Career Success Strategies For Investigators

February 19, 2014
Today’s session

• **Objective** – you should leave this workshop with PRACTICAL ideas about what you can DO to be successful in this academic track

• **Agenda**
  – Brief review of the new academic tracks
  – Brief review of criteria for advancement in this track
  – Brief overview of strategies for success in this focus
  – Contributions from panelists from P&S, Nursing, and Mailman to give practical ideas about success strategies for investigators
  – YOUR questions!
CUMC Mission

Research
- Leader
- Major contributor
- Site investigator
- Collaborator
- Patient support/care

Education
- Innovative in Approach
- Attracting the very best students and trainees
- National Models of Excellence

Patient Care/PH Outreach
- Extraordinary options for patients, public health outreach
- Teaching science based and humanistic care of patients/public health interventions
- Stimulate, inform and support research
The New Academic Track System Aims

- To recognize
- To support
- To promote

the diversity of scholarship that is essential for excellence in academic health sciences
NEW ACADEMIC TRACKS/TITLES “AT CUMC”

UNMODIFIED
RESEARCH INTENSIVE

MODIFIED “AT CUMC”

3 AREAS OF FOCUS
(may be major or minor)

Investigation

Educational Leadership & Scholarship

Applied Healthcare or Public Health Sciences

Description of Scholarly Focus

Scholarly Products by Area of Focus

Evaluation Metrics

Additional Activities
Which CUMC faculty are appropriate for the “at CUMC” Investigator track?

• Those who want to devote a substantial portion of their time to research
  – Discovery, generation or application of new health science knowledge

• Research supported by funding from a wide variety of sources besides NIH
What types of research are appropriate for the “at CUMC” Investigator track?

- Laboratory research
- Clinical and translational research
- Population based research
- Outcomes research
- Biostatistics, Bioinformatics
- Novel applications of existing technologies or treatments, or public health interventions
- Membership in a multidisciplinary research team
- Pedagogical research
Many Sources of Research Support

• Columbia University
  – Named awards (e.g., Katz, Irving, Gerstner)
  – CTSA
  – RISE

• Federal
  – NIH, FDA, DOD, NSF, CDC

• International
  – Human Frontiers Science Program

• Foundations
  – Robert Wood Johnson, Avon

• Professional Societies
  – American Heart Association, American Society of Nephrology

• Industry
  – Investigator initiated
  – Industry initiated
Academic Advancement in the “at CUMC” Investigator Track

• Assistant ➔ Associate ➔ Full professor

• Advancing in the “at CUMC” investigator track involves evaluation of:
  – Role in research
  – Quantity of research
  – Quality of research
  – Engagement in the research community

• Becoming recognized for your scientific contributions
  – Local/Regional ➔ National ➔ International
What constitutes evidence of scholarship for academic advancement?

- Publications
- Research Support
- Presentations
- Invited lectures
- New Technologies/Inventions
Assistant Professor in the “at CUMC” Investigator Track

• Must demonstrate evidence of Research/Scholarship
  – Training and involvement in high quality research
  – Publications in peer-reviewed journals
    • Clinical observations, reviews, analytic studies
    • Contributes new knowledge
    • Organizes, synthesizes and conveys existing knowledge
    • Enhances practice of medicine or educational practice
Associate Professor in the “at CUMC” Investigator Track

• Strong regional and emerging national reputation
• Publications in peer-reviewed journals
  – Document your specific contributions to collaborative research projects and multi-authored publications
• Peer evaluations of significance of research contributions
• Principal Investigator or Major Collaborator on funded research grants
  – Federal, foundation, industry
• Co-investigator on federal-, foundation-, industry-funded research grants
  – If industry-funded, evidence of significant role in design & conduct
• Invited lectures
• Editorial boards, expert panels, FDA panels, DSMBs
• Membership on steering committees for multicenter trials
Professor in the “at CUMC” Investigator Track

• Recognition of scientific contributions, outside CUMC
• Widely acknowledged inside and outside CUMC as exceptional in area of focus
• Sustained academic, scientific, scholarly and professional achievements
  – Sustained productivity as investigator or key collaborator
  – Sustained record of external funding from federal, foundation or industry sources
  – Membership on national research committees (review panels, advisory groups, steering committees)
  – Awards from national organizations
  – Invited lectureships
At all levels, must be evidence of

- Educational contributions
  - Type and quantity of educational activity will vary
- High quality patient care/ public health interventions
  - If applicable
- Clinical/Public Health expertise in chosen discipline
  - If applicable
- Service/ leadership
  - Departmental, university committees
  - Local and national organizational committees
STEPS for Success in the "at CUMC" Investigator Focus
Step 1 – Is this the right focus for me?

- Is a significant part of my job investigation focused?
- Is my area of scholarly work (whether major or minor) significantly investigation focused?
- Should investigation be my major or my minor focus?
Step 2 – How can I grow and develop my research?

• **PUBLISH**
• **PRESENT** what you do
• **SEEK** new opportunities to collaborate (intra- and extramural)
• **ENGAGE** with your research community – committees at specialty organizations (local, regional, national, international)
• **SHARE** what you do/know/learn – writing, workshops, lectures
MANY types of Publications

- Peer-Reviewed Research Publications in Print or other Media
- Other Peer Reviewed Publications in Print or other Media
- Reviews, Chapters, Monographs, Editorials
- Books/Textbooks for Medical or Scientific Community
- Letters to the Editor
Step 3 – Mentor junior investigators
How does the Investigator track differ from the Unmodified Research Intensive (Tenure) track?

- **Quantitative Time/Effort**
  - Unmodified (tenure) Research Intensive track usually 80-90% of time
  - “at CUMC” Investigator track can be less

- **Role in research**
  - Unmodified (tenure) Research Intensive track
    - Principal Investigator status required
    - Research must be Investigator-initiated
    - Supported by federal, peer-reviewed, extramural funding
    - Ranked in the best 5-10 labs/research teams nationally in the discipline.
  - “at CUMC” Investigator track more flexible
    - Many different roles – May be PI, may also be collaborator, part of research team
    - Research may not necessarily be Investigator-initiated, e.g., Phase 3 clinical trials of treatments or devices

- **Source of funding**
  - Unmodified (tenure) Research Intensive track
    - Peer-reviewed, extramural funding i.e. NIH, NSF, DOD
    - Evidence for an expanding funding portfolio required for tenure
  - “at CUMC” Investigator track
    - More sources-Industry, foundation, philanthropy
How does the Investigator track differ from the Unmodified Research Intensive (Tenure) track?

- The new tracks represent our efforts to recognize and reward the broader and more heterogeneous forms of scholarship in the 3 domains essential for excellence in health sciences:
  - research, education, and applied health care/public health sciences

* [http://www.columbia.edu/cu/vpaa/handbook/instruction.html#tenureappointments](http://www.columbia.edu/cu/vpaa/handbook/instruction.html#tenureappointments)
Panelists

• **Henry Ginsberg, MD**, College of Physician and Surgeons
  Irving Professor of Medicine and Director, Irving Institute for Clinical and Translational Research

• **Melissa Begg, ScD**, Mailman School of Public Health
  Vice Dean for Education, Professor at CUMC of Biostatistics, Co-Director, Irving Institute for Clinical and Translational Research

• **Sally Findley, PhD**, Mailman School of Public Health
  Professor at CUMC of Population and Family Health and Sociomedical Science

• **Elaine Larson, PhD, RN, FAAN, CIC**, School of Nursing
  Associate Dean for Research, Anna C. Maxwell Professor of Nursing Research

• **Ravi Kiran, MD**, College of Physicians and Surgeons
  Professor of Surgery

• **Elizabeth Shane, MD**, College of Physicians and Surgeons
  Professor of Medicine at NYPH/CUMC