1   **Analysis of National Institutes of Health Grant K99 to R00 Transitions from 2007 to 2022**

4   Daniel J Tyrrell[1][*]

[1] Division of Molecular and Cellular Pathology, Department of Pathology, Heersink School of
Medicine, University of Alabama at Birmingham, Birmingham, AL, 35205

*Corresponding author

Email: danieltyrrell@uabmc.edu

PBMR2 #504

901 19th St. South

Birmingham, AL 35205, USA

Abstract

Postdoctoral research fellows are highly skilled and trained researchers within the academic biomedical research workforce. Those that aspire to continue academic research careers typically seek tenure-track faculty positions as a principle investigator. In the United States of America, the National Institutes of Health (NIH) sponsors a Pathway to Independence Award (K99/R00) mechanism designed to facilitate the transition from postdoctoral fellow to faculty by providing 5-years of funding support during the postdoctoral and faculty phases. This makes postdoctoral fellows with K99/R00 awards attractive candidates for institutions looking to hire faculty because it shows that the candidate has a track record of NIH funding and the institution gets a significant amount of funds in the form of indirect costs once the R00 phase is awarded. This analysis explores how many K99 recipients successfully converted to R00 awards from 2007 to 2022. This analysis also examines which institutions these conversions occurred at and how often postdoctoral fellows with K99 awards were retained at their home institution for the R00 portion of the award or moved to a different institution. The findings of this analysis show that ~170 K99 awardees convert to R00 each year and between 20-35% of those are retained at the institution they received their K99 award at for the R00 phase.

Introduction

Postdoctoral research fellows are a driving force of academic biomedical research. They typically have either a terminal medical degree (i.e., MD) or doctorate (i.e., PhD) which means they have completed a significant amount of education and training. Postdoctoral fellows that aspire to continue in academic research typically seek faculty appointments on the tenure-track. These tenure-track faculty positions are highly coveted and competitive positions that often require significant success as a graduate student and postdoctoral fellow in publishing manuscripts and receiving extramural grant funding.[1] These positions are also becoming more difficult to achieve due to the increasing number of PhD graduates but stagnant number of tenure-track faculty positions.[2]

Within the United States, one of the most prestigious award mechanisms to facilitate the transition from postdoctoral fellow to tenure-track faculty member is the Pathway to Independence Award (K99/R00) mechanism sponsored by the National Institutes of Health (NIH). This provides salary support and funding for postdoctoral fellows during the K99 phase of the award and provides $250,000 in total support for 3 years during the R00 phase of the award. There are many benefits to the individual and institution for having a K99/R00 award.

The candidate has protected funds for their salary during both the postdoctoral phase and
faculty phase in addition to some funds for research during the postdoctoral phase, depending
on the NIH granting institute. During the R00 phase, the award provides a significant amount of
indirect funds to the faculty's institution. Having a K99/R00 award also demonstrates to the
hiring institution that the candidate has a track record of receiving extramural funding which is a
requirement for future success in the academic research career. The success rate for receiving
a K99/R00 award is relatively high compared to research project grants (i.e., R01s) at 26.5% for
FY 2022.[3]

The K99/R00 pathway to independence award was launched in 2006[4], and there is one K99
that was awarded in the year 2006. The following year, there were 184 funded K99 projects
according to NIH Reporter. In 2007, the first four R00 awards were also funded, and these
increased to 67 projects in the year 2008, according to NIH Reporter. Thus, by 2007-2009, the
K99/R00 grant mechanism was beginning. K99 awards undoubtedly help candidates achieve a
tenure-track faculty position, and the topic of what faculty hiring committees look for or expect
has been published previously.[5] It has been about 15 years since the K99 mechanism was
introduced, and to our knowledge, the trajectories of K99 awardees has not been explored.
Here, we explore how many K99 awardees successfully convert to the R00 award each year
from 2007-2022. We also examine how many of those that convert the K99 to R00 award stay
at the same institution for the R00 phase or move to a new institution. Finally, we examine the
specific trajectory from K99 institution to R00 institution to resolve which institutions have the
most K99 awardees and which institutions these awardees ultimately end up at to begin their
faculty positions.

Methods
All data examined in this manuscript is publicly available from NIH Reporter
(https://reporter.nih.gov/). Filtered data will be provided by the corresponding author upon
reasonable request.

Data acquisition and analysis: Datasets for each K99 and R00 year were downloaded from NIH
Reporter using the "Advanced Search" function to include only the year of interest (2007-2022)
and only the grant of interest (i.e., K99 or R00). The "contact PI" and "institution" columns were
extracted. Duplicate values containing additional awards for the same contact PI (i.e.,
supplemental awards) were removed, and institutions for contact PI's that had either a K99

award or R00 award but not both were excluded. Thus, the data only includes contact PI's that

had both a K99 and R00 in subsequent years. The K99 and R00 institution were aligned and

confirmed that the contact PI name was identical before removing the contact PI name from the

dataset. The institutions were analyzed using Microsoft Excel and Graphpad Prism (version

9.4.1). The list of K99 institutions and R00 institutions were plotted as Sankey diagrams using

SankeyMATIC. The images are exported at 600dpi at sufficient resolution to allow zooming in

and out in order to read the institution text.

Results

In 2007, there were 56 K99 awardees that successfully converted the K99 to R00 award in 2008

(Fig. 1A). This amount increased in the following year to 168 successful conversions and

averaged 169.5 conversions per year from 2008 to 2019. In 2020, there were 167 K99

awardees that converted to an R00 in 2021. In 2021, there were 250 K99 awardees that

converted to R00 in 2022 (Fig. 1A). The amount of K99 candidates that converted to R00 at the

same institution (retained) was 21.4% in the 2007-2008 cycle and 30.4% in the 2008-2009 cycle

(Fig. 1B). The average retention rate (K99 and R00 at the same institution) was 31.8% from the

2008-2009 cycle to the 2011-2012 cycle. Beginning in the 2012-2013 cycle, the retention rate

decreased and the average from the 2012-2013 cycle to the 2021-2022 cycle was 22.1%, which

is a decline of ~10% from the 2008-2011 cycles (Fig. 1B).

Figure 1: K99 to R00 conversions and retention rate from 2007-2022. A) Total K99 to R00 conversions from the 2007-2008 cycle to the 2021-2022 cycle. B) Number of successful K99 to R00 conversions where the K99 and R00 institution were the same from the 2007-2008 cycle to the 2021-2022 cycle.

Stanford University had the most K99 to R00 conversions from the 2007-2008 cycle through the
2021-2022 cycle with 129 individuals, followed by University of California, San Francisco with 98
individuals, and University of Washington with 62 individuals (Fig. 2).

Figure 2: Total K99 to R00 conversions from the
2007-2008 cycle through 2021-2022 cycle for
institutions with the top 10 most conversions.

To better understand how many of the K99 awardees from each institution transitioned to R00
awards each year, and at which institution, we plotted each 2-year cycle as Sankey diagrams
showing the K99 institution on the left side of the plot along with the number of K99 awardees
that successfully transitioned to R00 awards the following year. The right side of the Sankey
diagram shows the R00 institution for each of the corresponding K99 awardees. Thus, each
awardees trajectory can be identified along with information about institutional hiring and
retention practices. The first cycle that has enough data to analyze is the 2007-2008 cycle (Fig.
3A) where Stanford University had 9 K99 awardees that successfully transitioned to R00
positions across the country including 1 awardee that was retained at Stanford for the R00
phase and 2 that moved to Johns Hopkins University. The rest were dispersed across
institutions. In the 2008-2009 cycle, there were about 3 times as many successful K99 to R00
transitions; however, Stanford University still had the most with 11 in that cycle, of which, 3 were
retained at Stanford while the others all went to different institutions (Fig. 3B). The 2008-2009
cycle is the first in which the University of California, San Francisco has successful K99 to R00
awardees with 3; however, in the following cycles, UCSF ranks as one of the top institutions for
successful K99 to R00 transitions (Fig. 3C & 3D).

The trends for all cycles from the 2008-2009 cycle through the 2021-2022 cycles are similar
(Fig. 3A-O) with Stanford University and UCSF generally producing the most K99 to R00
transitions.

Discussion

The institutions that produce the highest number of successful K99 to R00 transitions are not surprising. Nor is it surprising that the institutions that produce the most K99 candidates rarely retain these individuals. Generally, a handful of top institutions have an outsized number of K99 awardees that move to similarly prestigious institutions and less prestigious institutions for their independent faculty positions. In certain years there are some instances where prestigious institutions retain a higher-than-expected number of their own K99 awardees, for example Brigham and Women's Hospital in the 2014-2015 cycle that retained all 6 of its successful K99 to R00 transitioners and Massachusetts General Hospital which retained 5 of its transitioners in the 2016-2017 cycle. Some institutions appear to have a culture of retaining their K99 awardees, which appears to be the case for the University of Pittsburgh (see the 2009-2010, 2010-2011, 2011-2012, 2013-2014, 2014-2015, 2016-2017, and 2021-2022 cycles). There are also certain institutions that appear to recruit significantly more K99/R00 holders than other institutions including Washington University in Saint Louis, University of North Carolina at Chapel Hill, Washington University, University of Michigan, and Johns Hopkins University.

There are certainly more analyses that can be performed with these data, and there are significant limitations to these datasets and these analyses. The K99/R00 grant is only one of a handful of career development awards that the NIH sponsors. By only analyzing those that successfully transitioned from a K99 to an R00 award, this analysis excludes all postdoctoral fellows who transition to a faculty position without a K99/R00 award and those in other fields where the K99/R00 may not be applicable or available including most ecology, social science, mathematics, physics, and chemistry research. Furthermore, this analysis excludes those that received a K99 but were either unable to transition to an R00 award for various reasons and did not pursue or receive a faculty position in the United States or received a faculty position without transitioning to the R00 phase. Furthermore, this analysis is limited to academic institutions in the United States and does not provide any insight into academic centers in any other country. This analysis is also limited due to the data that is publicly available through the NIH Reporter. For example, an analysis of retention rates based on degree type or faculty type (i.e., research-only compared to physician-scientists) could be informative; however, the dataset does not include this information. Additional information on underrepresented minorities and women are also important to understand; however, the present dataset does not include this information. Future analysis should examine this.

Each line in the Sankey diagrams represent an individual researcher with their own unique

motivation for choosing a postdoctoral advisor, institution, and laboratory as well as autonomy in

whether or not to pursue a faculty position and where that may be. These decisions are not

made solely based on the offered start-up package or institutional clout, and each individual

places different weight on each factor. This dataset is agnostic to the motivation behind these

complex decisions, and an understanding of these motivating factors would enrich the present

analysis. I hope that these data spark discussion amongst academic researchers and those

within academic research institutions to reflect on grant review and hiring practices. I hope this

manuscript also sparks discussions about where resources are spent and which institutions and

individuals receive them and whether these allocations should be enhanced or altered.

Disclosures: D.J.T. has no competing interests. D.J.T. was a K99 recipient who transitioned to

R00 in the 2021-2022 cycle and is included in this dataset.

A

2007-2008

B

2008-2009

2009-2010

K99_BAYLOR_COLLEGE_OF_MEDICINE: 1
K99_BETH_ISRAEL_DEACONESS_MEDICAL_CENTER: 1
K99_BOSTON_CHILDREN'S_HOSPITAL: 3
K99_BOSTON_UNIVERSITY_(CHARLES_RIVER_CAMPUS): 1
K99_BOSTON_UNIVERSITY_MEDICAL_CAMPUS: 1
K99_BRIGHAM_AND_WOMEN'S_HOSPITAL: 5
K99_BROWN_UNIVERSITY: 1
K99_CALIFORNIA_INSTITUTE_OF_TECHNOLOGY: 2
K99_CARNEGIE-MELLON_UNIVERSITY: 1
K99_CASE_WESTERN_RESERVE_UNIVERSITY: 2
K99_COLUMBIA_UNIVERSITY_HEALTH_SCIENCES: 2
K99_CORNELL_UNIVERSITY: 1
K99_DANA-FARBER_CANCER_INST: 2
K99_DUKE_UNIVERSITY: 3
K99_EMORY_UNIVERSITY: 1
K99_FLORIDA_STATE_UNIVERSITY: 1
K99_FRED_HUTCHINSON_CANCER_RESEARCH_CENTER: 1
K99_GEORGIA_STATE_UNIVERSITY: 1
K99_H._LEE_MOFFITT_CANCER_CTR_&_RES_INST: 1
K99_HARVARD_MEDICAL_SCHOOL: 3
K99_HARVARD_SCHOOL_OF_PUBLIC_HEALTH: 1
K99_HARVARD_UNIVERSITY: 2
K99_JACKSON_LABORATORY: 2
K99_JOHNS_HOPKINS_UNIVERSITY: 3
K99_KESSLER_FOUNDATION_INC.: 1
K99_MASSACHUSETTS_GENERAL_HOSPITAL: 4
K99_MASSACHUSETTS_INSTITUTE_OF_TECHNOLOGY: 5
K99_MEDICAL_UNIVERSITY_OF_SOUTH_CAROLINA: 1
K99_NEW_YORK_STATE_PSYCHIATRIC_INSTITUTE: 1
K99_NEW_YORK_UNIVERSITY_SCHOOL_OF_MEDICINE: 2
K99_NORTHWESTERN_UNIVERSITY: 1
K99_NORTHWESTERN_UNIVERSITY_AT_CHICAGO: 3
K99_OHIO_STATE_UNIVERSITY: 1
K99_OREGON_HEALTH_&_SCIENCE_UNIVERSITY: 2
K99_PENNSYLVANIA_STATE_UNIV_HERSHEY_MED_CTR: 1
K99_PURDUE_UNIVERSITY: 1
K99_RHODE_ISLAND_HOSPITAL: 1
K99_ROCKEFELLER_UNIVERSITY: 1
K99_RUTGERS,_THE_STATE_UNIV_OF_N.J.: 1
K99_SANFORD_BURNHAM_PREBYS_MEDICAL_DISCOVERY_INSTITUTE: 1
K99_SCHEPENS_EYE_RESEARCH_INSTITUTE: 1
K99_SCRIPPS_RESEARCH_INSTITUTE,_THE: 2
K99_SLOAN-KETTERING_INST_CAN_RESEARCH: 1
K99_STANFORD_UNIVERSITY: 7
K99_TEMPLE_UNIV_OF_THE_COMMONWEALTH: 1
K99_TUFTS_MEDICAL_CENTER: 1
K99_UNIVERSITY_OF_ALABAMA_AT_BIRMINGHAM: 3
K99_UNIVERSITY_OF_ARIZONA: 1
K99_UNIVERSITY_OF_CALIF-LAWRENC_BERKELEY_LAB: 1
K99_UNIVERSITY_OF_CALIFORNIA_LOS_ANGELES: 2
K99_UNIVERSITY_OF_CALIFORNIA_SAN_DIEGO: 2
K99_UNIVERSITY_OF_CALIFORNIA_SAN_FRANCISCO: 10
K99_UNIVERSITY_OF_CHICAGO: 1
K99_UNIVERSITY_OF_CINCINNATI: 1
K99_UNIVERSITY_OF_COLORADO_DENVER: 3
K99_UNIVERSITY_OF_CONNECTICUT_SCH_OF_MED/DNT: 1
K99_UNIVERSITY_OF_FLORIDA: 1
K99_UNIVERSITY_OF_ILLINOIS_AT_CHICAGO: 1
K99_UNIVERSITY_OF_IOWA: 1
K99_UNIVERSITY_OF_KANSAS_MEDICAL_CENTER: 2
K99_UNIVERSITY_OF_MICHIGAN_AT_ANN_ARBOR: 4
K99_UNIVERSITY_OF_MINNESOTA: 1
K99_UNIVERSITY_OF_MISSOURI-COLUMBIA: 2
K99_UNIVERSITY_OF_NEW_MEXICO: 1
K99_UNIVERSITY_OF_PENNSYLVANIA: 1
K99_UNIVERSITY_OF_PITTSBURGH_AT_PITTSBURGH: 4
K99_UNIVERSITY_OF_RICHMOND: 1
K99_UNIVERSITY_OF_ROCHESTER: 2
K99_UNIVERSITY_OF_TOLEDO_HEALTH_SCI_CAMPUS: 1
K99_UNIVERSITY_OF_TX_MD_ANDERSON_CAN_CTR: 1
K99_UNIVERSITY_OF_VIRGINIA: 1
K99_UNIVERSITY_OF_WASHINGTON: 6
K99_UT_SOUTHWESTERN_MEDICAL_CENTER: 1
K99_VANDERBILT_UNIVERSITY: 3
K99_VIRGINIA_COMMONWEALTH_UNIVERSITY: 1
K99_WAKE_FOREST_UNIVERSITY_HEALTH_SCIENCES: 1
K99_WASHINGTON_UNIVERSITY: 1
K99_WEILL_MEDICAL_COLL_OF_CORNELL_UNIV: 1
K99_WHITEHEAD_INSTITUTE_FOR_BIOMEDICAL_RES: 2
K99_YALE_UNIVERSITY: 7

R00_YALE_UNIVERSITY: 7
R00_COLUMBIA_UNIVERSITY_HEALTH_SCIENCES: 2
R00_BOSTON_CHILDREN'S_HOSPITAL: 2
R00_UNIV_OF_MASSACHUSETTS_MED_SCH_WORCESTER: 4
R00_RUTGERS,_THE_STATE_UNIV_OF_N.J.: 1
R00_BOSTON_UNIVERSITY_MEDICAL_CAMPUS: 1
R00_BRIGHAM_AND_WOMEN'S_HOSPITAL: 3
R00_MOREHOUSE_SCHOOL_OF_MEDICINE: 1
R00_HARVARD_MEDICAL_SCHOOL: 1
R00_UNIVERSITY_OF_MICHIGAN_AT_ANN_ARBOR: 6
R00_SCRIPPS_RESEARCH_INSTITUTE,_THE: 1
R00_UNIVERSITY_OF_WASHINGTON: 8
R00_CASE_WESTERN_RESERVE_UNIVERSITY: 3
R00_UNIVERSITY_OF_TEXAS_AT_AUSTIN: 1
R00_ALBERT_EINSTEIN_COLLEGE_OF_MEDICINE: 2
R00_UNIVERSITY_OF_PENNSYLVANIA: 2
R00_VANDERBILT_UNIVERSITY: 4
R00_UNIVERSITY_OF_TEXAS_HLTH_SCI_CTR_HOUSTON: 1
R00_DUKE_UNIVERSITY: 1
R00_EMORY_UNIVERSITY: 2
R00_FLORIDA_STATE_UNIVERSITY: 1
R00_GEORGIA_STATE_UNIVERSITY: 1
R00_H._LEE_MOFFITT_CANCER_CTR_&_RES_INST: 1
R00_UNIVERSITY_OF_FLORIDA: 1
R00_NORTHWESTERN_UNIVERSITY: 1
R00_RAND_CORPORATION: 1
R00_CALIFORNIA_INSTITUTE_OF_TECHNOLOGY: 1
R00_MEDICAL_COLLEGE_OF_WISCONSIN: 1
R00_LURIE_CHILDREN'S_HOSPITAL_OF_CHICAGO: 1
R00_JOHNS_HOPKINS_UNIVERSITY: 4
R00_CHILDREN'S_HOSPITAL_OF_LOS_ANGELES: 1
R00_UNIVERSITY_OF_TOLEDO: 1
R00_KESSLER_FOUNDATION_INC.: 1
R00_BRANDEIS_UNIVERSITY: 2
R00_MASSACHUSETTS_GENERAL_HOSPITAL: 3
R00_UNIVERSITY_OF_MASSACHUSETTS_AMHERST: 2
R00_BAYLOR_COLLEGE_OF_MEDICINE: 2
R00_BOSTON_UNIVERSITY_(CHARLES_RIVER_CAMPUS): 1
R00_UNIVERSITY_OF_CALIFORNIA_BERKELEY: 1
R00_MEDICAL_UNIVERSITY_OF_SOUTH_CAROLINA: 2
R00_NEW_YORK_STATE_PSYCHIATRIC_INSTITUTE: 1
R00_NEW_YORK_UNIVERSITY_SCHOOL_OF_MEDICINE: 2
R00_CINCINNATI_CHILDRENS_HOSP_MED_CTR: 2
R00_STATE_UNIVERSITY_NEW_YORK_STONY_BROOK: 2
R00_UNIVERSITY_OF_IOWA: 3
R00_UNIV_OF_NORTH_CAROLINA_CHAPEL_HILL: 1
R00_RUSH_UNIVERSITY_MEDICAL_CENTER: 1
R00_NORTHWESTERN_UNIVERSITY_AT_CHICAGO: 1
R00_OHIO_STATE_UNIVERSITY: 2
R00_UNIVERSITY_OF_VIRGINIA: 1
R00_PENNSYLVANIA_STATE_UNIV_HERSHEY_MED_CTR: 1
R00_PURDUE_UNIVERSITY: 1
R00_RHODE_ISLAND_HOSPITAL: 1
R00_UNIVERSITY_OF_CALIFORNIA_AT_DAVIS: 1
R00_UNIVERSITY_OF_CALIFORNIA,_SAN_DIEGO: 5
R00_SCHEPENS_EYE_RESEARCH_INSTITUTE: 1
R00_STATE_UNIVERSITY_OF_NY,BINGHAMTON: 1
R00_UNIVERSITY_OF_CALIFORNIA_LOS_ANGELES: 2
R00_UNIVERSITY_OF_CALIFORNIA,_SAN_FRANCISCO: 2
R00_UNIVERSITY_OF_OREGON: 1
R00_BOSTON_MEDICAL_CENTER: 1
R00_UNIVERSITY_OF_ALABAMA_AT_BIRMINGHAM: 2
R00_UNIVERSITY_OF_UTAH: 1
R00_SCRIPPS_FLORIDA: 1
R00_IOWA_STATE_UNIVERSITY: 1
R00_UNIVERSITY_OF_CALIF-LAWRENC_BERKELEY_LAB: 1
R00_UNIVERSITY_OF_DELAWARE: 1
R00_PRINCETON_UNIVERSITY: 1
R00_BECKMAN_RESEARCH_INSTITUTE/CITY_OF_HOPE: 1
R00_CLEVELAND_CLINIC_LERNER_COM-CWRU: 1
R00_UNIV_OF_MARYLAND,_COLLEGE_PARK: 1
R00_UNIVERSITY_OF_DENVER_(COLORADO_SEMINARY): 1
R00_UNIVERSITY_OF_KENTUCKY: 1
R00_UNIVERSITY_OF_COLORADO_DENVER: 1
R00_UNIVERSITY_OF_CONNECTICUT_SCH_OF_MED/DNT: 1
R00_UNIVERSITY_OF_KANSAS_MEDICAL_CENTER: 2
R00_UNIVERSITY_OF_WISCONSIN_MILWAUKEE: 2
R00_INDIANA_UNIV-PURDUE_UNIV_AT_INDIANAPOLIS: 2
R00_TUFTS_UNIVERSITY_MEDFORD: 1
R00_UNIVERSITY_OF_NEBRASKA_MEDICAL_CENTER: 1
R00_UNIVERSITY_OF_MISSOURI-COLUMBIA: 1
R00_UNIVERSITY_OF_PITTSBURGH_AT_PITTSBURGH: 4
R00_UNIVERSITY_OF_ROCHESTER: 1
R00_WAYNE_STATE_UNIVERSITY: 1
R00_UNIVERSITY_OF_TX_MD_ANDERSON_CAN_CTR: 2
R00_UNIVERSITY_OF_MASSACHUSETTS_BOSTON: 1
R00_COLD_SPRING_HARBOR_LABORATORY: 1
R00_VIRGINIA_COMMONWEALTH_UNIVERSITY: 1
R00_WAKE_FOREST_UNIVERSITY_HEALTH_SCIENCES: 1
R00_TEXAS_TECH_UNIVERSITY: 1
R00_WEILL_MEDICAL_COLL_OF_CORNELL_UNIV: 1
R00_WESLEYAN_UNIVERSITY: 1
R00_UNIV_OF_MED/DENT_NJ-R_W_JOHNSON_MED_SCH: 1
R00_ARIZONA_STATE_UNIVERSITY-TEMPE_CAMPUS: 1

D

2010-2011

2011-2012

2012-2013

2014-2015

Figure 3: A-O) Sankey diagrams of each cycle from 2007-2008 through 2021-2022 showing each successful K99 to R00 award transfer with the K99 institution on the left and R00 institution on the right.

References

1) Fernandes JD, Sarabipour S, Smith CT, Niemi NM, Jadavji NM, Kozik AJ, Holehouse AS, Pejaver V, Symmons O, Bisson Filho AW, Haage A. A survey-based analysis of the academic job market. Elife. 2020 Jun 12;9:e54097. doi: 10.7554/eLife.54097. PMID: 32530420; PMCID: PMC7360372.

2) Ghaffarzadegan N, Hawley J, Larson R, Xue Y. A Note on PhD Population Growth in Biomedical Sciences. Syst Res Behav Sci. 2015 May-Jun;23(3):402-405. doi: 10.1002/sres.2324. PMID: 26190914; PMCID: PMC4503365.

3) NIH Report. Success Rates. https://report.nih.gov/funding/nih-budget-and-spending-data-past-fiscal-years/success-rates. Accessed 1/26/2023.

4) Grants & Funding. A History of New and Early Stage Investigator Policies and Data. https://grants.nih.gov/policy/early-investigators/history.htm. Accessed 1/26/2023.

5) Wright CB, Vanderford NL. What faculty hiring committees want. Nat Biotechnol. 2017 Sep 11;35(9):885-887. doi: 10.1038/nbt.3962. PMID: 28898229.