

# Transitioning off CDA & Factors Influencing Retention



# Presenters

Disclosures: None

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# Polling question 1:

## Which is your current status?

- CDA currently up to end of second year
- CDA starting year 3 up to ending year 5
- CDA alumnus or alumna
- Other non CDA
- (if Other, please type a description in text box)

# Principles to keep in mind...

- **Plan ahead:**
  - e.g., 2 years from end date
- **Goal:** Find opportunities to get paid to do what you enjoy!
  - What roles do you enjoy the most? Least?
  - Don't compare self to others
- **Good news:** Rates of retention in VA are high!
  - Finney *et al.* (2015):
    - 80% of HSR&D awardees retained in VA (74% research positions)

# Principles to keep in mind...

- **Expand opportunities beyond CDA research project(s):**
  - e.g., teaching; training; patient care; administration
  - Protect your time vs. being collegial (balance)
- Be **productive** (e.g., pubs; presentations; grants)

# Principles to keep in mind...

- **Develop a coherent narrative of your research** professional interests and expertise:
  - “Elevator speech”
- **Network Reach**
  - Warner et al. (2015):
    - Investigators beyond your mentoring team
    - Investigators beyond your local institution
- **Communicate with your network regularly:**
  - Opportunities with them or others?

# Possible sources of funding...

- **Grant funding (VA and non-VA):**
  - As PI
  - As Co-I
  - Consider timeline (up to 2 years for funding)
- **Academic affiliates:**
  - Teaching/training
  - Joint appointments

# Possible sources of funding...

- Local VA Research Center:
  - e.g., talk to COIN Director
- Other VA Centers (e.g., evaluation centers; QUERIs):
  - What are their needs?
  - What skill sets do you bring to the table?
- Patient-care services:
  - Option at your VA or academic affiliates?
  - Licensure? Clinical Privileges?

# Citations

Finney JW, Amundson EO, Bi X, Cucciare MA, Eisen SA, Finlay AK, Halvorson MA, Hayashi K, Owens DK, Maisel NC, Timko C, Weitlauf JC, Cronkite RC. Evaluating the Productivity of VA, NIH, and AHRQ Health Services Research Career Development Awardees. *Academic Medicine*. 2015 Nov 9.

Warner ET, Carpinha R, Weber GM, Hill EV, & Reede JY. Faculty Promotion and Attrition: The Importance of Co-author Network Reach at an Academic Medical Center. *J Gen Intern Med*. 2015; 31: 60-7.

# For Clinician Investigators...

- Decide what you want to be doing after your CDA
  - How many 8ths?
  - How much clinical time?
- Count your 8ths and make them add up
  - Merit = 3/8ths
  - Clinical = X/8ths
  - IRB = X/8ths
  - Co-I on someone else's Merit = 0/8ths
- Communicate this plan EARLY to your Center director, ACOS for Research
- (What you want) – (What you can easily get) = Negotiation

# For Clinician Investigators...

- The importance of *early* collaboration
  - new funding opportunities
  - new research opportunities
- Pairing with PhD investigators
- Local funding incentives shape plans
- VA data is one of the best data sources available and can be used to obtain funding from multiple sources

# Questions?



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