

How funders can work with universities to support early career scientists

Patrick Brandt, PhD

Director of Career Development and Outreach

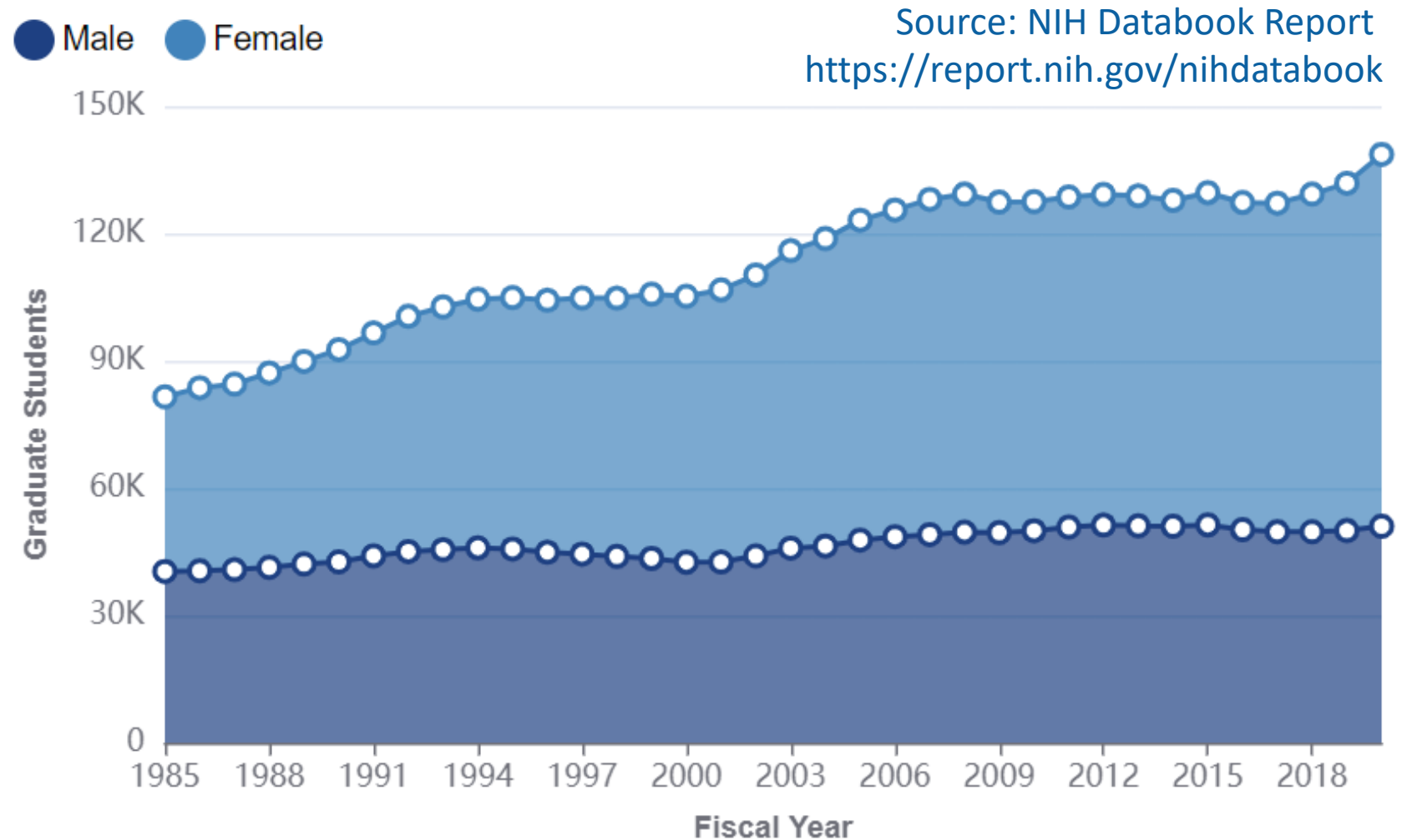
Office of Biomedical Graduate Education

University of North Carolina at Chapel Hill





Female graduate student enrollment is on the rise



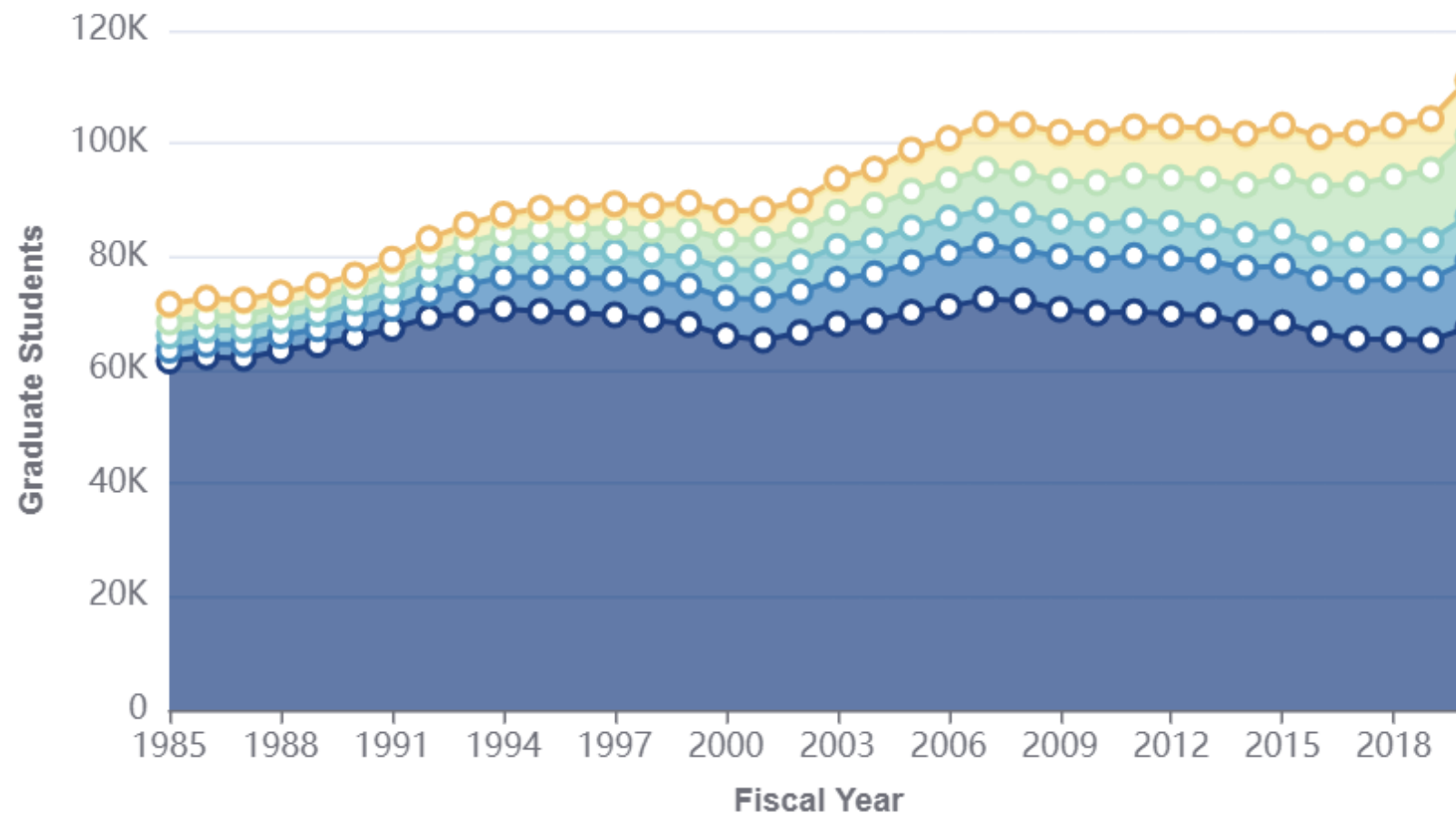


At UNC, only 1/3 of graduate students enter a PhD program straight from an undergraduate degree



Historically excluded graduate student enrollment is on the rise

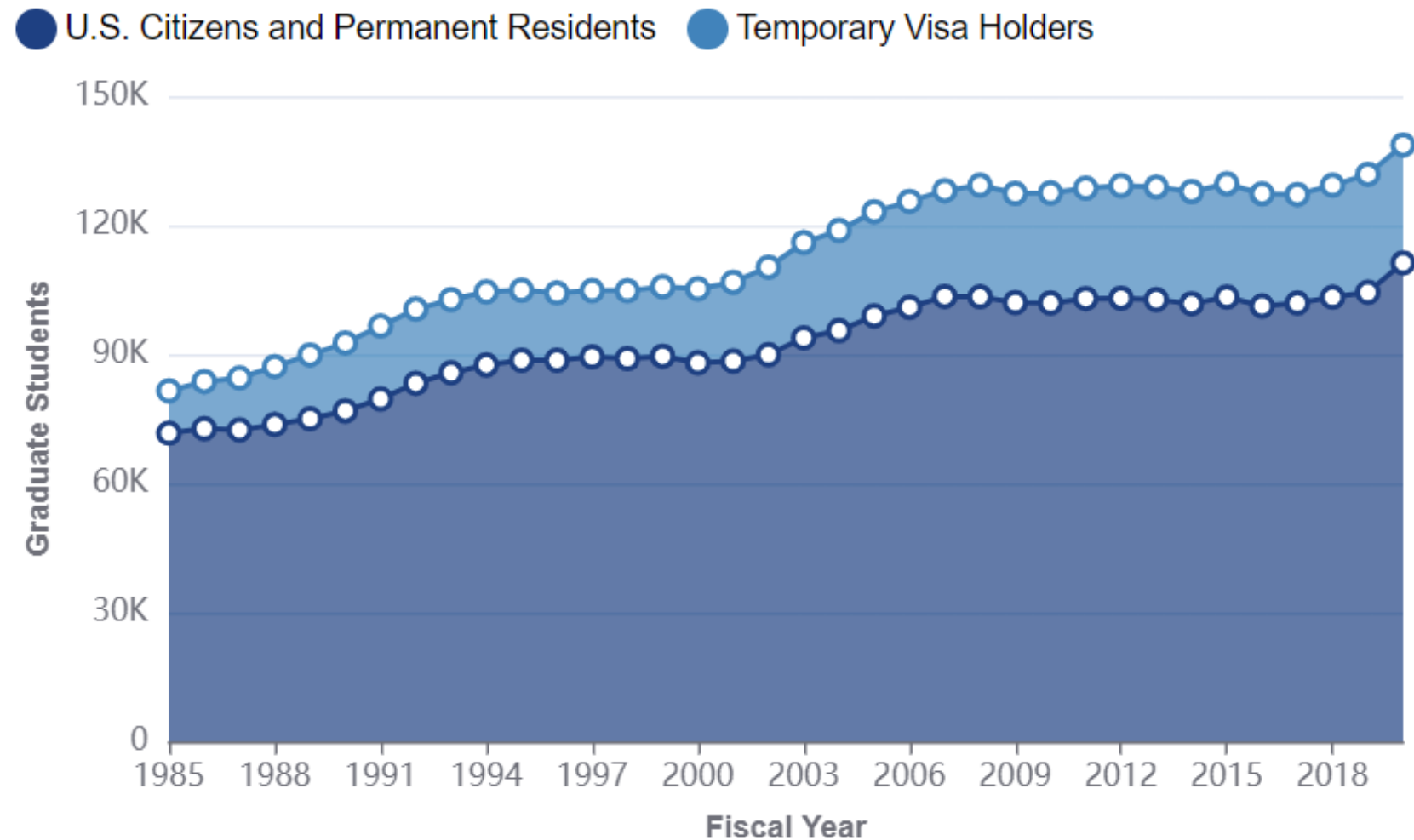
● White, Non-Hispanic ● Asian/Pacific Islander ● Black, Non-Hispanic ● Hispanic
● Other or Unknown ● American Indian/Alaska Native





Graduate enrollment by citizenship

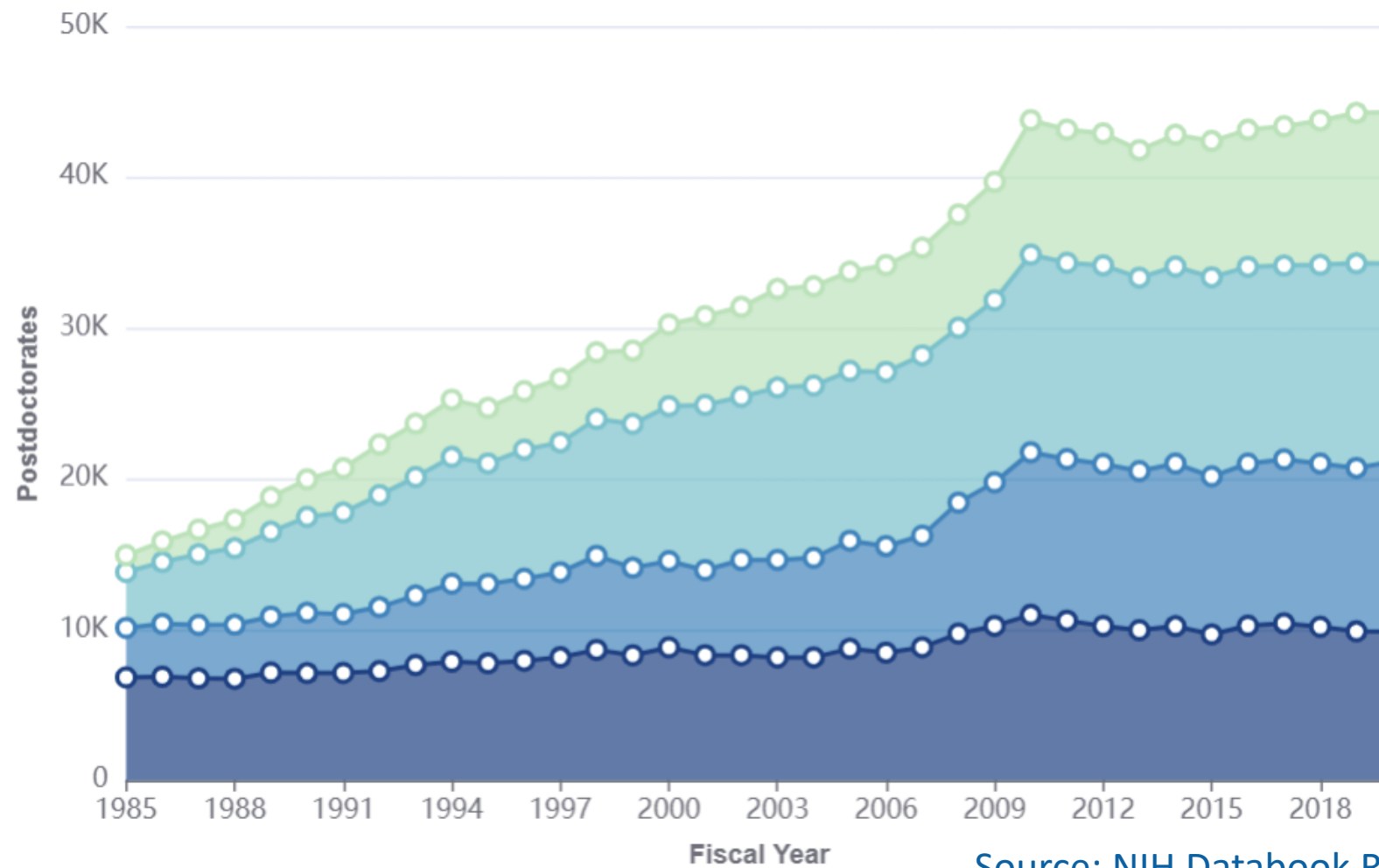
Source: NIH Databook Report
<https://report.nih.gov/nihdatabook/>





More than 50% of postdocs are international

- U.S. Citizens and Permanent Residents, Male
- U.S. Citizens and Permanent Residents, Female
- Temporary Visa Holders, Male
- Temporary Visa Holders, Female

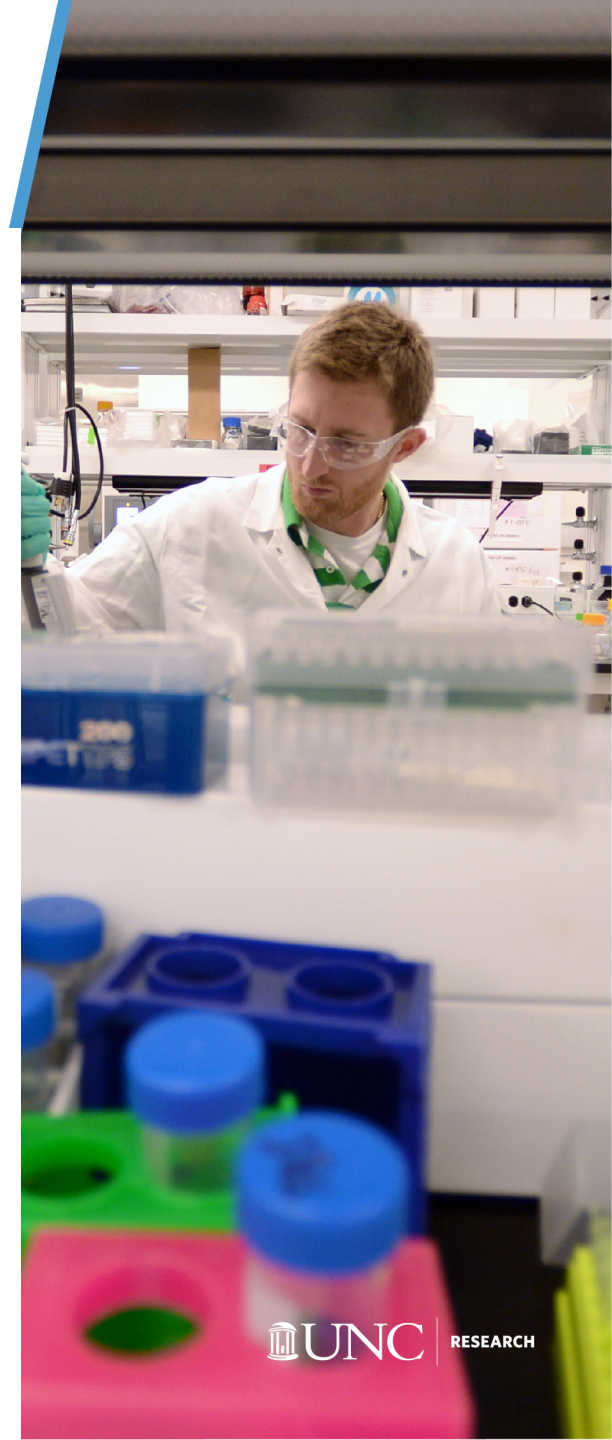
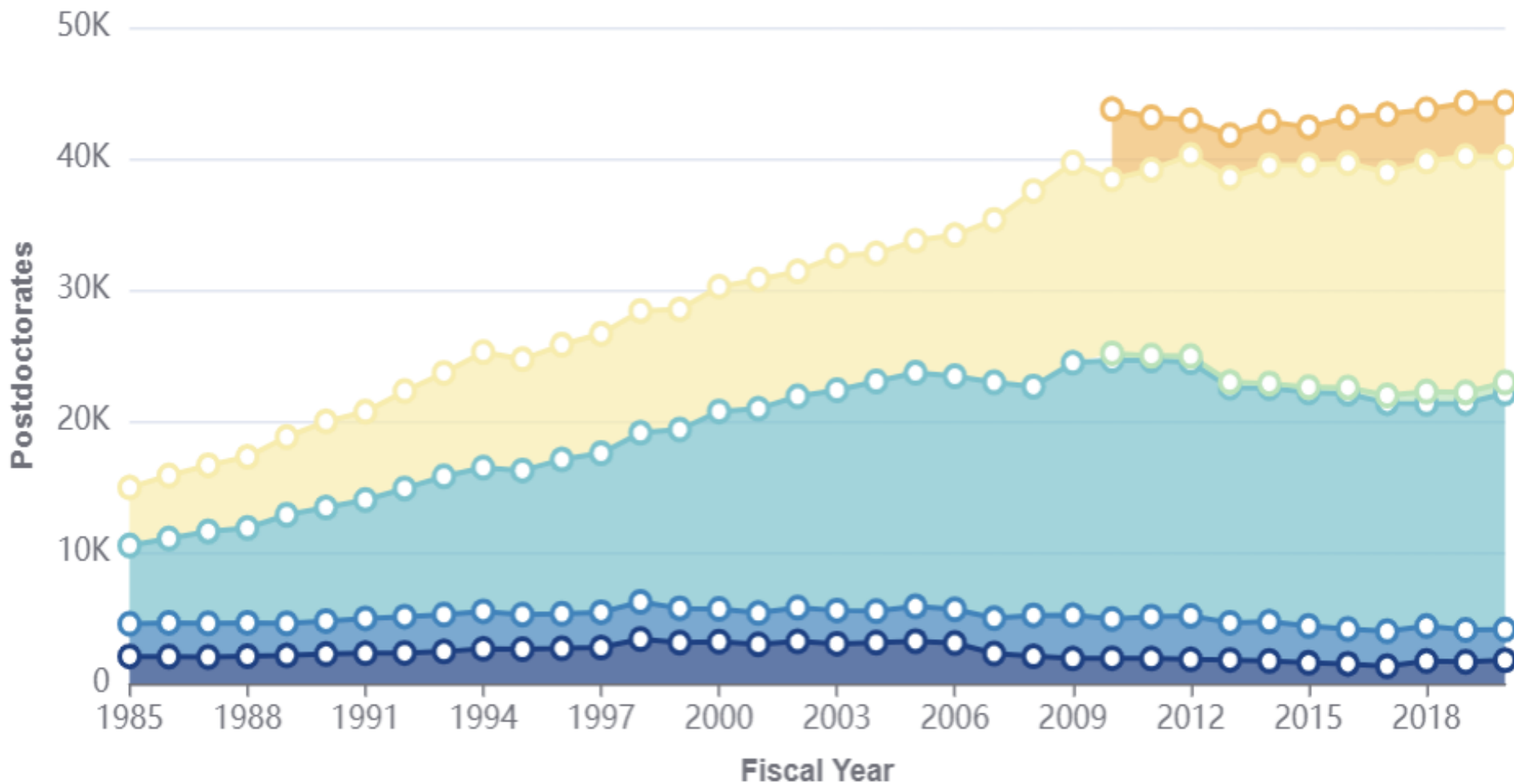


Source: NIH Databook Report

Non-federal support of postdocs is critical

- Federal Fellowships
- Federal Traineeships
- Federal Research Grants
- Other Federal
- Nonfederal Support
- Unknown

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!