Strengthening the Biomedical Research Workforce

*New Directions in Training*

Frederick Meyers, MD, MACP
Vice Dean, School of Medicine

PTX Annual Fall Symposium, Pharm T32
Annual Retreat and NIEHS T32 Retreat
September 22, 2014
Overview

- BEST Initiative
- FUTURE Program
- CETI Program
- Sustainability Plan
Findings

• Only 26% of biomedical PhDs are employed in tenured or tenured-track positions

• Proportion of biomedical PhDs employed in industry and government has remained relatively constant

• Categories that have seen growth are:
  ➢ science-related occupations that do not involve the conduct of research
  ➢ occupations that do not require graduate training in science

Yet……. graduate training continues to be aimed almost exclusively at preparing people for academic research careers
Recommendations

• Graduate programs must accommodate a greater range of anticipated careers for students

• Graduate programs should reflect that range and offer opportunities for students to explore a variety of options while in graduate school, without adding to the length of training

• NIH should support programs that enrich and diversify postdoctoral training and partner with other entities (industry, private foundations, government, etc.) to broaden exposure to multiple career paths
Challenge:
the academic career choice is becoming less attractive and/or less feasible for many PhDs

Opportunity:
“Strengthening the Biomedical Research Workforce”

Goal: develop innovative approaches complementing traditional research training in biomedical sciences

Source: Trish Labosky, PhD
Office of Strategic Coordination, NIH
BEST Initiative Goals

- Better prepare graduate students and postdocs for the variety of career opportunities available to them
- Establish an awardee network to evaluate different approaches, and disseminate results

Inaugural BEST Awards

- UC Davis (F. Meyers, L. Berglund, A. Hargadon)
- UCSF
- Univ. of CO, Denver
- NYU
- Vanderbilt

- Cornell
- UMass Medical School
- Emory
- Virginia Tech
- Wayne State
- SciTM
- OGS
- UC Center
- GradPathways
- Link to grad students and postdocs
- ICC
- Career advisors
- Career skills workshops
- CTSC
- Policy Program
- Journalism Program
- Regulatory Science
- Informatics
- Data Management
- GSM
- CFIIE
  - Entrepreneurship Academy
  - Business Development Program
- BP
- Biotech internships
- Biotech Mentors
- EVAL
- Training Programs Experience
- National network of evaluators
- FUTURE
FUTURE Certificate Track:

- Professional Development Workshops
- Individual Development Plan
- Career Exploration Activities
- Internship
- Certificate

Duration: Minimum 1 year – Maximum to end of postdoc

FUTURE Self-Directed Track:

Duration: 2 quarters – end of postdoc

Launching January 2015!

Contact: jennifer.greenier@ucdmc.ucdavis.edu
CETI Core Program Components

**Career Decision Point**

**Goal:** students make career choices by the end of graduate school, not at the end of postdoctoral training.

Next Cohort January 2015!

Contacts: tldillinger@ucdavis.edu
jxmorand@ucdavis.edu
Early Outcomes from a Key Partnership

- Partnered with grad student focused CETI (Career Exploration Through Internships) program to establish a parallel program for FUTURE postdocs.
- Co-developed a career exploration website that integrates all opportunities across campus and will reside on the Grad Studies umbrella website.
- Established a viable sustainability plan for FUTURE.
Sustainability Plan

FUTURE and CETI will merge into one program that serves both graduate students and postdocs under the Office of Graduate Studies.