I. **Background and Introduction**

The RWJF Clinical Scholars National Program Office (NPO) is interested and engaged in the success of scholars and alumni. The NPO would like to be able to speak about our scholars and alumni in a meaningful, data driven way. Therefore, the NPO reached out to scholars and alumni to collect information annually that can be shared with fellow scholars, alumni, and Foundation staff. Data was collected based on cross-cutting indicators among RWJF Human Capital (HC) programs identified by the RWJF Human Capital team in 2012. This is the second year of collecting these data.

II. **Data Collection**

The NPO developed an annual survey expanded from the Human Capital team’s annual NPO questionnaire in 2012 (see Appendix A). According to the questionnaire guide the team developed questions “as a result of a strategic planning process and development of a theory of change (TOC) that articulates the portfolio’s strategy for reaching goals in the areas of diversity, workforce development, and leadership.” The HC team asked that NPOs data be collected for the reporting period, also known as the grant period for the annual NPO grant (5/1/2012-4/30/2014), and for the last full calendar year: 2012. While not required the RWJF Clinical Scholars NPO decided to update the surveys and collect data for this year’s reporting period, the annual NPO grant (5/1/2013-4/30-2014), and for the last full calendar year: 2013.

To respond to the HC survey questions, the NPO gathered data from scholars at the four current training sites and directly from alumni. The NPO created two surveys: one for alumni and one for current scholar information directed to administrators at current training sites (See Appendices B & C). The NPO expanded on the HC survey questions and on survey items from the 2013 RWJF Clinical Scholars survey based on feedback received and new areas of focus. For example, the NPO wanted to focus on commission and board service this year and separated service categories into (a) government or community boards and (b) professional or specialty organizations or groups such as state medical societies or specialty societies. The NPO programmed and administered the survey using Qualtrics through the University of North Carolina at Chapel Hill’s Odum Institute. The NPO sent surveys to alumni utilizing emails in the online Clinical Scholars directory. Program site staff collected data directly from current scholars at each of the following program sites: University of California-Los Angeles, University of Michigan, University of Pennsylvania, and Yale University.

The NPO collected data from alumni and training sites in March 2014. A total of 244 out of 1,238 (19.7%) alumni responded to the online survey over a two-week period with one email reminder halfway through and one on the final day of the survey. This is a marked increase from the 7% response rate of the 2013 alumni survey. The survey had 350 emails bounce (not received by the alumni). After excluding those inactive email addresses, the response rate was 27.5% (244 out of 888). The NPO did not have the evaluation funds to follow up with all alumni non-respondents via phone call. All four training site responded to the survey on behalf of current Clinical Scholars.

Below is a selection of questions asked and a sample of the data submitted. The summary is not comprehensive, but serves to give a snapshot of responses. The less than 30% response rate is a concern, but is typical of alumni surveys distributed to large groups with graduates spread over a 40-year period. The increased response rate compared to 2012 is encouraging and indicates increased alumni participation.

III. **Summary of Findings**

The program site survey demonstrated that current scholars are: publishing in leading medical journals; securing grant funding (primarily from foundations and specialty organizations); serving on university, local, state, and national boards/commissions; and receiving national research/leadership awards. The program sites engage scholars in a range of leadership and professional development activities throughout their fellowship. Following the inclusion of community based participatory research into the curriculum, scholar engagement and service on local boards/commissions has continued to rise. Scholar research can be seen in a remarkable 32 articles published by
current scholars in 2013 (in 21 different journals) and service on 6 editorial boards including Health Affairs, Annals of Emergency Medicine, and American Academy of Pediatrics. Between the four sites, scholars attended 47 scientific meetings in 2013.

Alumni responses demonstrate a focus on research and leadership within academic settings, yet they also demonstrate the sweeping impact and leadership alumni have on health care and health systems more broadly. Alumni are engaged in research and in developing future health care leaders. Of 244 respondents, 190 reported currently working within a university setting and 173 of those are professors. Alumni are advancing health care from a variety of positions with 16 working primarily for non-profit organizations, 15 working in government agencies, and 20 working for for-profit organizations. The breadth of leadership is broad with 117 respondents indicating leadership within their respective organizations (indicated by title of Director, Chair, Chief, President, Vice Chair, VP, or CEO).

The alumni survey focused on board/commission service on a national, state, community, and specialty organizations both inside and outside of alumni’s specialties. Alumni reported service 154 government and community boards and 171 professional or specialty societies. The total service on 325 boards by 244 alumni respondents is overwhelming and shows the dedication of Clinical Scholars to promoting service and the advancement of health and health care throughout their careers. Alumni service spanned many organizations and agencies including: Centers for Medicare and Medicaid Services, Health and Human Services, the Agency for Healthcare Research and Quality, Institute of Medicine, Veterans Affairs, many medical associations, and state and local service. Alumni respondents had a staggering 863 journal publications (in 328 different journals) in 2013 and served on 106 editorial boards. Ten respondents received tenure during 2013. Additionally, 62 alumni reported receiving tenure in a previous year. Alumni were awarded 57 federal grants in 2013 (primarily from the National Institutes of Health, Centers for Disease Control and Prevention, and Veterans Affairs), totaling over $164,300,000. Additionally, alumni received more than 74 grants from foundations and other sources. Alumni reported community/public health advocacy primarily in the areas of regulation (57) and legislative advocacy (36). Finally, alumni received an impressive number of awards, over 133, from national professional organizations to local agencies in the areas of advocacy, leadership, research, mentorship, teaching, service, and others.

A. Mentors and Training Opportunities During Reporting Period (5/2013-4/2014)

1. Do current scholars have a mentor assigned? Yes, every current scholar is assigned a national advisory committee mentor, program mentor, project mentor(s), and career mentor(s) (in some of these cases scholars seek out individuals on their own).

2. Average hours current scholars received in mentorship training, such as “how to be a good mentor” or mentoring techniques” at each site. The Clinical Scholars program is designed to provide mentorship to scholars rather than have scholars serve as mentors. The responses ranged from none to 8 hours across program sites.

3. Additional professional development opportunities designed to increase scholars’ knowledge or skills for career development at each site. Each site submitted a list of extensive professional development opportunities. Here are a few to demonstrate the broad range in topics:
   - Weekly research seminar series
   - Writing a K award and Budgeting Grants
   - How to Apply For and Successfully Secure an Academic Job
   - Cartographic Modeling Laboratory
   - Regular meetings with Program Advisors on research and career development
   - Media training and presentation skills workshop
   - Ideas, Projects, Analysis, and Dissemination sessions
B. Accomplishments in Last Full Calendar Year (2013)

The alumni and program site surveys asked about national professional organization and local awards, national or state commission or board service, journal publications, tenure, federal and other grants, scientific meeting attendance, and community or public health advocacy. This section highlights a selection of responses from each category.

Awards or Recognition:

Current Scholars from National/Professional or Local Organizations:

- Several scholars received awards to attend research conferences
- Hung-Jui Tan (UCLA) received the Julian Wan Research Excellence Award
- Efrain Talamantes (UCLA) received the Faculty/Staff of the Year Award from the UCLA Latino Medical Student Association
- Gordon Sun (Michigan) was one of five awardees of the 2013 AcademyHealth Presidential Scholarship for New Health Services Researchers
- Chileshe Nkonde-Price (Penn) was awarded the American Heart Association Minority Clinical Cardiology Award
- Arjun Venkatesh (Yale) received the 2014 Academic Emergency Medicine Outstanding Reviewer Award

Alumni National Awards:

- Trina Anglin (CWRU CSP 75-77)- Adele Dellenbaugh Hoffman Award for Excellence in Adolescent Health, American Academy of Pediatrics
- Oni Blackstock (Yale CSP 10-12) received the NIH Loan Repayment Award in Health Disparities Research
- Tammy Chang (Michigan CSP 11-13)- Distinguished Trainee Award- North American Primary Care Research Group, Outstanding Abstract- Society of Teachers of Family Medicine
- Patrick Conway (Penn CSP 05-07)- Top 50 Most Influential Physician Executives, Modern Healthcare
- Colin Cooke (Michigan CSP 09-11)- Early Career Achievement Award, American Thoracic Society Behavioral Science and Health Services Research Assembly
- Michael Farrell (Michigan CSP 97-99)- Leonard Tow Award for Humanism in Medicine, Arnold P. Gold Foundation
- Michael Hochman (UCLA CSP 10-12)- Primary Care Innovation Award, National Association of Community Health Centers
- SreyRa Kuy (Yale CSP 07-09)- who was in the process of finishing her surgery residency, received the First Place Award for her presentation in the Eastern Vascular Surgical Society, she was also the section competition winner of Society of Vascular Surgery’s 2013 Poster Competition
- Stephen Moore (Washington CSP 76-78)- “From Burma with (Infected) Love,” a documentary photo essay shot on behalf of International Union Against Tuberculosis, and AIDS Partners, won the photo philanthropy activist award in 2013
- Ula Hwang (Yale CSP 02-04)- Ollie Randall Award from the Gerontological Society of America, given to a high-quality submission that examines cutting edge issues with broad implications for policy or practice at the GSA annual meeting
- James Tulsky (UCSF-Stanford CSP 91-93)- Received the George L. Engel Award from American Academy for Communication in Healthcare for "outstanding research contributing to the theory, practice and teaching of effective healthcare communication and related skills."
- 8 alumni reported board certification or recertification
Alumni Local Awards:

- **Arshiya Baig (UCLA CSP 05-08)** - University of Chicago Junior Faculty Award for Community Advocacy
- **Sierra Matula (UCLA CSP 08-11)** - UCSF Azakie Chesson Award for Compassion in 2013 - this award is given annually to a resident who has shown outstanding compassion to patients and families in the course of caring for their illness
- **Michael Fetters (UNC CSP 92-94)** - 2013 Laurita Thomas Diversity Champion Award
- **J. Randall Curtis (Washington CSP 92-94)** - Sojourn Award for Leadership in Palliative Care from the Cambia Foundation in Portland, Oregon
- **Julie Rosenbam (Yale CSP 00-02)** - Primary Care Leadership Award from Connecticut Center of Primary Care
- **Jeremiah Schuur (Yale CSP 05-07)** - Brigham and Women’s Hospital Junior Faculty Mentoring Award and the Department of Emergency Medicine’s Richard Zane Mentorship Award
- **Kenneth Langa (Michigan CSP 97-99)** - University of Michigan Clinical and Health Services Research Award and the Michigan Distinguished Clinical and Translational Research Mentor Award
- **Joshua Chodosh (UCLA 98-00)** - Arthur Cherkin Award for excellence in medical care, research, and training in geriatrics and aging research from the David Geffen School of Medicine at UCLA
- **Anthony Viera (UNC CSP 04-06)** - 2013 Distinguished Teaching Award for Post-Baccalaureate Instruction and 2013 Teaching Innovation Award at UNC-Chapel Hill

National or State Commission or Board Service (Government, community, professional, and specialty organization boards)

**Current Scholars:**

- **Elizabeth Barnert (UCLA)** - Northern California Advocacy Committee, American Academy of Pediatrics
- **Tim Daskivich (UCLA)** - ACGME Council for Review Committee Residents; ACGME Board of Directors; Awards Subcommittee, ACGME Board of Directors; Committee on Requirements, ACGME Board of Directors; American Urological Association Residents Committee; ACGME Council for Review Committee Residents
- **Lauren Hughes (Michigan)** - American Academy of Family Physicians Commission on Governmental Advocacy
- **Charlene Wong (Penn)** - editorial board for AAP Grand Rounds as the Contributing Section Editor on Adolescent Health
- **Isle Wiechers (Yale)** - Chair of Board of Trustees for the American Association for Geriatric Psychiatry, Psychopharmacology Initiative Technical Assistance Task Force for the Office of Mental Health Operations at the Department of Veterans Affairs, Partnership to Improve Dementia Care for the Connecticut State Coalition, and Steering Committee for Group on Faculty Affairs for the Association of American Colleges
- **Carley Riley (Yale)** - American Academy of Pediatrics Section on Critical Care Executive Committee and Society of Critical Care Medicine Task Force on Impact of Violent Injury on ICU Care

**Alumni:**

- Multiple alumni serving on AHRQ (4), CMS (6), HHS (3), NIH (6), NIMH (3), NQF (5), PCORI (8), and VA (3) commissions and boards
- **Shari Barkin (UCLA CSP 94-96)** - Governor’s Task Force for a Healthier Tennessee
- **Patrick Conway (Penn CSP 05-07)** - AHRQ National Advisory Committee
• **John Carsley (McGill CSP 79-81)**- Advisory Board, National Collaborating Center on Health and Public Policy (Canada)
• **Allen Douma (GWU CSP 77-79)**- PCORI Board of Governors, AARP Board of Directors
• **Beth Ebel (Washington CSP 99-01)**- Council Member of AAP Council on Injury Violence and Poison Prevention; Governor’s Panel on Impaired Driving
• **Jean-Yves Frappier (McGill CSP 76-78)**- President, Board, Montreal Centre for the Prevention of Aggression
• **Allen Gifford (Stanford CSP 93-95)**- VA Health Services Research and Development Scientific Merit Review Board
• **Lolita McDavid (Yale CSP 82-84)**- Board of Trustees, Voices for Ohio’s Children, Care Alliance-Healthcare for the Homeless, Ohio’s Children’s Trust fund, Board of Trustees- Susan G. Komen for the Cure, Northeast Ohio Affiliate
• **Michael Rodriguez (UCSF-Stanford CSP 92-94)**- Board Member, Latino Coalition for a Health California
• **Eric Larson (Washington CSP 75-77)**- HMO Research Network, Board of Governors; Group Health Foundation Board
• **Sophia Jan (Penn CSP 09-12)**- Physician-Parent Caregivers Board Member, Community Advisory Board Member of Leadership Education in Neurodevelopmental and Related Disabilities (LEND) Program at Children’s Hospital of Philadelphia
• **Gary Norquist (UCLA CSP 85-87)**- PCORI Board of Governors
• **David Satcher (UCLA CSP 75-76)**- Governor of Georgia Commission on Childhood Obesity
• **David Penson (Yale CSP 97-99)**- National Advisory Council, AHRQ
• **Christina Nicolaides (Washington CSP 97-99)**- Healthcare Committee, Oregon Commission on Autism Spectrum Disorders; Advisory Board for Institute on Development and Disability
• **Jeremiah Schuur (Yale CSP 05-07)**- Primary Care and Emergency Medicine Scientific Advisory Board, United Health Care; MEDCAC; Senior Advisor to the Emergency Medicine Foundation Health Policy Fellowship
• **Joseph Thompson (UNC CSP 93-95)**- Surgeon General, State of Arkansas
• **Ying-Ying Goh (UCLA CSP 05-08)**- Planned Parenthood of Pasadena and San Gabriel Valley
• **Kristina Cordasco (UCLA CSP 05-08)**- Chair, VA Taskforce, SGIM

**Journal Publications and Editorial Board Service**

**Journal Publications- Alumni and Current Scholars:**

*Current Scholars:* Scholars published in 21 different journals. The majority of publications were in *JAMA, NEJM, Academic Medicine, Annals of Internal Medicine*, and *Journal of General Internal Medicine*.

*Alumni:* Alumni published over 850 articles in 329 different journals. The majority of publications were in *American Journal of Managed Care, American Journal of Preventive Medicine, American Journal of Public Health, Health Affairs, Health Services Research, JAMA, Medical Care, NEJM, Academic Emergency Medicine, Academic Medicine, Academic Pediatrics, American Journal on Addictions, Annals of Emergency Medicine, Annals of Internal Medicine, Cancer, Critical Care Medicine, Diabetes Care, Drug and Alcohol Dependence, Injury Prevention, JAMA Internal Medicine, JAMA Pediatrics, Journal of Emergency Medicine, Journal of General Internal Medicine, Journal of Palliative Medicine, Journal of Pediatrics, Journal of the American Geriatric Society, and Pediatrics*

**Service on Editorial Boards- Current Scholars and Alumni**

*Current Scholars:* Scholars served on six editorial boards: *Health Affairs, Annals of Emergency Medicine, Archives of Internal Medicine, American Academy of Pediatrics, Journal of the American Academy of Dermatology, and BMC Cancer*

Tenure: Of 203 respondents, 10 alumni received tenure in 2013. Sixty-two received tenure in previous years. Additionally, 67 were not seeking tenure. The remaining 63 respondents did not receive tenure, resulting in 13.7% of tenure seeking alumni receiving tenure in 2013.

Grants (Federal and others)

Current Scholars: Scholars reported 13 grants from national organizations.

- Two UCLA scholars received national association awards or fellowships
  - Elizabeth Barnert received a $10,000 Young Investigator Award from the Academic Pediatric Association
  - Tim Daskivich received a $98,000 post-doctoral fellowship from the American Cancer Society and a $88,000 research scholar award from the American Urological Association Urology Care Foundation
- Michelle Moniz received a University of Michigan Third Century Initiative’s Global Challenges Team-Building Grant
- Two Penn Scholars received $4,000 Eisenberg awards: Hiu-Fai Fong to study factors that affect linkage to mental health treatment after child sexual abuse and Chileshe Nkonde-Price for her “What Would You Change” Project
- Penn Scholar David Lee received two $10,000 research awards for his study on hospital closures from the Leonard Davis Institute for Health Economics and HHS
- Anjali Gopalan (Penn) received a $10,000 PECO Pilot Award
- Two Yale Scholars received foundation grants
  - Isle Wiechers received $15,000 from the Hartford Foundation
  - Arjun Venkatesh received $125,000 from the Emergency Medicine Foundation

Alumni:

- In total, alumni received 57 federal grants, the majority being NIH, CDC, and VA. The awards totaled over $164,300,000 and ranged from $8,790 to $13,500,000.
- Additionally, alumni received 74 grants from foundations and other sources totaling over $9,600,000. These awards ranged from $2,400 to $1,603,464.

Community or Public Health Advocacy (Legislative Advocacy, Litigation, or Championing Regulation)

Current Scholars:

- Arjun Venkatesh (Yale) advised CMS on National Quality Measurement Policy and participated in NQF Kaizen process to redesign quality measure development and review the process
- Ted Long (Yale) participated in SGIM’s “Hill Day” where he advocated on his own time in Washington, D.C., for policies in support of primary care workforce

Alumni:

- Legislative Advocacy
  - Kelly Doran (Yale CSP 11-13)- was an advocate in Connecticut, including doing research and testifying to state congress, which led to passage of a bill to fund a $500,000/year medical respite pilot program for homeless patients
C. Demographics (2013-2015 Current Scholar Cohort)

The Robert Wood Johnson Foundation values differences among individuals across multiple dimensions including, but not limited to, race, ethnicity, age, gender, sexual orientation, physical ability, religion, and socioeconomic status. The NPO is allowed to ask for this data once an applicant is admitted to the program. Below is the breakdown of gender and race/ethnicity for this cohort of 24 scholars:
In addition to basic demographic information, the Foundation and NPO also asked about different background information that would potentially inform the scholar’s educational experience:

- Three were first generation college graduates
- One earned a degree at a historically black college
- One began higher education at a community college
- Three grew up in a low income community
- Five are first time health care researchers

Alumni:

Alumni respondents ranged in program years from 1970 to 2013 graduates and came from the following program sites: Case Western Reserve University, University of California- Los Angeles, University of California- San Francisco/Stanford University, Chicago, George Washington University, University of North Carolina at Chapel Hill, Johns Hopkins, University of Michigan, McGill University, University of Pennsylvania, University of Washington, and Yale University.

Similar to the current scholars, the Foundation and NPO survey also asked alumni about different background information that would potentially inform the scholar’s educational experience:

- First generation college graduate (43 alumni)
- Earned a degree at a historically black college or university (1 alumni)
- Earned a degree at a Hispanic serving institution (1 alumni)
- Began higher education at a community college (4 alumni)
- Grew up in a low income community (33 alumni)
- Lesbian, Gay, Bi-sexual, and Transgender (2 alumni)
- Educated in a rural community (2 alumni)
Finally, the respondents reported if they were a first time researcher when they were selected for the Robert Wood Johnson Foundation Clinical Scholars program: 77% said they were, 23% said no.

IV. Summary and Conclusion

The accomplishments and influence of current scholars and alumni, as seen through research publications, grants, commissions/board service, advocacy, and research/professional awards, show the lasting impact of the RWJF Clinical Scholars program. It confirms the program in its earlier and current composition is preparing physicians to be change agents and leaders in improving health and health care. The substantial improvement in the response rate has helped give a broader and more representative overview of alumni through the program.

The NPO gave alumni the opportunity to provide additional comments and many alumni commented that RWJF CSP laid the foundation for their career and enabled their success in the health care research. Even after adding additional questions about how alumni are making an impact through advocacy, policy, and boards/commissions, several alumni commented that the survey did not fully capture the contributions they have made towards improving health and health care in 2013. The NPO will consider adding an overarching question next year that asks what alumni feel was their most significant contribution to field was in the last fiscal year. Additionally, alumni commented on the survey’s focus on academic success and the perceived exclusion of those working in areas that are not strictly academic. The NPO will consider adding a question that focuses on contract work for the next annual survey.

V. Appendices

A- RWJF CSP NPO Annual Alumni Survey
B- RWJF CSP NPO Annual Program Site/Current Scholar Survey