



Exploring Policy Changes for NIH-Supported Research Training

Rod Ulane, PhD

Director, Division of Scientific Programs

National Institutes of Health

Council of Graduate Schools

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- Concern about a training/workforce enterprise that has evolved over 6 decades of growth
- How do we keep early career scientists in the system?





- 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.



- 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
Rod Ulane
ulanere@od.nih.gov

