

ABSTRACT: 2015 ELAM Institutional Action Project Poster Symposium

Project Title: Clinician Scientist Career Development Office

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Collaborators: Selwyn Vickers, MD, Dean, School of Medicine; David A., Rogers, MD, Senior Associate Dean for Faculty Affairs and Professional Development

Topic Category: Faculty Development

Background, Challenge or Opportunity: The recent NIH Physician Scientist Workforce Working Group Report has indicated that the current physician investigator pool is aging and stagnating, and that there is an adverse environment for new clinical investigators. In order to address these concerns, *UAB needs to establish a healthy culture for clinician scientists.*

Purpose/Objectives: To support and enhance the training of UAB Clinician Scientists as they develop their careers as future leaders of academic medicine, the SOM is moving forward with the establishment of a Clinician Scientist Career Development Office. This office would have as one of its primary responsibilities, the establishment and oversight of a new comprehensive UAB Clinician Scientist Training Program that would provide career development seminars and workshops for any research-focused MD or MD/PhD resident, fellow, or junior faculty in all clinical departments. The office will help trainees to develop their research portfolios, establish mentoring teams, obtain independent external grant funding, and develop into future leaders of our academic medical centers.

Methods/Approach: A proposal and budget was written that outlined the goals and specific responsibilities of the UAB Clinician Scientist Career Development Office. This proposal was submitted to Dean Vickers for consideration. The UABSOM is currently undergoing a strategic planning process that includes establishing an Advancement of Knowledge pillar that has as one of its preferred targets “the enhancement of scientist/ physician-scientist development”. This proposed office directly addresses this target and was therefore approved for further exploration. This included contact with relevant stakeholders (Clinical Department Chairs and Clinical Research Residency/Fellowship Directors) for input and potential financial support. The UAB Chief Financial Officer and the Assistant Dean for Biomedical Research have also been included in the discussions regarding finances and space needs for this new office.

Outcomes and Evaluation Strategy: The short term outcomes for this project are to physically establish the office (by July 2015) and to identify the residents, fellows, and junior faculty that will benefit from being involved in the office offerings. The intermediate term outcomes will be to establish a series of career development workshops for 2015-2016 and to help each participating trainee/junior faculty member to establish their mentoring teams. Long term outcomes will be evaluated by increased retention of physician-scientist faculty at UAB, increased attraction of residents interested in this pathway to UAB, surveys of career satisfaction among physician-scientists at UAB, number and quality of publications, and number of grants (which will also allow calculation of the return on the investment in this office).



Clinician Scientist Career Development Office

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Opportunity

The recent NIH Physician Scientist Workforce Working Group Report has indicated that the current physician investigator pool is aging and stagnating, and that there is an adverse environment for new clinical investigators. In order to address these concerns, *academic medical centers need to establish a healthy culture for clinician scientists*. This environment would include adequate clinicians to cover services so that academic clinician scientists have the protected time necessary to develop their research portfolios, obtain independent external grant funding, and develop into future leaders of our academic medical centers.

Objective

To support and enhance the training of UAB Clinician Scientists as they develop their careers and establish themselves as the future leaders of academic medicine, the School of Medicine will establish the UAB Clinician Scientist Career Development Office.

The UAB Clinician Scientist Career Development Office will have multiple responsibilities:

- Oversight of current UAB programs
 - Medical Scientist Training Program (MSTP, NIH T32)
 - Medical Student Summer Research Program (MSSRP, NIH T35)
 - Summer in Biomedical Sciences (SIBS) Undergraduate Research Program
 - Preparation for Graduate and Medical Education (PARAdiGM) Program (NIH R25)
 - Southeast Medical Scientist Symposium (SEMSS, NIH R13)
- Establishment and oversight of new programs
 - Clinician Scientist Training Program
 - MD/MS in Basic Medical Science
 - Research Certificate program for MD students
 - Middle-school and high-school outreach programs
- Submission of external funding applications
- Establishment of short- and long-term metrics for program evaluation
- Publication of program outcomes
- Website and informational material development

Project Approach

The UABSOM is currently undergoing a strategic planning process that includes establishing an Advancement of Knowledge pillar that has as one of its preferred targets “the enhancement of scientist / physician-scientist development”.

To address this target:

- Meetings were held with relevant stakeholders and collaborators to ask for input and to generate ideas
- The UAB Clinician Scientist Career Development Office was designed based on these discussions and the previous experiences of the ELAM fellow
- A proposal and budget was written that outlined the goals and specific responsibilities of the UAB Clinician Scientist Career Development Office
- This proposal was endorsed by the SOM Dean
- The Assistant Dean for Biomedical Research was approached regarding space needs for the new office
- Relevant financial stakeholders, including Clinical Department Chairs and the Dean of the School of Dentistry will be approached for financial support

Key initial components of the UAB Clinician Scientist Career Development Office are:

- Provision of a centralized location for career oversight of any research-focused MD or MD/PhD resident, fellow, and junior faculty in all clinical departments
- Design and presentation of career development seminars and workshops
- Development of trainee Individual Career Development Plans
- Establishment of trainee mentoring teams
- Grant writing support with provision of internal grant review panels

Existing UAB resources to be leveraged:

- Career development workshops offered through the Office of Postdoctoral Education
- UAB Center for Clinical and Translational Science Research Panels
- UAB Department of Medicine Scholar’s Program (AIBM Research Pathway)

Outcomes

Short term outcomes (summer 2015):

- Physical establishment of the office
- Hiring of the Program Coordinator
- Identification of clinician scientist residents, fellows, and junior faculty

Intermediate term outcomes (2015-2016):

- Establishment of the career development workshop series
- Meetings with each participating trainee/junior faculty member to develop their individual career development plan
- Help for each participating trainee/junior faculty member in the formation of their mentoring team

Impact and Evaluation

Long term outcomes will be evaluated by:

- Retention of physician-scientist faculty at UAB
- Attraction of residents interested in this pathway to UAB
- Career satisfaction among physician-scientists at UAB (based on pre-office establishment and one-year post-office formation surveys)
- Number and quality of publications
- Number of grants (which will also allow calculation of the return on the investment in this office).

Collaborators and Key Stakeholders

- Selwyn Vickers, MD, Dean, School of Medicine
- David Rogers, MD, Senior Associate Dean for Faculty Affairs and Professional Development
- Hughes Evans, MD, PhD, Senior Associate Dean for Medical Education
- Clinical Department Chairs
- Clinical Research Residency/Fellowship Directors



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