

[Inviting Biomedical Research Trainee Input on Initiatives that Improve Research Training, Career Progression, or the Educational Environment in the Biomedical Research Enterprise](#) on April 12, 2022 seeking feedback on initiatives that can improve research training, career progression or educational environments.

The ASBMB publicaffairs department has worked closely with members funded by NIGMS and with the Public Affairs Advisory Committee to providethe following comments and recommendations according to the provided prompts in the RFI.

1. The ways in which NIGMSsupportedresearch training, career progression, or the educational

Highlighting alumni

Facilitating the skill-development beyond the bench

Whether a trainee pursues a career as an independent research faculty or an industry research position, most Ph.D. holders will find themselves responsible for navigating new responsibilities outside of research experiments. The development of auxiliary skills away from the bench is important for all professional science careers and should be better supported and emphasized in training programs. The ASBMB encourages NIGMS to consider providing recurring workshops on skills that are essential for professional success beyond the bench, such as strategic planning, proper data storage, personnel management, conflict resolution, resiliency, utilizing constructive criticism, negotiating, and budgeting.

The complexity of the modern staff scientist and research scientist positions

The staff scientist career path is currently stigmatized as one of stagnation while also being exploited to keep postdocs longer than the allowed duration without the benefits of being faculty. This poses a dynamic issue for the research enterprise. The benefits of destigmatizing the positions and making it more attractive for labs to staff them include increased stability in the academic research workforce, reduced reliance on trainees to produce data, stable rewarding careers in which Ph.D. holders can utilize their specific skillsets. However, the boom and bust cycle in modern research funding renders the model of staff scientists unrealistic for the majority of academic research labs. Additionally,

