

Update: Physician Scientist Workforce Implementation Workgroup

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PSW Report Recommendations

1. Support training of MD/PhDs
2. Support more PSW through individual fellowships rather than institutional training grants
3. Continue to address the gap in RPG awards rates between new and established investigators
4. Assess and track the strength of the biomedical workforce

PSW Report Recommendations

5. Establish a new granting mechanism to facilitate PSW transition to independence
6. Expand Loan Repayment Program and amount of loans repaid
7. Support novel approaches to improve/shorten physician research training
8. Intensify efforts to increase PSW diversity
9. Leverage CTSA for training/career development of physician-scientists

Accomplishments to Date

- Created Division of Biomedical Research Workforce (DBRW) within OD/OER/OEP
 - Ongoing search for Director
 - Hired labor economist on 10/2013
 - IPA with university labor economist to construct biomedical workforce model(s)
- Linking ABMS/NIH databases to examine the PSW

Accomplishments to Date

- Created Trans-NIH PSW Implementation Working Group
 - Recommend plans for implementing PSW Report recommendations
 - Sub-groups formed to address the PSW recommendations

Summary of Implementation Recommendations

- Tracking the biomedical workforce
- Facilitating PSW training and career development
 - Sustain physicians in research
 - Enhance incentives
 - Leverage existing NIH resources
- Enhancing diversity of the PSW

Tracking the Biomedical Workforce

- Implementation recommendations
 - Establish a Data Work Group to provide feedback on data collection and quality
 - Create a “BMW Dashboard” to capture:
 - Investigator-focused statistics (e.g. demographics, applications, awards)
 - Career trajectories
 - General workforce trends
 - Economic indicators

NIH Biomedical Workforce Dashboard



NIH Funded Research: MDs

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NIH Biomedical Workforce Dashboard

Office of Extramural Research

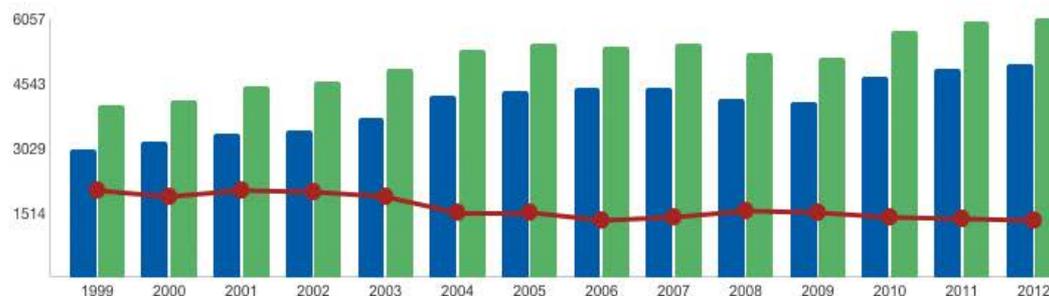
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Award Rate (FY 2003-2012)

Year	RPG Applicants by Degree	RPG Awardees by Degree	Award Rates by Degree
2003	3715	1165	31.40%
2004	4255	1072	25.20%
2005	4366	1083	24.80%
2006	4418	972	22.00%
2007	4433	1035	23.30%
2008	4163	1073	25.80%
2009	4087	1029	25.20%
2010	4673	1085	23.20%

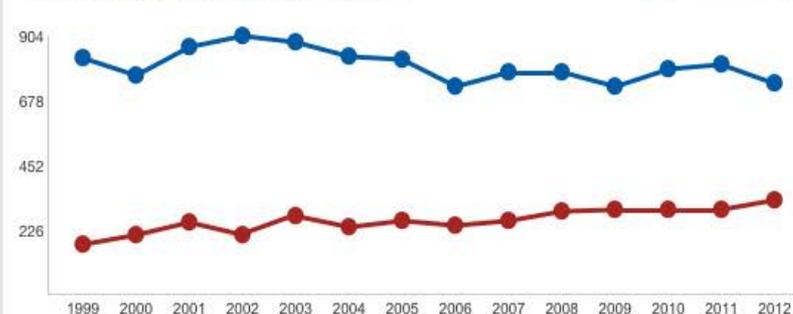
RPG Trends



Trends in RPG Recipient by Age

Year	30 or less	31-40	41-50	51-60	61-70	71+
2003	*	200	535	259	89	*
2004	0	166	489	260	83	13
2005	0	159	509	279	62	13
2006	*	124	442	255	82	11
2007	0	160	420	271	85	14
2008	*	149	434	296	94	*
2009	*	151	407	294	83	15
2010	0	167	385	334	95	20
2011	0	129	372	360	110	27

Trends in RPG Recipients by Sex



National Research Workforce

NIH-Funded Research Workforce

PhDs

MDs

PhDs/MDs

Dentists

Vets

Nurses

Facilitating Training and Career Development of PSW

- Sustaining physicians in research
 - Modify existing K08/K23 to create “new” program to address physician-scientist needs
 - Increase salary caps for K08/K23 to \$120K
 - Provide bridge award
 - Enforce protected research time
 - Expand current MSTP to allow DVM/PhD component

- Sustaining physicians in research
 - Develop award programs encouraging “unconventional” residency training

Incubating the Research Independence of a Medical Scientist Training Program Graduate: A Case Study

Kafui Dzirasa, MD, PhD, Ranga R. Krishnan, MB ChB, and R. Sanders Williams, MD

Academic Medicine, 2014

Facilitating Training and Career Development of PSW

- Sustaining physicians in research
 - Pilot individual and institutional research residency/fellowship programs
 - Pilot “incubator” award to allow longer period of protected training

- Sustaining physicians in research
 - Establish a national network of mentors targeting underrepresented physician-scientists
 -  Develop a Physician-Scientist Pathway to Independence Award (PSPI) Program

Facilitating Training and Career Development of PSW

- Additional incentives for PSW
 - Increase NIH LRP repayment award limit from up to \$35K to up to \$50K
 - Create 6th LRP to extend eligibility for veterinarians

Facilitating Training and Career Development of PSW

- Leverage NIH resources
 - Improve coordination, outreach, and communication of NIH dual-degree programs
 - Develop partnerships between NCATS and other ICs to co-fund training in translational research
 - Enhance dissemination of NCATS clinical and translational workforce development resources

Intensify Efforts to Increase Diversity in the PSW

- Implementation Recommendations
 - Coordinate with COSWD on PSW diversity
 - Develop strategic plan to enhance PSW diversity

- Implementation Recommendations
 - Ensure that *all* implementation recommendations for PSW (e.g., data analyses, BMW dashboard, pilot programs):
 - Consider unique needs of underrepresented physician scientists
 - Assess barriers and challenges faced
 - Understand successful strategies that have contributed to increasing diversity

- PSW Implementation Working Group
 - Finalize implementation recommendations
 - Generate table with implementation recommendations and outline budget and timeline

Questions?