

NIH Workshop: Women in Biomedical Research

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APM Physician – Scientist Initiative: Phase I

1. Initial formulation of goals, phases, timetables, implementation.
2. Coalition building and planning committee
3. Fundraising; NIH R13 grant
4. Surveys
5. Focus Groups
6. National consensus conference:
“Revitalization of the Nation’s Physician-
Scientist Workforce”

M.D.-Scientist Leaders Survey

- Total respondents: 880
- Chairs of clinical departments:
 - Medicine
 - Psychiatry
 - Dermatology
 - Obstetrics-Gynecology
 - Pediatrics
- Members of: APM, ASP, AFCCR, ASCI, AAP

M.D.-Scientist Leaders Survey: Influences on own career decision

Strongly Positive:

Innate Curiosity (87%)

Role Models (74%)

Post-grad Research (71%)

Weakly or Strongly Positive:

Professional Prestige (74%)

Med School Research (65%)

Pre-med School Research (59%)

M.D.-Scientist Leaders Survey:

Influences on current
trainees' career decisions

Strongly Positive:

Innate curiosity (76%)

Role models (80%)

Post-grad Research (70%)

M.D.-Scientist Leaders Survey:

Influences on own versus current trainees' career decisions

Weakly or Strongly Negative:

	<u>Own Career</u>	<u>Current Trainees</u>
Unpredictable Funding	66%	94%
Salary	53%	82%
Time Required	50%	91%
Regulatory Environment		78%
Indebtedness		71%
Job Security		71%

M.D.-Scientist Leader Survey:

Influences on decision to remain in research career

Strongly Positive:

Interest and enjoyment (84%)

Innate Curiosity (70%)

Role Models (53%)

Weakly or Strongly Negative:

Unpredictable Funding (94%)

Indebtedness (83%)

Salary (79%)

M.D.-Scientist Leaders Survey: Components of Local Research Environment

Utmost Importance:

Mentoring (67%)

Availability of adequate start up (57%)

Very Important:

Critical mass (58%)

Access to strong trainees (55%)

Research intensity of medical school (54%)

M.D.-Scientist Leaders Survey: Likelihood of success of future initiatives

Very or Extremely Likely:

Increase position security (70%)

Increase salary security (70%)

Increase total compensation (67%)

Facilitate access to bridge funding (64%)

Extend start up support (62%)

Increase salary support from funding agencies (56%)

Suspend promotion/tenure clock for child-rearing (53%)

Major Recommendations

1. Attention and resources should be directed at repairing the “leaking” physician-scientist pipeline.
2. Major changes should be made to the contemporary approach to mentoring physician-scientists.
3. Institutions should proactively promote the advancement and minimize the attrition of women in physician-scientist careers.
4. The physician-scientist workforce should be strengthened by earlier and more coordinated efforts to identify and prepare successful future investigators who have a more enduring commitment to research careers.

Recommendations

3. a. Institutions should ensure gender equity in research support.

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 - a. Institutions should ensure gender equity in research support.
 - b. Institutions should substantively increase flexibility of time-based promotion review and tenure track.
 - c. Institutions should proactively support initiatives that equalize opportunities for women to succeed as physician-scientists.