How funders can work with universities to support early career scientists

Patrick Brandt, PhD
Director of Career Development and Outreach
Office of Biomedical Graduate Education
University of North Carolina at Chapel Hill
Female graduate student enrollment is on the rise

Source: NIH Databook Report
https://report.nih.gov/nihdatabook
At UNC, only 1/3 of graduate students enter a PhD program straight from an undergraduate degree.
Historically excluded graduate student enrollment is on the rise.
Graduate enrollment by citizenship

Source: NIH Databook Report
https://report.nih.gov/nihdatabook/
More than 50% of postdocs are international

Source: NIH Databook Report
Non-federal support of postdocs is critical

Source: NIH Databook Report
NAS and NIH recommendations to support the biomedical workforce

- Increase funding for career development programming
- Normalize diverse career path choices
- Increase proportion of trainees supported by fellowships
- Prioritize mentor training

Examples worthy of emulation

- HHMI Med Into Grad
- HHMI Gilliam Fellowship
- BWF Career Guidance for Trainees
- Simons Foundation SEED grants
- SOT GIFT, STEP, NEXT Programs
High-impact, high-need funding suggestions

- Embedded wellness counselors/therapists
- Targeted, third-party-paid internships
- Diversity-specific fellowships
- Professional development grants for trainee organizations
- Fellowships with professional development funds
- Fellowships with child care support funds
- Require mentor training of fellowship mentors
Thank you for your support of the scientific workforce of the future!