

# Recruiting and Retaining Physician-Scientists

- **Have a strategic plan to establish outstanding programs in a few well defined areas**
  - Avoid the “broad-brush” approach of seeding a few scientists across many clinical areas
- **Plan for continuous research space and shared core facilities**
  - Incorporate shared and core equipment in to individual recruitment offers
- **Create a clinical practice that is supportive of part-time clinicians**
  - It is essential to have a strong “front end” and cross-coverage arrangements to protect the physician-scientist from daily clinical queries and responsibilities
- **Build and use endowments to support physician-scientists**
  - Endowments are critical to reducing the need for “soft-money” support
- **Recruit externally for key roles, and then grow from within**
  - Promote use of training mechanisms available: MSTP, R25, K08/K23, K99, T32