

## Richard McGee, PhD

Dr. Richard McGee is the Associate Dean for Faculty Professional Development and Professor of Medical Education at Northwestern University Feinberg School of Medicine. During his career, he has been in faculty and leadership positions at 4 medical schools and the intramural program at NIH. The first 20 years of Dr. McGee's career focused on cellular neurobiology research, teaching, and the development of young scientists and clinicians. The subsequent 20 years have focused on leadership of research training and developing new models and methods for assisting the professional development of young scientists, particularly individuals from underrepresented minority groups and women. In his current position, he has expanded his work to include professional development of young faculty. Much of his work with students and faculty uses group mentoring/coaching and other training methods to augment what mentors ideally provide but often don't. Over the past 15 years, he has shifted his research focus to studying how young scientists develop using sophisticated interview-based qualitative research methods. He now leads a team of more than 10 qualitative researchers, funded by multiple NIH awards, studying the career decision-making processes of PhD students and young scientists. This first-ever interview, based on *National Longitudinal Study of Young Life Scientists* is following the development and career decisions of 250 PhD students. Data analysis is drawing on multiple social science theories and models. Based on these same theories, Dr. McGee and his colleagues have developed a novel coaching-based model to enhance the success of young scientists. Through an NIH Director's Pathfinder Award to Diversify the Scientific Workforce, Dr. McGee and his group are conducting a randomized controlled trial of this coaching model to determine if it is possible to prospectively promote attainment of academic careers and increase faculty diversity –*The Academy for Future Science Faculty*.