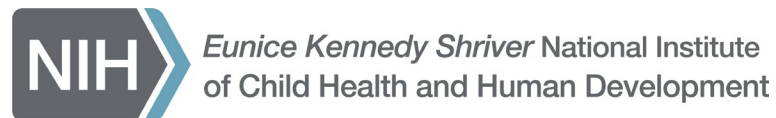


NICHD Training and Career Development Implementation Working Group: Progress Update

NACHHD Council Presentation

June 3, 2024



Outline



1. Background Information
2. Implementation Working Group (WG)
3. Implementation WG Progress
4. Request for Information (RFI) Results





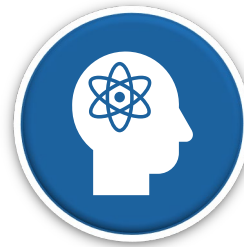
Background Information

Extramural Training and Career Development Working Group Background

When: The NICHD Extramural Training and Career Development Working Group (TCD WG) was created in **January 2023**.

Why: To help NICHD identify opportunities for its extramural training and career development programs to prepare the future research workforce to address NICHD's mission.

The TCD WG met from January 2023 to December 2023 to develop **six** recommendations and 32 associated action items across **three** key areas:



Career development (K) programs



Pre- and post-doctoral (F, T, Supplement) programs



Alignment of training and career development goals with strategic priorities



Summary of Recommendations



1. Rethink How We Talk About Outcomes



2. Reinvigorate Institutional Training and Career Development Programs (T32 and K12)



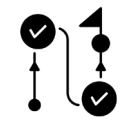
3. Create Community Amongst Trainees



4. Use Training and Career Development Programs to Diversify NICHD's Reach



5. Reinvigorate the Loan Repayment Programs (LRPs)



6. Use Training Programs to Support Strategic Research Priorities





Implementation Working Group

Current State



January 22, 2024: The TCD WG Co-Chairs presented their recommendations and action items to the NACHHD Council and received approval to begin implementation efforts.



February 2024: A spinoff of the TCD WG, the DER/DEA TCD Implementation WG, was formed to support implementation of the recommendations and action items. The TCD Implementation WG was also tasked with releasing an RFI soliciting comments on the recommendations and action items presented to Council.



June 2024: The TCD Implementation WG is continuing work and is comprised of 20 members, including three Co-Chairs, and is organized into the following Subgroups:



Subgroup A:

Strategic Priorities,
Outcomes, and Loan
Repayment



Subgroup B:

Community and Diversity



Subgroup C:

Institutional Training and
Career Development
Programs (T32 and K12)



DER/DEA TCD Implementation WG Members



A *huge* thank you to our WG members and additional collaborators for their time and input!

Strategic Priorities, Outcomes & Loan Repayment

Subgroup A

Tessie October (Co-Chair & Lead A)
Medical Officer, PTCIB

Brett Miller
Deputy Branch Chief, CDBB

Chris Belter
Program Analyst, DER

Katie Stein
Program Officer, DBCAB

Joe Bonner
HSA/Program Officer, NCMRR

Amanda Sztejn
Program Analyst, DER

Steven Kaufman
Medical Officer, CRB

Community and Diversity

Subgroup B

Joe Gindhart (Co-Chair & Lead B)
Deputy Director, DEA

Leigh Allen
Program Officer, CRB

Sujata Bardhan
Program Director, IDDB

Parisa Parsafar
Program Officer, OHE

Lesly Samedy-Bates
Program Officer, OPPTB

Monica Longo
Medical Officer, PPB

Institutional Training & Career Development (T32 and K12)

Subgroup C

Susan Taymans (Co-Chair & Lead C)
Deputy Branch Chief, FIB

Denise Russo
Deputy Branch Chief, MPIDB

Tracy King
Medical Officer, CDBB

Ronna Popkin
Program Director, PDB

Guillermina Girardi
Health Scientist Program Officer, PPB

Christiane Robbins
Scientific Review Officer, SRB

Dennis Twombly
Deputy Director, OEP





Implementation Working Group Progress

Subgroup A Breakdown: Strategic Priorities, Outcomes, and Loan Repayment



Recommendations: 3

- Rethink How We Talk About Outcomes
- Reinvigorate the Loan Repayment Programs (LRPs)
- Use Training Programs to Support Strategic Research Priorities



Action Items: 11

Accomplished (2)

- ✓ Expand LRP programs to include the L32 - Clinical Research for Individuals from Disadvantaged Backgrounds (DLR mandate; NICHD joined Sep. 2023)
- ✓ Diversify the team involved in the LRP selection process to include representation from OHE and the training committee team

In Progress (9)

- ✓ Develop approaches and algorithms to track and encourage important career trajectories in the future and describe them all as valid and successful outcomes



Subgroup B Breakdown: Community and Diversity



Recommendations: 2

- Create Community Amongst Trainees
- Use Training and Career Development to Diversify NICHD's Reach



Action Items: 11

Accomplished (1)

- ✓ Recommend that OHE develop a systematic process for evaluating and signing on to diversity-focused training notices of funding opportunity (NOFOs)

In Progress (10)

- ✓ Host an annual or biennial workshop with fellowship trainees at NICHD
- ✓ Create a distribution list of scholars and fellows to advertise NICHD-wide events
- ✓ Equitable outreach across institutions to increase the number of fellowship applications from institutions without a history of significant NIH funding



Subgroup C Breakdown: Institutional Training and Career Development Programs (T32 and K12)



Recommendations: 1

- Reinvigorate Institutional Training and Career Development Programs (T32 and K12)



Action Items: 10

Accomplished (1)

- ✓ Establish a differential payline for new vs. renewal programs

In Progress (9)

- ✓ Cluster Type 1 and Type 2 T32s separately in peer review
- ✓ Create metrics to determine when a K12 program has achieved its goal or to indicate that another tactic for growing a workforce should be attempted





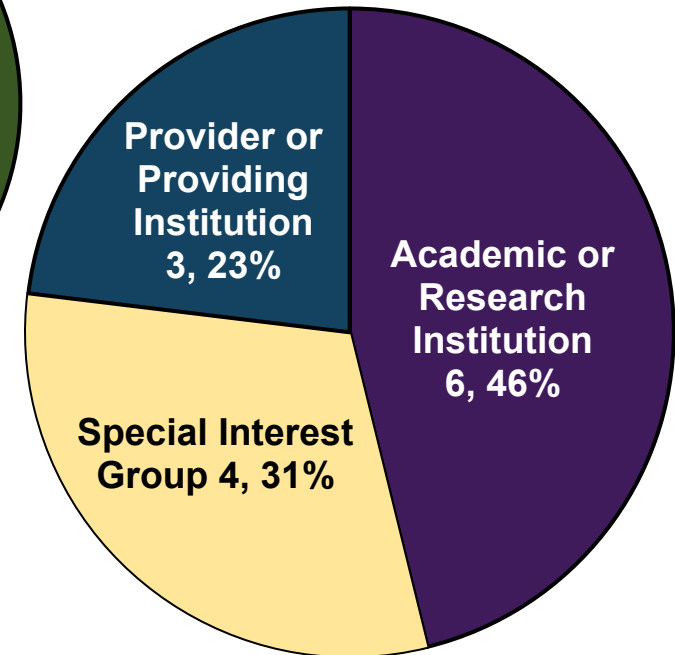
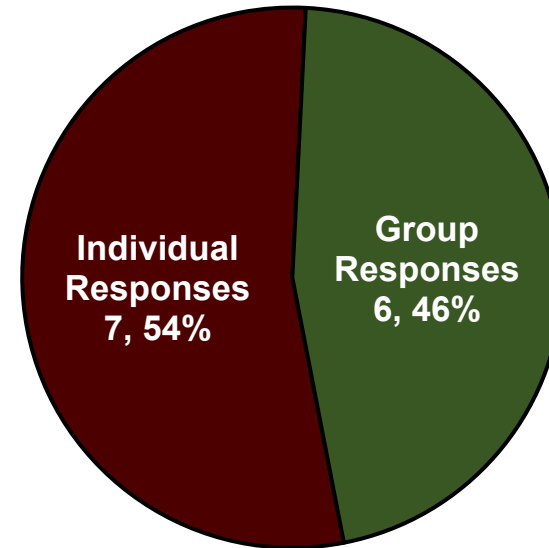
Request for Information (RFI) Results

RFI Summary Statistics: Demographics

In **February 2024**, the TCD Implementation WG released an [RFI](#) inviting comments on NICHD's strategic recommendations (submitted to Council) for the future of extramural research training and career development.

13 Total Responses

- **7** responses were submitted on behalf of individual(s)*:
 - 8 Doctors of Medicine (MDs)/Professors
 - 1 Doctor of Veterinary Medicine (DVM)/Professor
- Groups and institutions represented:
 - **3** Providing Institutions
 - **6** Academic or Research Institutions
 - **4** Special Interest Groups

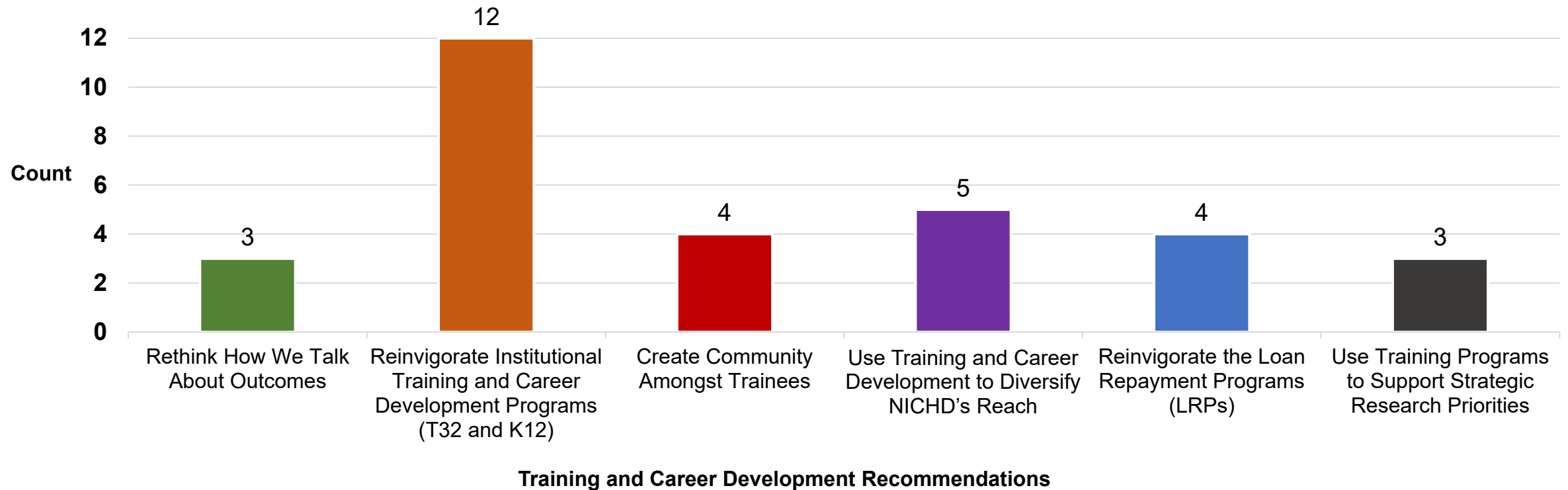


**One response was submitted on behalf of three individuals*



RFI Summary Statistics: Recommendations Referenced

RFI Responses by Recommendation(s) Referenced



Notable Findings

- The training and career development recommendation, “*Reinvigorate Institutional Training and Career Development Programs (T32 and K12)*”, was referenced in all but one RFI response
- All training and career development recommendations were referenced in three or more RFI responses

RFI: Key Themes



Rethink How We Talk About Outcomes

- Consider a broader spectrum of metrics when determining a successful research career
 - Example(s) included: Continued funding from any external source, careers in research-related positions, involvement in team science as a co-investigator, leadership positions outside of academics, mentoring success



Reinvigorate Institutional Training and Career Development Programs (T32 and K12)

- Capitalize upon the benefits of partnership and collaboration
 - Examples included:
 - Expand upon partnership models already in place at NICHD
 - Partnerships with T32/K12 institutions and smaller/less resourced institutions to get broader involvement
 - Pair new/emerging programs with successful longstanding programs
 - Leverage the wealth of existing expertise across physician scientist training programs



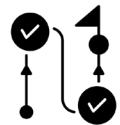
Create Community Amongst Trainees

- Provide extra support for the transition period from K to R
- Use formal, funded opportunities to bring trainee community together
- Rationale included: Funded retreats for networking and career development can be powerful for creating community



Reinvigorate the Loan Repayment Programs

- Increase LRP review and selection process transparency



Use Training and Career Development to Support Strategic Research

- Link K12/T32 programs to existing networks
- Incentivize training programs to emphasize multidisciplinary and team science components

Note: This is not an exhaustive list. Only RFI response themes designated as *potentially actionable* by WG Co-Chairs are included.





Any Questions?
Thank you!

