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
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

Lorem ipsum dolor sit amet, consectetur adipiscing elit. Nobis, nisi expedita numquam, ea paratur a repellat delectus et doloribus libero! Atque tempore iure vitae iusto quibusdam, omnis repudiandae consequuntur aliquid?

2012
19,117
APPLICATIONS

2012
3425
AWARDS

2012
26%
AWARD RATE

Award Rate (FY 2003-2012)

<table>
<thead>
<tr>
<th>Year</th>
<th>RPG Applicants by Degree</th>
<th>RPG Awardees by Degree</th>
<th>Award Rates by Degree</th>
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<tbody>
<tr>
<td>2003</td>
<td>3715</td>
<td>1165</td>
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<td>1029</td>
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<td>2010</td>
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RPG Trends

Trends in RPG Recipient by Age

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<tr>
<th>Year</th>
<th>30 or less</th>
<th>31-40</th>
<th>41-50</th>
<th>51-60</th>
<th>61-70</th>
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<td>259</td>
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<td>82</td>
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<tr>
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<td>0</td>
<td>160</td>
<td>420</td>
<td>271</td>
<td>85</td>
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<td>2008</td>
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<td>149</td>
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<td>266</td>
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<td>2009</td>
<td>*</td>
<td>151</td>
<td>407</td>
<td>294</td>
<td>83</td>
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<td>167</td>
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<td>129</td>
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<td>360</td>
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Trends in RPG Recipients by Sex

[Graph showing trends]
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
Facilitating Training and Career Development of PSW

• 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
Facilitating Training and Career Development of PSW

- 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
Intensify Efforts to Increase Diversity in the PSW

• 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
Next Steps

PSW Implementation Working Group

- Finalize implementation recommendations
- Generate table with implementation recommendations and outline budget and timeline
Questions?