DRAFT Career Development Award Logic Model - HRA

Impact

- Improved communication and innovation among senior physician scientists
- Stronger research

- Improved clinical practice
- Improved capacity of physicians / systems to diagnose and treat

- Improved health of target population
DRAFT Career Development Award Logic Model - HRA

Long Term Outcomes

- Expanded pool of senior-level physician scientists (or clinical investigators) conducting human subject related research
- Expanded pool of senior-level physician scientists (or clinical investigators) conducting research
- Increased field-level research productivity
- New therapeutics
- New scientific discoveries
- New diagnosis
- New preventive strategies

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Short-Term Outcomes

- Funded Applicants
  - Increased capacity to conduct research
  - Increased pursuit of risky or nontraditional research ideas
  - Increased quantity and quality of research activities
  - Increased opportunities
  - Leverage to garner more resources
  - Status change & recognition
  - Awareness of "broader universe"
  - Beginning relationship with colleagues
- Increased individual research productivity (conferences, publications)
- Career Advancement (promote to tenure positions, work in private industry)
  - Improved understanding of how to be a mentor
  - Improved mentoring skills

Unfunded Applicants:
- Sharpen/improve upon their ideas
- Increased understanding of high quality research
- Improved interview skills
- Increased understanding of the importance of mentorship

Mid-Term Outcomes

- Institutional support for clinical research (from informal to formal)
  - Measures: protected time, tenure policy, recruiting, core support, assistance
- Internal career advancement
  - Establish independent research program
  - Obtain (leverage) additional research funding.
  - Promote to tenure positions
  - Increased collaboration with clinicians & scientists
  - Work in private industry
  - Career longevity

Long Term Outcomes

- Expanded pool of senior-level physician scientists (or clinical investigators) conducting human subject related research
- External career advancement
  - Become active in professional activity, such as serving as journal reviewers, editors, study sections.
  - Become mentors
  - Assumes field leadership

- Increased field-level research productivity

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**Strategies**
- Application / Nomination process
- TA from fnl staff
- Interviews
- Peer review process
- What we fund:
  - Support salary & fringe of applicant
  - Provide research project support (travel, supplies, equipment, publication, meetings, etc.)
  - Cover medical school debt
  - Support mentor sal.
- How we fund:
  - Flexibility
  - Portability
  - Bank-ability
  - Allocation & Expenditure
  - Matching fund
  - Amount of funding
  - Length of time
- Conducting research
- Working with a mentor or senior researcher
- Receiving career development training
- Receiving TA in evaluating start-up (salary) packages
- Getting mentoring training
- Convening
- *Improved application

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