

Creating a Physician-Scientist Training and Career Development Home Committee Charge

Physician-scientists play an essential role in medicine by tying the bench and the bedside more closely together. There have been numerous calls to action, including from the NIH and AAMC, which express concern that the physician-scientist workforce is aging and is forecast to decline in size as older investigators retire. Several institutions have begun to create “homes” for physician-scientists which integrate the support for new physician-scientists across career stages and departments. Such a home may be a formal institutional program, network, or other community that supports the training and development of individuals pursuing physician-scientist careers. This home would shift some of the support and responsibility from departments to the institution, understanding that the support of physician-scientists ultimately requires a partnership between the departments, medical school, and parent institution.

The study committee will

1. Define and consider the consequences of establishing a physician-scientist training and career development home
2. Identify key educational principles that all physician- scientists should obtain through training and career development
3. Identify the key institutional components for creating a home for physician-scientist trainees and early career faculty. Examples include, but are not limited to:
 - a. Defining scope/goals of a home
 - b. Targeting levels of trainees, physicians supported
 - c. Evaluating measures success of individuals and program
 - d. Generating institutional buy-in and resources
 - e. Getting faculty support for recruitment, training of physician scientists
 - f. Ensuring a diverse, equitable, and inclusive environment
 - g. Providing career and professional development
 - h. Strategizing for protected time
 - i. Fostering mentorship
4. Present several models of physician-scientist trainee and early-career faculty support. The committee will identify institutions that have implemented the components identified above and develop a template of possibilities for institutional leadership to learn from existing models.

The diverse committee will include representation from those that have expertise on the various stages of training and career development. The project will result in an AAMC publication that would serve as a resource to institutions looking for examples and potential new strategies for assisting their trainees and early-career faculty. A comprehensive dissemination plan [and user feedback or evaluation plan] will be developed in concert with any publication.