order to be included as an external partner organization?</p>	<p>internships and/or externships, you can consider this organization as a partner. NOT: External partners should not include panelists' organizations if the organization's interaction with BEST is limited to career panel participation.</p>		

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37	M	Non-NIH Sources of Funding for BEST Activities	No definition provided.	<p>Is employee time a contribution? Examples: - BEST staff salary in part covered by graduate school or other NIH grants - central university IT team designs website but does not charge BEST program for their time in doing so Other examples: - department contributes \$ toward cost of an event - library orders and pays for books that are put into BEST</p>	<p>If something is supported by the BEST grant, it should not count. If something is denoted in the grant but paid for with institutional support, it should not count (institutional co-funding). Must clarify how to distinguish this from indirect cost policy.</p>	<p>Non-NIH funding going towards BEST activities. If something is funded by the BEST grant, it should not be listed. Externally funded internships, co-funded courses, dedicated staff salaries, and institutional funding can be recorded here.</p>		

#	Est. Difficulty	Item to be defined	Definition provided within Data Form	Potential differences in interpretation by universities or readers of Baseline Report	Steering Committee Proposed Definition	Newly Adopted Definition	Other Criteria	Annotations
				library				