EDGE for SCHOLARS
Developing & retaining talented scientists

K. Hartmann, MD, PhD
Associate Dean
Clinical & Translational Scientist Development
WHY CENTRAL RESOURCES?

• Certain resources are needed by all early career researchers.
• Amplifying resources at the institutional level extends reach and is efficient.
• Supporting mentors is valued by mentors and mentees.
• Investing in meeting needs of early career researchers builds a culture that values mentoring.
• Those who benefit will pay it forward.
NEEDS OF SCHOLARS

- Time for building a program of research
- Practical, accurate, and timely advice
- Guidance in writing & grantsmanship
- Spurs to support productivity & pace
- Community with other early career researchers
- Access to an extended network of senior scientists
UNDERGRAD STEM Diversity Intensives

SSMV Public schools

MEDICAL & GRADUATE SCHOOL
Medical Scholars
MSTP, MPH, MSCI
BRET/IGP

EARLY CAREER FACULTY
VFRS
K12
Individual CDAs

MID CAREER FACULTY
K24s
Minority Supplements
Next Gen Mentors

POST DOC
T32s
BRET/ASPIRE

EMERITUS FACULTY
Continued Engagement

SENIOR FACULTY
Mentoring
Leadership
Translational Bridge
• 160 in final year of post-doctoral training
• Monthly career seminar
• Tailored activities
• Near peer mentorship
CAREER DEVELOPMENT AWARDS

Vanderbilt Faculty Research Scholars
- Plan to pursue CDA
- 75% protected time
- Up to $85K salary
- $25K for research
- Ranked in spring
- Appointments through year
Year-round activities for all early career scholars:

- K or equivalent award
- 117 members
- Monthly career seminar
- Tailored activities
- Annual Research Forum
EARLY CAREER OUTCOMES

National K to R

Vanderbilt K to R
GENDER PARITY

women
men
GROWING DIVERSITY

URM
Asian
Caucasian
Other
DEPARTMENTS REPRESENTED

- Anesthesia
- Neurology
- Obstetrics
- Surgery
- Pediatrics
- Medicine
- Other
Daniel Claassen, MD, MS

Neurologist - movement disorders
Disinhibition from Parkinson’s treatment
Goal of predicting treatment response
Uncovering brain-behavior relationships
Cultivated collaborations with:
  • Imaging physicians, physicists, engineer
  • Experimental psychologists
  • Animal researchers in dopamine pathway
Career development awards - proof of concept
R01 awarded in fourth year of K
SCHOLAR RESOURCES

Daniel Claassen, MD, MS

Contact during recruitment
Funded grants library
Pilot funding
Equitable imaging core access
Expert studios
Internal K award – Newman Society
Grant pacing workshop
Internal study section
Paying it forward: thriving lab (pre/post docs)
Speaker in grant pacing workshops
Grants in library
SCHOLAR PROFILE

Julie Bastarache, MD

Pulmonary & Critical Care Physician
Novel biologic targets/therapeutic options for ARDS
Lab experience - lung tissue factor played different roles in direct vs sepsis lung injury
Transgenic mouse model revealed cell-free hemoglobin
Led to clinical identification of cell-free hemoglobin in human ARDS bronchial lavage
CFH is a pro-oxidant with peroxidase domain similar to cyclooxygenase
Completed phase II trial of acetaminophen showing benefit
2 R01s, Co-PI R01, VA Merit
Home grown from MS thru fellowship
Funded grants library
Pathway resources (coursework)
Internal K funding – Newman Society
Loan repayment
Internal study section
BIRCWH K12 – K08 funding
Paying it forward:
  • K mentor
  • PD for K12, workshop leader
  • Leads in departmental research training
Expert advice and resources:

- Studios (1.5hr expert panels)
- REDCap data management
- Biostats clinics
- Biostats vouchers
- Pilot/core funding
Internal Study Section:
• 138 reviews in 2016
• All Ks and Rs
• Matched expertise
• Videotaped
• Summary statements
• 98.5% satisfaction
• 44% funded
Peer contact among faculty researchers:

- Welcome lunches
- Ground Level
- Lending library
- Conversation book series
- Manuscript Sprints
- Shut Up & Write groups
NEW FOCUS ON INTERVENTIONAL SPECIALTIES

Invited to submit full Burroughs Wellcome proposal:

- Deep commitments
- Flexibility 50-95% FTE
- Long commitments
- Loan repayment
- Ample funding
NEW PATHWAYS

Individualized enrichments in:

• Biostatistics & Epidemiology
• Clinical Context
• Community Engagement
• Data Science Methods
• Measurement Methods
• Technology Transfer
SAFETY GEAR

Career protections:

• Compliance oversight
• Mentor evaluations
• Faculty assistance resources
• Doris Duke Award
• Partners Program
Access to 169 funded applications including:

- Loan repayment
- Individual K and VA CDA
- R03, R21, and R01
- VA Merit
- *New F-series* (pre/post doc)
TARGETED WORKSHOPS

How-to’s on priority topics:

- Biosketch and CV Clinics
- Professional Brand
- Minority Supplements
- K24 Mentoring Awards
- Rigorous Research
GRANT PACING WORKSHOPS

Project management skills for grant preparation:

• Two workshop sessions
• F, K & R01 grant applications
• Mapping key components & tasks to timeline
• Accountability groups
• **New** writing consultants