

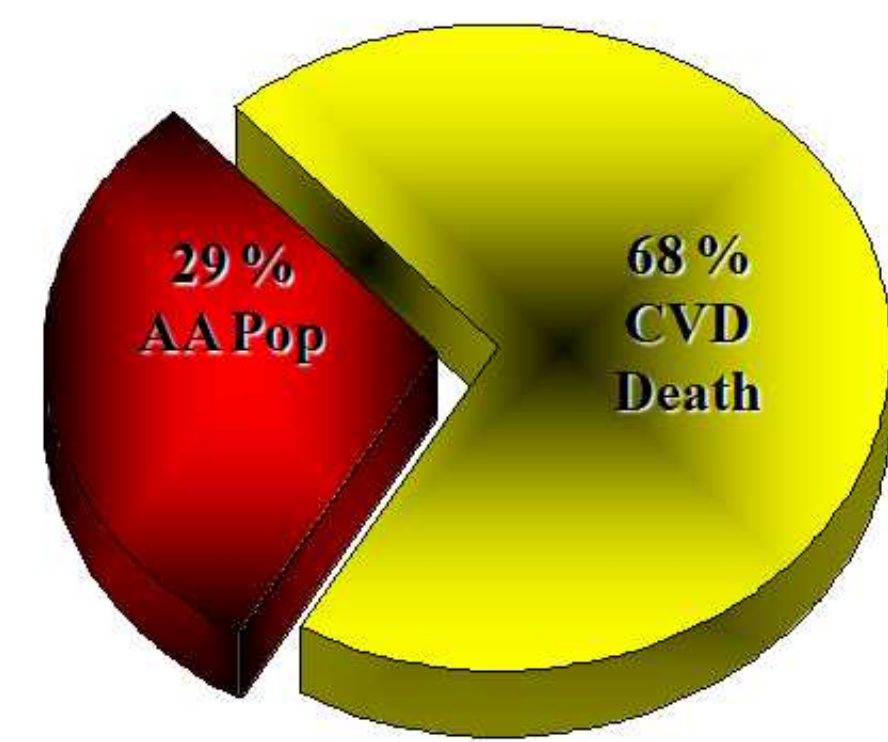


# Diversity in Biomedical Research: Best Practices for Sustaining Career Success at Morehouse School of Medicine

Clinical Research Education and Career Development (CRECD), Master of Science in Clinical Research (MSCR)  
Mentored Research and Scientist Development, Six Years of Progress: 2002-2008

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## Healthcare Disparities: The Case for Diversity in the Biomedical Workforce

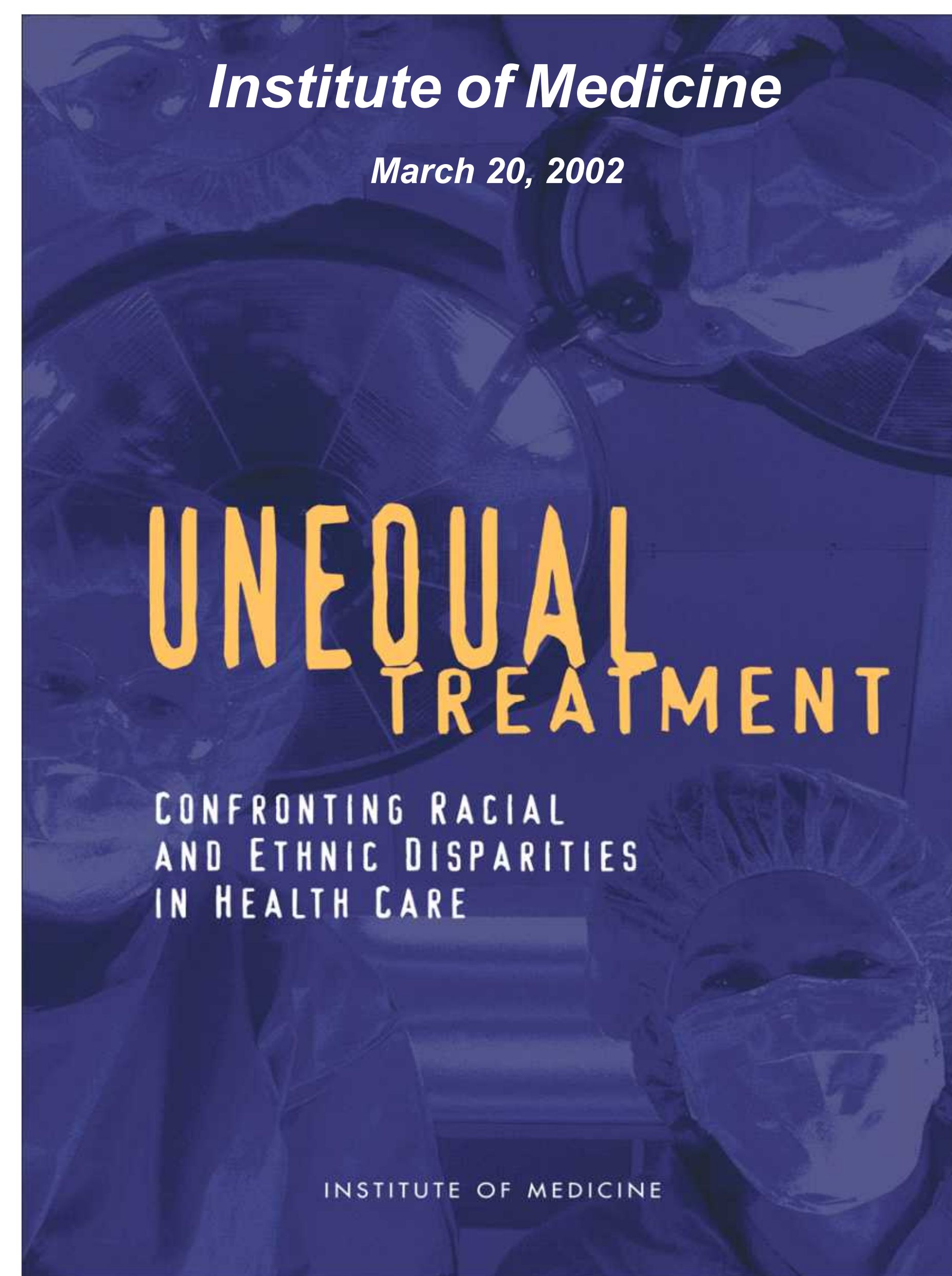


African Americans make up 29% of the population in Georgia, but account for 68% of CVD deaths before age 65

Georgia Heart Report, 1998; 2002

David Satcher, MD, PhD; 16<sup>th</sup> US Surgeon General; MSM Past President: "We could have prevented 83,500 deaths in 2000 if we eliminated health disparities"

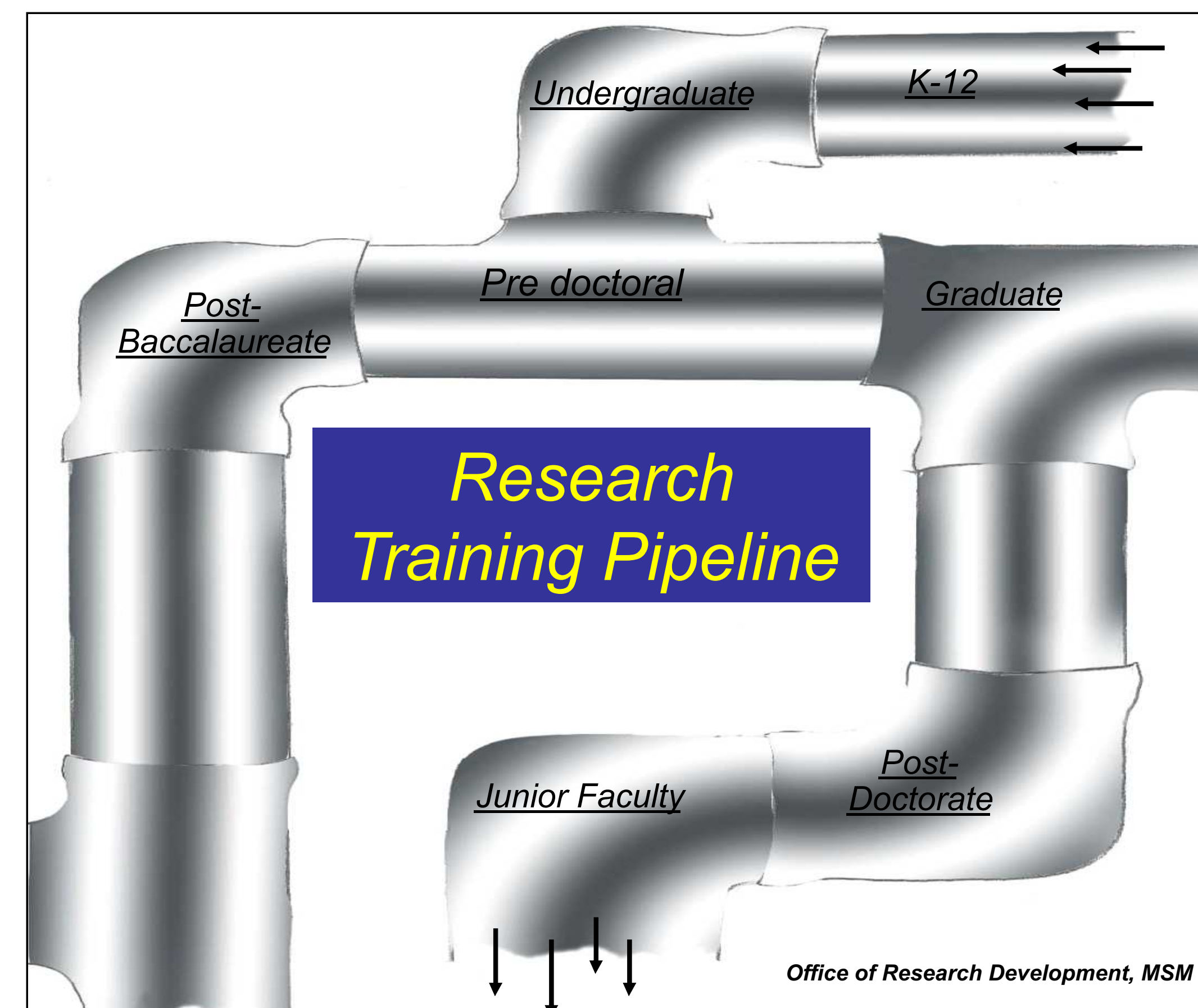
## Unequal Treatment: Confronting Racial and Ethnic Disparities in Healthcare



In the Nation's Compelling Interest: Ensuring Diversity in the Health Professions  
Institute of Medicine, 2004

## Models for Biomedical Scientist Career Development at MSM

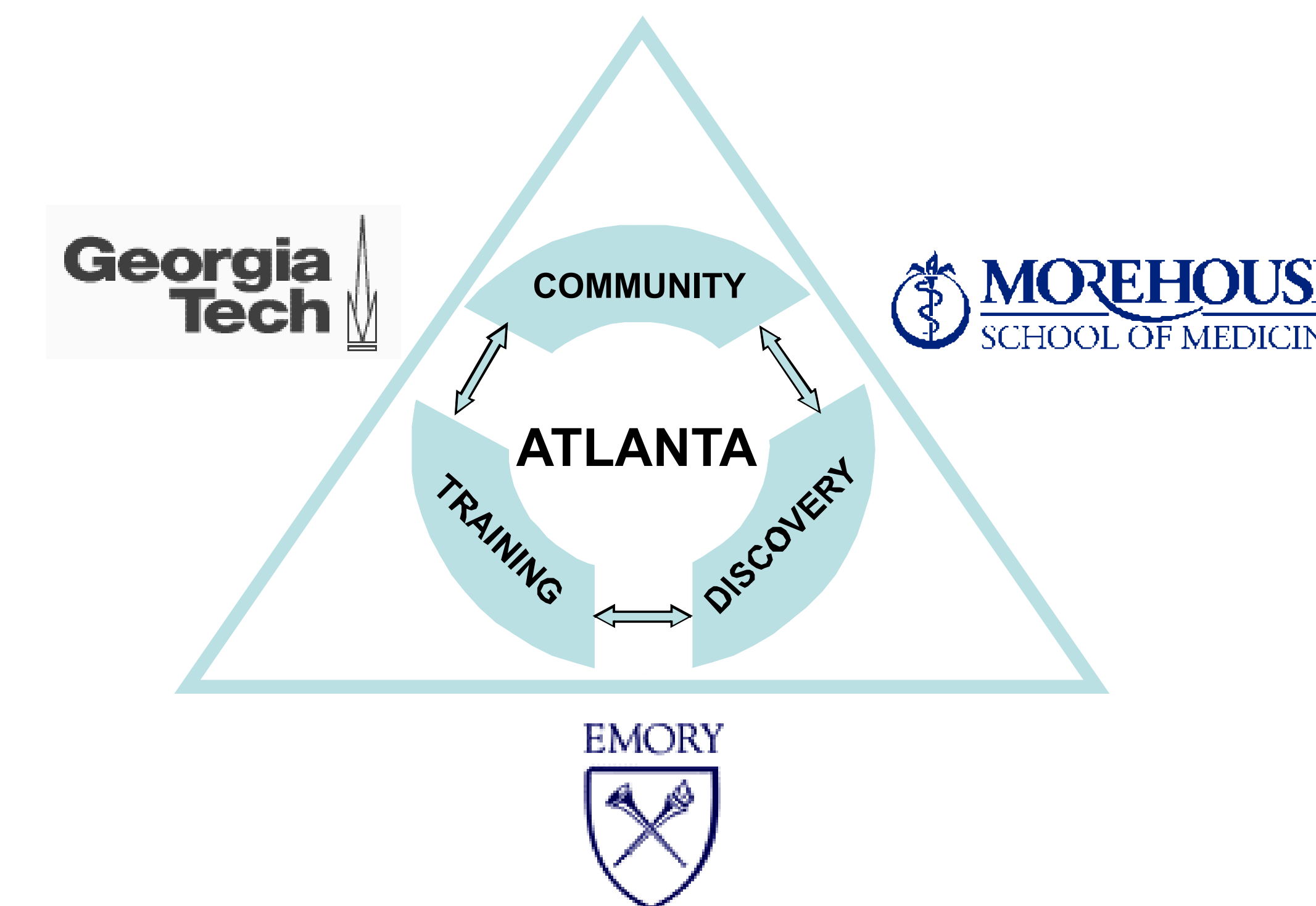
- ◆ Clinical Research and Career Development Program (CRECD) from 2002: NCRR, trans-NIH institutes – identify highly motivated underrepresented minority faculty early in their academic career for rigorous curriculum based training in clinical research, as the foundation for outstanding academic careers in clinical investigation.
- ◆ The Atlanta Clinical and Translational Science Institute – Inter-institutional collaboration that builds on complementary strengths to foster junior scientist mentorship through career development awards
- ◆ Center of Clinical Research Excellence – Scientist development through focused basic and clinical science collaboration



## CRECD and MSCR Program Highlights

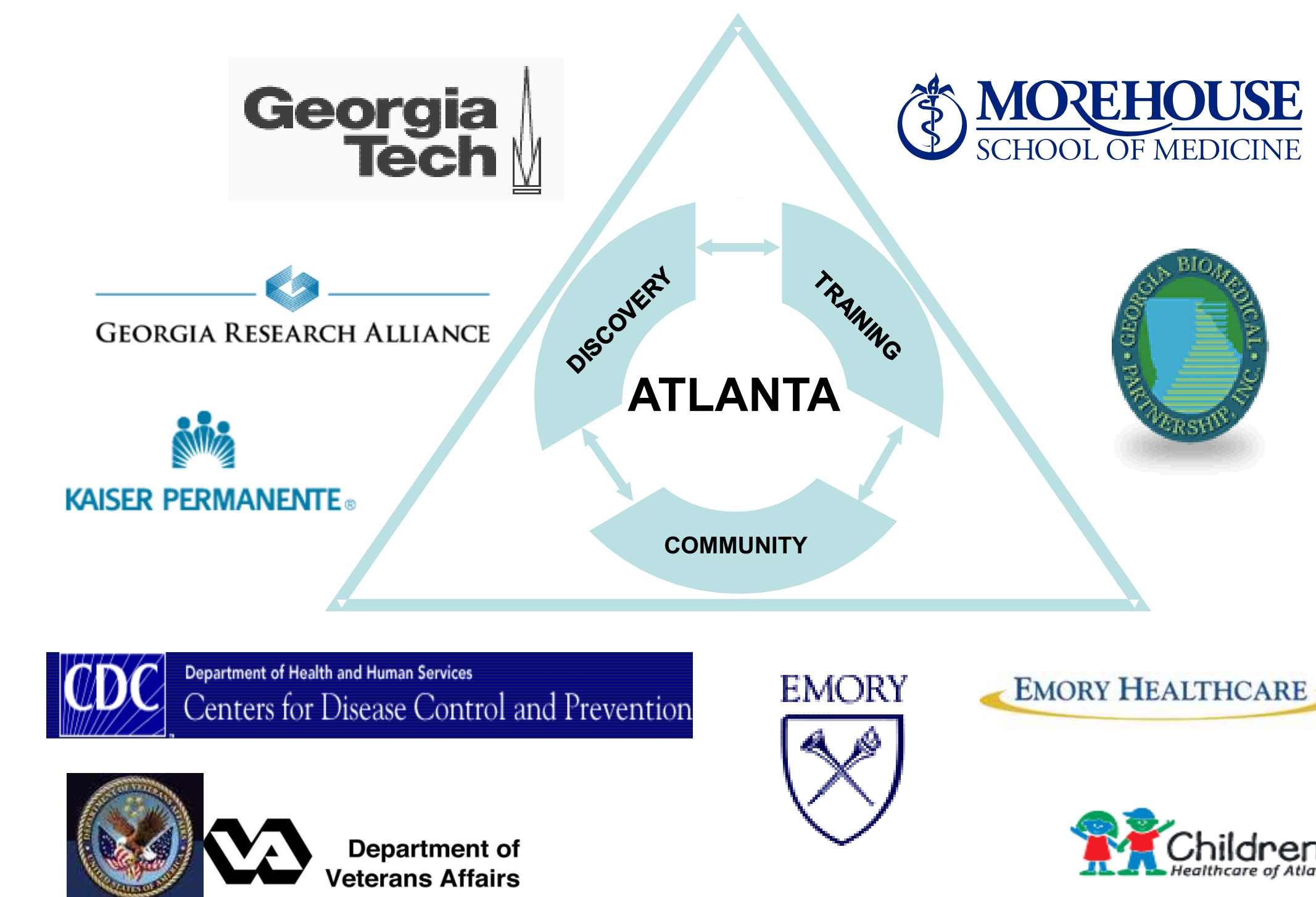
- ◆ July 2001- June 2002: Planning for the MSCR program at MSM
- ◆ July 2002: MSCR program accredited by Southern Association of Colleges and Schools (SACS).
- ◆ July 2002: First five junior faculty admitted for the 2 year program
- ◆ July 2002-July 2007: 22 fellows and alumnae (75% women; 98% minority faculty) in early biomedical research; over 95% retention at MSM
- ◆ Broad base of departmental participation: Internal Medicine; Family Medicine; Community Health and Preventive Medicine; Obstetrics and Gynecology; Ophthalmology (Surgery); Pediatrics; Pharmacology; and Psychiatry
- ◆ July 2002-July 2007: CRECD and MSCR anchor MSM institution wide mentored clinical research faculty development
- ◆ National Recognition 2006 - The Association of American Medical Colleges (AAMC) Clinical Research Training Task Force Report
- ◆ August 2007: Successful collaboration-Atlanta Clinical and Translational Science Award
- ◆ Career Development and Mentorship: Expanding mentor pool and career development awards through the collaborative partnerships of the Atlanta Clinical and Translational Institute

## The Atlanta Clinical and Translational Science Institute



Funded by the NIH National Center for Research Resources

## ACTSI PARTNERS



## Minority and Women Faculty Biomedical and Physician Scientist Development- Across the Spectrum

- ◆ Early career and biomedical research pipeline: programs such as the CRECD need expanded 3-5 year career development and mentorship
- ◆ Mid-career clinician scientists: attrition due to challenging promotion and tenure policies; mentor development and support; collaborative work in teams; NIH peer review process
- ◆ Senior Leadership Development: Association of American Medical Colleges; Executive Leadership in Academic Medicine

## Acknowledgements

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- ◆ Faculty and Staff of the Clinical Research Center
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- ◆ Center of Clinical Research Excellence
- ◆ The Atlanta Clinical & Translational Science Institute
- ◆ Presented in part: NIH Conference on Women in Biomedical Research-March 4, 2008
- ◆ AAMC Council of Deans-April 4, 2008
- ◆ AAMC Advisory Group on Diversity in Biomedical Research-May 22, 2008

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