Recommendations from taskforce:

Graduate Students

• Create competitive supplement to training grants to develop and demonstrate:
  ▪ Enhanced training experiences matched to demonstrated career outcomes
  ▪ Reduced time to degree
  ▪ Better tracking and publication of career outcomes
  ▪ Provide pathways to other degree programs, such as Masters degrees for specific science-oriented career outcomes.

• Cap the number of years a graduate student can be supported by NIH funds (any combination of Ts, Fs, and RPGs)
  ▪ Six year individual limit, with an institutional average of 5 years
  ▪ Longer cap for physician scientists

• Increase the proportion of graduate students supported by training grants and fellowships
  ▪ Trainees and fellows are more successful
  ▪ Accomplish without increasing the overall number.

• Revise the peer review criteria for training grants
  ▪ Include consideration of the outcomes of all students (not just trainees) in relevant PhD programs at those institutions
  ▪ Educate study sections to consider a broader range of career outcomes.

• All ICs should offer comparable training grant programs and fellowships
  ▪ Harmonize requirements
Postdoctoral Researchers

- Increase the proportion of postdoctoral researchers supported by training grants and fellowship
  - Fellows are more successful
  - Without increasing the overall number of NIH supported postdocs
- Create competitive pilot program to enable postdoctoral offices to develop ways to enrich and diversify postdoctoral training.
- Increase stipend levels
  - $42,000 at entry
  - Level to level increases of 4% between entry and 3\textsuperscript{rd} year
  - Level to level increases of 6% for years 4 through 7.
  - Apply the same scale to postdoctoral researchers on RPGs.
- Increase benefits available to all NIH-supported postdoctoral researchers
  - Postdocs should receive benefits that are comparable to other employees at the institution.
- Double the number of Early Independence Awards
- Double the number of K99/R00 awards
  - Shorten eligibility to 3 years of postdoc
- Require individual development plans (IDPs) for all NIH-supported postdoctoral researchers.
Aim 1: Job market informs curriculum.

Aim 2: Trainees prepare for biomedical careers.

Aim 3: Supportive faculty culture is developed.

Labor/Insight™ software

Institutional Infrastructure
Mentoring awards/circles
Website

Hybrid Online Modules

Faculty Development
Seminars/workshops
Programs

Experience
Internships
Certificates/Degrees

Enhance
Coursework
Shadowing

Partners
Alumni
Advisory committees

Explore
Prof. development
Workshops/seminars

Reflect
Advising
Focus/Career™ software

Partnering with:
Propel Careers, Lauren Celano; MassBioEd, Lance Hartford

Evaluator: Deborah Fournier

Principal Investigators: William Cruikshank, Linda Hyman, and Barbara Schreiber

Partners: Propel Careers, Lauren Celano; MassBioEd, Lance Hartford

Evaluator: Deborah Fournier