Exploring Policy Changes for NIH-Supported Research Training

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Council of Graduate Schools
Annual Meeting
December 9, 2011
Scottsdale, AZ
• Concern about a training/workforce enterprise that has evolved over 6 decades of growth

• How do we keep early career scientists in the system?
Causes for Concern

• NIH Success Rates on research grant applications down to 17% in FY 11
• Pharmaceutical Industry has shed many, if not all of the R&D positions it created since 2000
• Government laboratories are not growing their ‘non-training’ biomedical workforce
• Faculty hiring in tenure track positions has not grown at the pace of biomedical PhD production in the past decade(s)
Areas of Concern: The Diversity of the Workforce

• The diversity of the workforce:

  – Research training programs must explore how best to attract and retain the most talented individuals from all segments of the population to careers in science

  – Access by all segments of the population to high quality pre-school environments, and K-12 and college STEM education that in large part determine a student’s future chances for success in graduate school and beyond.
Grand Issues

- Research training for what kinds of careers?
- Over-emphasis on GRE Scores?
- How best to support translational science?
- Tracking individuals in careers beyond the training pipeline
  - Measures of Success
- Over-credentialing
  - Professional Masters Program for Biomedical Scientists
Thank You
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