



Robert Wood Johnson Foundation Scholars in Health Policy Research Program

An RWJF national program

SUMMARY

In 1991, the Robert Wood Johnson Foundation (RWJF) established the *Robert Wood Johnson Foundation Scholars in Health Policy Research Program* to produce the next generation of creative thinkers and problem solvers in health policy by attracting talented recent graduates of doctoral programs in economics, political science and sociology to the field of health policy research.

Under the program, recent graduates of doctoral programs in the three disciplines spend two years at one of three leading universities: Harvard University, University of California at Berkeley/San Francisco and University of Michigan. The program selects a cohort of up to 12 Scholars each year, placing four at each university.

Alan B. Cohen, Sc.D., executive director of the Boston University Health Policy Institute, Boston, is the national program director.

Key Results

As of December 2008:

- Some 179 Scholars had been accepted into the program in the first 15 cohorts: 58 economists, 62 political scientists and 59 sociologists.
- Some 129 of the 153 Scholars who had completed their fellowships by 2008 held academic appointments at universities. Of the 81 tenure-eligible Scholars (i.e., had been out of graduate school for at least seven years to be considered for tenure), 63 had been promoted to associate professor with tenure, with 16 of these subsequently becoming full professors.

Key Findings

RWJF commissioned two internal and two external evaluations of the program.

In 2004 and again in 2008 the national program office at the Boston University Health Policy Institute conducted a self-evaluation of the program. Findings from the 2008 self-evaluation include:

- Some 90 percent of Scholars recruited in 2005 or later came from the top 25 departments in their disciplines, compared with 71 percent recruited between 1994 and 1996.
- Program alumni have influenced health policy thinking in the health field and within the disciplines of economics, political science and sociology. They have held 101 editorial affiliations with 69 different journals. Some 25 alumni have sat on scientific advisory panels convened by public or quasi-public organizations.
- The program has improved the job opportunities available to Scholars after their participation in the program.
- The program has encouraged Scholar placement in academic positions where alumni can maintain ties to their home disciplines.
- The program has increased minority representation among Scholars. The percentage of minority Scholars recruited annually in 2005 or later has ranged between 31 and 42.
- Alumni have been productive with post-program publications and research, contributing almost 600 articles to peer-reviewed journals in health policy or health-related publications.
- Alumni have successfully pursued and secured research funding from both public and private sources.

In 1997, researchers at Northwestern University evaluated the program and in 2001, researchers at Syracuse University conducted a second evaluation. See [Appendix 1](#) for findings.

See the [Project List](#) to be linked to reports on the active sites.

This report also includes profiles of 13 Scholars (for a link to each profile, go to the [Profile List](#)).

Funding

The RWJF Board of Trustees authorized the program in 1991 (RWJF, funded the first four cohorts of Scholars in 1993) and the Trustees renewed the program in 1997, 2001 and 2005 and 2009; authorizations total up to \$74.283 million.

THE PROBLEM

Public interest in health policy has intensified dramatically in recent years as concerns about the nation's health and the health care system have grown. Health care debates are as likely to be concerned with defining the best health policies as they are with providing the best health care services.

Compared with other industrialized nations, the United States performs poorly on a range of indicators of health status, while health care expenditures rise each year and large numbers of Americans either lack health insurance or have insufficient coverage.

The systems that provide health care in the United States are rapidly changing and consolidating as they attempt to respond to financial incentives prompted by competitive pressures and managed care.

As the health sector has grown in size and complexity over the past three decades, so too has the need for health policy research that informs and advances policies to improve the health and health care of people.

In addition, contentious and divisive problems that often have deep economic, political and social roots—such as childhood obesity, substance abuse, HIV/AIDS, depression, racism, crime, poverty and violence—continue to burden the health care system and public health agencies with problems beyond their traditional missions.

Breakthroughs in medical science and technology have prompted enormous improvements in the country's capacity to treat illness. But as the nation struggles with how best to assure access, quality, equity and efficiency in health care, policy-makers and others turn to the field of health policy research for guidance and direction.

As researchers and practitioners better understand the array of personal and environmental factors that bear on health status, they have come to realize that the most pressing health problems cannot be solved from within the health policy field alone.

Shortage of Creative Thinkers

The field of health policy research is still young, and knowledgeable observers generally agree that it suffers from a shortage of creative thinkers and policy analysts.

Nowhere is this problem more evident than in the field's limited ability to attract bright, young social scientists. Investigators from the disciplines of economics, political science and sociology use conceptual frameworks that are central to understanding health and health care.

The interplay among experts in these fields, when brought to bear on any single issue, can result in a rich multidisciplinary perspective that enhances the way issues are framed and addressed.

Despite this apparent match, social science scholars have found it difficult to pursue health policy research because they lack training opportunities and because reward structures within their disciplines guide them toward other fields. Therefore, they end up pursuing research that falls squarely within their disciplines rather than pursuing topics that require interdisciplinary research, such as health policy.

CONTEXT

Since its inception as a national philanthropy in 1972, the Robert Wood Johnson Foundation (RWJF) has supported health policy research and has sought to build the capacity of the field. Initially, however, its major efforts focused on health professionals, rather than on social scientists.

- The *Robert Wood Johnson Clinical Scholars Program*, RWJF's oldest national program, provides young physicians with two to three years of graduate-level study and research to acquire new skills and training in the non-biological sciences important to improving health and health care. See also [Program Results](#) on the program.
- The *Robert Wood Johnson Foundation Health Policy Fellows Program* introduces mid-career health professionals to federal policy-making (see also [Program Results](#) on the program).

RWJF's early support for social scientists was far more modest.

- In 1973, it funded a health policy research and teaching center—now known as the Philip R. Lee Institute for Health Policy Studies—at the University of California, San Francisco (ID#s 000004, 000308 and 002455).
- It funded a fellowship program in health economics at Harvard University (ID# 000239) that had a difficult time recruiting, but turned out some of the leading figures in health economics:
 - Harold S. Luft, Ph.D., director of the Palo Alto Medical Foundation's Research Institute.
 - Frank Sloan, Ph.D., J. Alexander McMahan Professor of Health Policy at Duke University Medical Center.
 - Paul Ginsburg, Ph.D., president of the Center for Studying Health System Change.

— William D. White, Ph.D., professor of policy analysis and management at Cornell University.

- RWJF also began to support the health policy research of three established social scientists: Victor Fuchs, Ph.D., David Mechanic, Ph.D., and Eli Ginzberg, Ph.D.

RWJF's first national program aimed at building health policy research capacity in the social sciences, the *Faculty Fellowships in Health Care Finance Program*, provided 40 fellows with training and research funding in health care finance between 1984 and 1992.

An evaluation of the *Faculty Fellowships Program* found little agreement about the purpose of the program, the type of fellow it should target or the kind of training it should offer those fellows. RWJF also concluded that its support of specific individual social scientists in the *Faculty Fellowships* program was too narrowly focused.

In 1992, it established the *Investigator Awards in Health Policy Research* to support research projects by a wider variety of investigators in an array of disciplines. (See [Program Results](#) for more information.) At the same time, it sought a new approach to attracting and training younger social scientists in health policy research.

PROGRAM DESIGN

RWJF originally authorized the *Robert Wood Johnson Foundation Scholars in Health Policy Research Program* in 1991 (RWJF funded the first four cohorts of scholars in 1993), and; the Trustees renewed the program in 1997, 2001, 2005 and most recently in 2009, with total authorizations of \$74.283 million.

The overarching goal of the program is to produce the next generation of creative thinkers and problem solvers in health policy by attracting talented recent graduates of doctoral programs in economics, political science and sociology to the field of health policy research.

It aims to achieve this goal by immersing these Scholars in health policy research and exposing them to the thinking of each other's social science disciplines. Three assumptions underlie the Scholars program:

- Health issues and the health care system have grown increasingly complex over time.
- Health policy research needs to be more effective in addressing these complexities.
- In order for health policy research to be more effective, it must attract talented new social scientists who will examine the health policy arena through the lens of their individual disciplines as well as from the perspectives of their collective disciplines.

RWJF decided to focus the program on economists, political scientists and sociologists because scholars from these disciplines bring particularly important but sometimes overlooked perspectives to health policy:

- **Economists** can examine the merits of market-based competition versus regulatory approaches to improving the nation's health. They can study the economic burden of disease on different populations caused by disparities in access to care.

They can analyze the implications and effects of different tax policies on the health and well-being of populations and individuals. They can assess the effects of continued growth in health spending on public budgets or other sectors of the economy.

- **Political scientists** can furnish new insight into the politics of health care:
 - How legislative battles are framed and fought.
 - How public opinion shapes policy formulation.
 - How the balance of power among major players may shift as a result of changing policies.
 - How communities might be empowered and mobilized to address health problems.
- **Sociologists** can deepen the collective understanding of how the health care system is structured and organized. They also can assess the impact of changing roles and functions of health care providers. They can provide a framework for understanding how social movements affect the nation's health. They can expand knowledge of the socioeconomic and cultural determinants of health.

Under the program, recent graduates of doctoral programs in the three disciplines spend two years at one of three leading universities: Harvard University, University of California at Berkeley/San Francisco and University of Michigan. The program selects a cohort of up to 12 Scholars each year, placing four at each university.

In 2005, a supplemental grant (ID# 053869) allowed the national program office, in consultation with the national advisory committee, to recruit three additional Scholars during four cohort selections (2005/2006 through 2008/2009). These recruits were exceptional candidates who otherwise might have been closed out of the program due to capacity limitations but who represented excellent investments in human capital.

In general, each group of four scholars at each site includes representation from all three social science disciplines. At any one time there are about eight active Scholars at each site, four in their first year of the program and four in their second year. During their two-year stint, these Scholars:

- Learn about health, the structure and function of the health care system and the health policy-making process.
- Participate in a learning environment that exposes them to the perspectives and methods of other social science disciplines, as well as medicine and public health.
- Conduct relevant research and analysis under the guidance of and in collaboration with distinguished faculty mentors.

THE PROGRAM

National Program Office

A national program office provides administrative and policy oversight for the program. It:

- Designs and manages the application and selection process for Scholars.
- Plans and conducts the program's annual meeting.
- Produces a Working Paper series as a means of encouraging the scholarly exchange of ideas among program participants. Working papers 34–41 are available [online](#). See the [Bibliography](#) for a list of all the working papers.
- Fosters alumni engagement through regional meetings, receptions at professional association meetings and a network of contacts.
- Monitors program development at the sites through annual site visits and frequent telephone contact.
- Works with and supports a 13-member [national advisory committee](#).
- Reports to RWJF regarding program activities, issues and finances.

Alan B. Cohen, Sc.D., has been the director of the national program office since its inception in 1992, leaving his position as vice president for research and evaluation at RWJF in order to run the program.

From September 1992 through September 1994, the national program office was housed at the Florence Heller Graduate School for Advanced Studies in Social Welfare at Brandeis University.

In October 1994, the national program office moved to the Boston University School of Management, where Cohen became professor of health policy and management and director of the Health Care Management Program.

In September 2003, the national program office moved to the Boston University Health Policy Institute, where Cohen is now the executive director.

Catherine M. Player, M.A. is the deputy program director. She succeeded Eileen M. Connor, M.H.S.A., who retired in 2007.

National Advisory Committee

Mark A. Peterson, Ph.D., professor of public policy and political science, School of Public Affairs, University of California, Los Angeles, is the current chair. Rashi Fein, Ph.D., professor of the economics of medicine (emeritus) at Harvard Medical School, is chair emeritus.

National advisory committee members advise and support national program office staff on outreach, recruitment, eligibility criteria and other program policy issues. They participate in site visits along with RWJF and national program office staff; hold special meetings as needed; and consult with the national program office and RWJF upon request.

They also provide advice and guidance to Scholars. For example, some members of the committee are editors of health journals and have provided special, intensive manuscript assistance to Scholars. Others have co-authored journal articles or book chapters with Scholars.

In 1997, RWJF expanded the national advisory committee in order to include greater representation from the core of the three social science disciplines, add cultural, ethnic and geographic diversity and strengthen efforts to recruit highly qualified Scholars in all three disciplines.

In 2002 and again in 2005, RWJF changed the committee's composition, adding representation from alumni and rotating the membership to obtain new perspectives. Although there were no alumni on the committee as of mid-2009, the program director expects there will be again in the near future.

Host Universities

The universities at which the program operates create a training environment where Scholars explore health-related research topics, share research and policy ideas with Scholars from other disciplines, and are mentored by senior faculty who guide them in their work.

The mentors provide a range of advice, including advice on careers. In some cases, they collaborate with Scholars on joint endeavors; in other cases, they provide feedback on the Scholars' work.

While the program differs across the universities, each:

- Offers seminars in health policy and health-related topics.

- Sponsors a series of multidisciplinary workshops where Scholars present their research.
- Encourages faculty members to work with Scholars on their research.
- Establishes linkages across departments within the university.

Scholars have access to faculty from the social sciences, medicine, public health, public policy and other fields in an environment conducive to disciplinary and multidisciplinary learning and collaborative research.

Senior faculty members at each university serve as project directors. They are responsible for:

- Securing ongoing involvement of senior social science and health faculty.
- Recruiting new Scholars.
- Overseeing the design and delivery of seminars and workshops.
- Supervising a steering or executive committee.
- Providing support and guidance to individual Scholars.
- Managing expenditures.
- Attending the annual meeting.
- Working closely with the national program office and the national advisory committee to establish program goals, policies and priorities.

In 1992, members of the national advisory committee, with support from the national program office and RWJF staff undertook a rigorous solicitation and review process to select the first three host universities. The national advisory committee recommended three universities to RWJF:

- University of California at Berkeley and San Francisco (a combined site).
- The University of Michigan, Ann Arbor, Mich.
- Yale University, New Haven, Conn.

RWJF accepted these recommendations. See [Appendix 2](#) for details of the early host university selection process.

In 2000, RWJF decided to retain two of the three original host universities (University of California at Berkeley and San Francisco, and the University of Michigan) and to select a new third host university.

Four universities applied, three were visited, and in April 2002, RWJF selected Harvard University, Cambridge, Mass., as the new third host university. The first group of Scholars at Harvard entered in August 2003.

Yale University previously had hosted the first eight cohorts of Scholars, those accepted through August 2001.

The [Project List](#) in this report links to brief descriptions of how the program has been implemented at each host university. Also, on the program's [website](#) see:

- A description of the [Harvard University program](#).
- A description of the [University of California, Berkeley/University of California, San Francisco program](#).
- A description of the [University of Michigan program](#).

Scholar Selection and Placement

To be eligible, applicants must be new or recent Ph.D.s (i.e., received within the previous five years) in the disciplines of economics, political science or sociology. See the program's [website](#), for more information on eligibility.

While most Scholars enter the program without prior backgrounds in health or health policy, they must demonstrate interest in conducting health-related research. They must also demonstrate a willingness to engage with colleagues from other disciplines and an ability to communicate with people who have different perspectives from their own.

In general, Scholars must devote two years to the program, taking up full-time residence at a host university, although these requirements sometimes may be modified if special circumstances warrant. While in the program, Scholars are not permitted to accept outside teaching, administrative or consulting duties.

Each Scholar receives an annual stipend. Scholars are expected to make progress in their research, participate in seminars and workshops offered under the program and present their work to colleagues within and across the disciplines. In addition, they attend annual meetings of the program.

An individual Scholar's participation in the second year is conditioned on a determination by the host university's site director that the Scholar's performance during the first year was satisfactory.

Marketing

Scholar recruitment and selection begins with marketing the program to targeted universities and candidates.

In addition to issuing a general call for applications, the national program office sends email letters and application materials to the chairs, placement advisors, and directors of graduate studies in nationally ranked departments of economics, political science and sociology, asking them to introduce the program to students, recent alumni and junior faculty members.

National program office staff members attend annual meetings of the American Economic Association, the American Political Science Association and the American Sociological Association. At each meeting they host an informational breakfast for potential candidates. Current Scholars and alumni usually attend these breakfasts and describe their experiences in the program.

The national program office typically receives about 90–110 applications each October. Details on the [scholar selection process](#) are on the program's website. In most years, up to 12 individuals are selected to receive fellowships (see below for a description of supplemental grants that allowed the program to accept additional scholars for four years).

The first cohort of 12 Scholars entered the program in September 1994. As of June 2009, 26 scholars were actively participating in the program. See the website for profiles of [current Scholars](#) and a listing of [alumni](#) and their organizational affiliations.

Recruiting Minority Scholars

From its inception, the program has been committed to recruiting Scholars representing diverse racial and ethnic groups. RWJF and the national program office understood that drawing minority Scholars to the program was important to ensure program diversity and to ensure that minority perspectives inform health policy research and, ultimately, health policy.

In the early years, attracting a diverse applicant pool proved challenging, as the number of minority students in economics, political science and sociology doctoral programs across the nation was small. To address this problem, the national program office worked with current Scholars and alumni, as well as with chairs and faculty of economics, political science and sociology departments to identify and actively recruit minorities.

Starting in 1997, national program office staff adopted new approaches to identifying and recruiting minority candidates. Over time, these have included:

- Adding explicit language to the call for applications, the program website and all promotional materials that encourage applications from candidates from groups historically underrepresented in economics, political science and sociology.
- Appointing distinguished minority scholars to the national advisory committee.

- Adding to the application an optional question asking candidates to identify their racial/ethnic group (RWJF recently changed its policy regarding collection of this information and the question was removed in 2008).
- Creating a Program Ambassadors initiative in which alumni help recruit qualified candidates, especially minorities.

See [Overall Program Results](#) for results of recruitment efforts.

The Annual Meeting

The program holds an annual meeting in late May or early June. Since 1996, the meetings have been held in Aspen, Colo. (which has led people in the three disciplines to refer to them as the "Aspen meetings"). In the interest of adding fresh perspective, the 2010 annual meeting will be held in a different location and the national program office is exploring the possibility of alternating among multiple sites in future years.

The meetings bring together Scholars from three cohorts—those completing their first year, those completing their second year and those about to enter the program. Site directors, the national advisory committee, site faculty, alumni, national program office and RWJF staff and participants in other RWJF national programs also attend.

During the meetings, second-year Scholars present the research they have carried out while in the program, while first-year Scholars introduce their research topics and test ideas about hypotheses and methodology.

Periodically, a special panel comprising national advisory committee members and faculty who hold editorial positions at major health policy journals is convened at the annual meeting to offer advice to Scholars regarding how to prepare their work for publication.

Interaction with Other RWJF Programs

RWJF sponsors other programs involving researchers in universities, including the:

- *Robert Wood Johnson Clinical Scholars Program.* (See [Program Results](#).)
- *Investigator Awards in Health Policy Research.* (See [Program Results](#).)
- *Robert Wood Johnson Health & Society Scholars Program.* (See [Program Results](#).)

One of the *Clinical Scholars Program* sites and three of the *Health & Society Scholars Program* sites overlap with the three sites in the *Scholars in Health Policy Research Program*.

Site directors and national program office staff decide how to create opportunities for scholars and fellows from these different programs to meet each other and work together:

- Site directors have encouraged Scholars from other programs to attend this program's seminars, brown bag lunches and research presentations.
- Scholars from the *Clinical Scholars Program*, the *Health & Society Scholars Program*, and the *Harold Amos Medical Faculty Development Program* attend the *Scholars in Health Policy Research Program* annual meeting.
- *Scholars from the Health Policy Research Program* attend annual meetings of the *Clinical Scholar Program*, the *Health & Society Scholars Program* and the *Investigator Awards* program.

In June 2005, the program collaborated with the *Robert Wood Johnson Foundation Health Policy Fellows Program* (see [Program Results](#)) to design and conduct a three-day Health Policy Synergy Workshop at the Institute of Medicine in Washington (ID# 053283). The workshop encouraged interaction and policy research discourse among participants of both programs that would lead to fruitful collaboration between Scholars and Fellows on important health policy issues of mutual interest. Based on feedback from workshop participants and staff from both national program offices, the *Health Policy Fellows* program revised the workshop to include policy working groups in a two-day format and has sponsored these workshops each year since. Attendance has been expanded to include representatives from other RWJF human capital programs.

RWJF has used the Scholars in *Health Policy Research* program as a model to design and manage other human capital national programs:

- National program office staff provided advice to the RWJF *Investigator Awards in Health Policy Research* program in establishing the current national program office at Rutgers University.
- RWJF used the Scholars program as a model for *RWJF Health & Society Scholars*, which equips researchers to investigate the social, behavioral, environmental and biological determinants of health and to develop intervention strategies that encompass and integrate these multiple determinants to improve the health of populations.
- The national program office has also advised program designers involved in establishing fellowship programs at other universities, other foundations and federal agencies.

Program Evolution

The program has evolved over time, both in response to evaluations and as the national advisory committee, the site directors and the national program staff have recognized and

addressed problems and challenges. In particular, the program changed some Scholar selection criteria and developed special strategies to recruit economists. For information about how the program has evolved, see [Appendix 3](#).

Program Requirements and Curricula

As noted above, most Scholars today enter the program with little or no background in health or health policy, so each site has designed seminars and workshops to provide that knowledge.

Scholars are required to take these offerings, which are taught by faculty who are involved with the program and understand its goals. However, because Scholars may still differ in terms of their prior exposure to health-related topics, site directors and faculty have found it challenging to design seminars that are well received by and useful to Scholars of all backgrounds.

The sites have made changes to seminar content based on feedback from Scholars, faculty and evaluators. See site descriptions for [University of California Berkeley/San Francisco](#), [Harvard University](#) and [University of Michigan](#) for details of each site's structure and approach.

EVALUATIONS

RWJF commissioned two external and two internal evaluations of the program:

- Prior to program renewals in 1997 and 2001, RWJF commissioned the external evaluations.
- In 2004, RWJF commissioned a self-assessment by the national program office and in 2008 it commissioned a second self-assessment.

See [Appendix 1](#) for a description of the methodology, results and findings of the 1997 and 2001 evaluations.

In the 2004 and 2008 self-evaluations, national program office staff examined the quality and diversity of entering Scholars, program impacts on alumni, alumni influence on health policy thinking and program impacts on participating universities and faculty. Staff drew largely upon program data files, interviews with site directors and faculty, and correspondence with alumni and current Scholars to conduct these evaluations.

Staff produced a self-evaluation report in October 2004 that focused on the experiences of alumni in cohorts 1-9. They produced a second self-evaluation report in December 2008 that examined the program since its inception, with emphasis on the experience since 2004.

For Findings of the 2008 Self-Assessment, see [Overall Program Results](#).

Communications

The national program office produces a Working Paper series to disseminate draft research papers and works-in-progress produced by Scholars and their faculty mentors within the Scholars program community.

Forty-one papers had been disseminated as of February 2009. The Working Papers are intended to promote ongoing debate and exchange of ideas among Scholars and faculty, and to offer Scholars an opportunity to obtain critical feedback on their research. The program website features Working Papers 34–41.

Most of these works-in-progress are revised and submitted to peer-reviewed journals, with many eventually appearing in print. (See the [Bibliography](#) for a list of all Working Papers.)

Promoting the Program

To promote the program to candidates and universities, the national program office annually updates the program [website](#) to include a brief description of each host university, biographical information for current Scholars and program leaders and a list of collaborating faculty and program alumni.

The national program office also annually produces an internal Program Directory with contact information for current Scholars, alumni, national advisory committee members, project directors, key faculty, and national program office and RWJF staff. (See the [Bibliography](#) for details on national program office products.)

[Burness Communications](#) of Bethesda, Md., formerly under contract to RWJF and in consultation with national program office staff, provided a range of media support services to Scholars and alumni for many years. Recently, RWJF commissioned IQ Solutions to provide these services to the program and to other RWJF human capital programs.

These services include workshops held at each site to help Scholars learn how to present their research in popular media outlets, and ad hoc services to help individual Scholars and alumni place op-ed articles or prepare for media interviews.

OVERALL PROGRAM RESULTS

- **As of December 2008, the program had enrolled 179 Scholars in its 15 cohorts: 58 economists, 62 political scientists and 59 sociologists.** (See the program website for a list of [current Scholars](#), their biographies and selected publications, and for a list

of [alumni](#). Only two Scholars did not complete the program and one of those continues to participate in program-related activities and meetings.

This report includes profiles of 13 Scholars (for a link to each profile, go to the [Profile List](#)).

- **According to the national program office's most recent analysis, 101 (90 percent) of the 112 active alumni were employed by universities, and 11 were in non-academic or government research positions.**

Findings of the 2008 Self-Assessment

Findings Regarding the Entering Scholars

- **Some 90 percent of Scholars recruited in 2005 or later (Cohorts 12–15) came from the top 25 departments in their disciplines, compared with 71 percent recruited between 1994 and 1996 (Cohorts 1–3).**
- **Many Scholars received prestigious awards during their graduate studies:**
 - Some 73 Scholars received awards for either best doctoral dissertation or best graduate student paper.
 - Four Scholars received the American Sociological Association's Best Dissertation Award.
- **Minority representation among Scholars increased significantly. The percentage of minority Scholars recruited in Cohorts 12–15 ranged between 31 and 42, compared with a range of 0 to 9 percent of Scholars recruited in Cohorts 1–4. Of the 35 minority Scholars recruited since the program's inception:**
 - Some 43 percent were Black.
 - Some 43 percent were Asian or Pacific Islander.
 - Some 11 percent Hispanic.
 - Some 3 percent were bi-racial.

Findings Regarding Program Impacts on Alumni Scholars

- **Alumni Scholars reported that their participation in the program enhanced the number, quality and variety of post-program job opportunities available to them.**
 - Alumni reported that the program enhanced their likelihood of receiving job offers from top departments and schools at the end of the two-year fellowship.

- Several scholars were able to negotiate and obtain deferred faculty appointments during their first year. In recent years, an increasing number of scholars have received deferred appointments before entering the program.
- **Of 81 tenure-eligible Scholars who had received their degrees before 2001—and, thus, had been out of graduate school for the seven or more years considered typical for tenure consideration—63 had been promoted to associate professor with tenure (77.8 percent).** In addition, four alumni who had received their degrees in 2001 or later had received promotion and tenure. As of December 2008, a total of 16 alumni had been promoted to full professor.
- **The program has encouraged Scholar placement in academic positions where alumni can maintain ties to their home disciplines.**
 - While political science and sociology alumni predominantly hold appointments in departments of political science or sociology, economics alumni are more likely to be located in professional schools such as schools of public health or public policy. However, in recent cohorts, economists increasingly have entered the program with deferred faculty appointments from departments of economics.
- **Alumni have been productive in their post-program research.** Information is available about research contributions regarding 136 of the 153 alumni in Cohorts 1–13 (those who entered between 1994 and 2006).
 - These 136 Scholars wrote 571 peer-reviewed journal articles, 31 books and 116 book chapters about health policy or health.
 - Some 413 of the articles appeared in health-related journals such as *Health Affairs*, *Health Services Research* and the *Journal of the American Medical Association*.
 - Some 158 of the articles appeared in discipline-related (economic, political science or sociology) journals such as the *Journal of Health Economics* and *Health and Social Behavior*.
 - These 136 Scholars also produced 474 peer-reviewed articles, 51 books and 173 book chapters on subjects related to their disciplines. These articles appeared in journals such as *American Economic Review*, *American Political Science Review* and *American Sociological Review*.
- **Alumni have successfully pursued and secured research funding from both public and private sources.**
 - As of December 2008, alumni had obtained least 197 grants (either as principal investigator or co-principal investigator) from numerous federal agencies (e.g., Agency for Healthcare Research and Quality, Centers for Disease Control and Prevention, Centers for Medicare & Medicaid Services, National Institute on Aging, National Institute on Alcohol Abuse and Alcoholism, National Institute on

Drug Abuse, National Institutes of Health, National Science Foundation and the Substance Abuse and Mental Health Services Administration), as well as from large private foundations (e.g., the John A. Hartford Foundation, the Pew Charitable Trusts and the Russell Sage Foundation).

- Alumni also had obtained 41 grants from various RWJF research programs, including the *Investigator Awards in Health Policy Research Program* (also see [Program Results](#)), the *Substance Abuse Policy Research Program* (also see [Program Results](#)) and the *Changes in Health Care Financing and Organization* program (for more information see [Program Results](#)).
- **Alumni are active in teaching health policy or health-related courses at their home institutions.** Alumni have taught at least 68 courses in health policy or related topics in their respective departments and schools, with some introducing these courses to the curriculum for the first time.
- **Alumni have distinguished themselves academically, receiving 80 post-program national honors and awards from both disciplinary and health policy professional organizations.**

Findings Regarding Alumni Influence on Health Policy Thinking

- **Alumni hold or have held 101 editorial affiliations with 69 different journals.** Positions include editor, co-editor, associate editor or editorial board member.
- **Some 36 alumni have published research papers or books that have been cited in the literature at least 50 times.** The five most often-cited publications each received at least 300 citations.
- **Some 17 alumni have had five or more media contacts each and, in total, have been quoted or published in news media 348 times including newswires, newspapers, television, online publications, radio, magazines and government publications.**
- **Alumni, faculty and members of the national advisory committee helped to create an organized Section on Health Politics and Policy within the American Political Science Association.**
- **At least 25 alumni have served as members of scientific advisory panels in such organizations as the Institute of Medicine, the National Science Foundation and the Federal Communications Commission. Five alumni have served as staff economists with the President's Council of Economic Advisers, including the current chief economist (Michael B. Greenstone, Ph.D.) and senior economist for labor, education and welfare (Scott J. Adams, Ph.D.).**

Findings Regarding Program Impacts on Host Universities

- **Faculty participation at all three sites has been extensive, with about 50 individuals at each site serving as mentors for Scholars.** There were many examples of research collaboration among Scholars (across disciplines as well as in the same discipline), between Scholars and faculty, and among faculty:
 - The Berkeley/UCSF site director reported the university hired seven alumni, spanning all three disciplines, to faculty positions.
 - The Berkeley/UCSF site established a project in which Scholars and faculty can apply for a grant of up to \$15,000 to initiate a co-authored study. As of December 2008, four grants had been awarded.
 - The Michigan site director reported that the Scholars research seminar series had a positive impact on the university's curriculum for its doctoral program in Health Services Organization and Policy.
 - The Michigan site director also reported that the program has helped the university attract high quality faculty, with one health economist specifically indicating the Scholars program as a factor influencing his decision to leave his prior university to join the University of Michigan.
 - The Harvard site director reported that the program has generated faculty interest across the university in attending health policy seminars sponsored by different centers at Harvard, including the Petrie-Flom Center in the Law School and the Center on Population and Development.
 - The Harvard site director also reported that the Scholars program helped catalyze a shift away from a "silo" mentality of every department and school operating independently.

LESSONS LEARNED

1. **Create cohesiveness within each cohort of scholars/fellows.** The "chemistry" among Scholars at each site and within each cohort is important to creating a community of Scholars. Program components such as the Working Papers and, most importantly, the annual meeting help to create a sense of community. (National Program Office/Cohen, Player)
2. **Scholar selection criteria should include factors other than intelligence.** Other important criteria are strong interpersonal skills and capacity to appreciate the views and perspectives of people from other disciplines and people with different perspectives. This requires national program office staff and national advisory committee members to be open-minded and flexible when selecting and supervising Scholars. They have to hold Scholars accountable for participating actively in the program, engaging with one another and contributing to the field of health policy research. (National Program Office/Cohen, Player)

3. **Engage in assertive, targeted efforts to recruit minority scholars and fellows.** National program office efforts to actively recruit minorities paid off. These efforts included adding language to all program documents encouraging minorities to apply, appointing minorities to the national advisory committee and engaging alumni Scholars as ambassadors to recruit minorities. As a result, minorities comprise from 31 percent to 42 percent of Scholars recruited annually since 2005. (National Program Office/Cohen, Player; National Advisory Committee/Peterson)

4. **Develop strong site governance structures in order to avoid burn out among university site directors.** University site directors play a more critical role in the program than originally anticipated. The active, ongoing, on-site presence of site directors has been essential to keeping the program on track. Over time, the sites have developed mechanisms for sharing responsibility, and all three have some form of steering or executive committee to assist the directors with program oversight.

Each site has had a smooth transition in leadership at some point in the program. Berkeley and Michigan experimented with co-directors but later returned to a single site director with clearly defined support roles for other faculty members serving on the executive committee or as associate directors. (Site/McLaughlin; National Program Office/Cohen, Player, Evaluator/Shortell)

5. **Conduct aggressive scholar recruitment and involve the national advisory committee, the national program office, RWJF, faculty from the sites and current and former Scholars.** Each year, the program tries to find and recruit top Scholars in each of three disciplines. Broad-based marketing strategies that solicit responses from a wide spectrum of recent Ph.D.s have proven less useful than more targeted and focused strategies that rely on personal or professional connections with individual departments and faculty members who will nominate the best candidates. (RWJF Program Officer/Colby; Evaluator/Shortell; National Advisory Committee/Peterson, Mechanic)

6. **Expose Scholars to policy settings by means other than a Washington internship.** The program had originally incorporated a Washington internship opportunity for Scholars, but many did not wish to move multiple times during a two-year fellowship. The program has thrived instead by focusing on steering Scholars toward academic careers in disciplinary departments or professional schools, and also by conducting workshops with other scholar/fellow programs to broaden the Scholars' views.

The 2005 Synergy Workshop with the *Health Policy Fellows Program* was an effort to connect Scholars and alumni to the policy arena. As of 2009, the *Health Policy Fellows Program* had held five Synergy Workshops involving about eight RWJF human capital programs, including alumni Scholars. (National Program Office/Cohen, Player; RWJF Program Officer/Colby; Evaluator/Palmer)

7. **Use publishing opportunities as a way to impact health policy.** The program can provide a forum for a larger discussion of health policy. Periodically, national program office staff invites editors of relevant peer-reviewed journals to give

presentations at the program's annual meetings. Editors offer suggestions regarding how Scholars can write and submit articles for publication.(National Program Office/Cohen, Player; Evaluator/Shortell)

- 8. Promote national advisory committees of human capital programs reaching decisions by consensus rather than by vote.** National advisory committee members enjoy several features of the program, but their success in selecting scholars based on consensus has enhanced the deliberative process and makes their service on the committee a positive experience. (National Advisory Committee/Peterson)

CHALLENGES FOR THE FUTURE

As the *Robert Wood Johnson Foundation Scholars in Health Policy Research Program* continues through its second decade of operation, both it and RWJF face some important challenges, as outlined below.

How Should RWJF Assess the Long-term Effects of the Program?

Both of the early external evaluators remarked on the difficulties inherent in assessing the effects of the program in its early stages:

- Would Scholars' careers have been different without the program?
- How do RWJF Scholars compare with comparable Scholars in other programs?
- If there is an increase in interdisciplinary research at universities participating in the program, to what extent is the increase due to that participation and to what extent is it due to a more general appreciation of the value of interdisciplinary work?

These questions are difficult if not impossible to answer. National program office staff developed indirect measures to determine whether the program has influenced the field of health policy research. These measures include publications and citations and changes in university curricula or program offerings. These measures are useful but they are not conclusive.

RWJF must continue to explore ways to specify indicators of success or impact and to assess the long-term effects of the program on the careers of Scholars and on the participating universities.

How Can the Program Continue to Recruit Minority Scholars?

Members of minority groups are severely underrepresented in the health policy field, a problem the program can help to address. To the extent that it can recruit minority Scholars who go on to senior teaching and research positions at major universities and focus some of their work on health policy research, it will create role models and mentors for the next generation of minority health policy researchers. The gains in program

diversity achieved in the most recent cohorts are promising and need to be reinforced with continued efforts in recruitment.

Challenges remain, however, in ensuring that minorities are available for and interested in applying to the program. The number of minorities graduating with doctorates in economics, political science and sociology remains small. If minorities are not encouraged and supported to pursue these fields, programs such as the *Scholars in Health Policy Research* will not have a pool of candidates from which to recruit.

RWJF has a history of developing and supporting pipelines to medicine and dentistry. A similar strategy in the social sciences may increase the pool of talented minority doctoral graduates to draw from. One possibility is RWJF's program, *New Connections: Increasing Diversity of RWJF's Programming*. *New Connections* brings in investigators and consultants from historically disadvantaged and underrepresented communities to lend their perspectives to RWJF programs and funds junior investigators, many recent Ph.D.s or Ph.D. candidates, to perform data analysis using underutilized data sets the Foundation has supported. Another possibility is the [Robert Wood Johnson Foundation Center for Health Policy Research at the University of New Mexico](#), which recruits underrepresented minorities into a Ph.D. program in the social sciences.

How Should the Program Engage Alumni?

If the program fails to engage alumni, it risks losing part of its investment. Scholars enter the program and begin developing relationships with other Scholars because the program encourages them to collaborate on research, co-author articles and provide feedback on each other's work.

Absent continued encouragement, it is uncertain whether these relationships will endure after Scholars leave the program and move on to other universities and research projects. Even if some continue to conduct health policy research on their own, their ability to inform health policy might be greater if they continue to collaborate.

The national program office has undertaken several activities to engage alumni. For example, they invite alumni to annual meetings, they involve alumni in recruiting new Scholars and they identify alumni to attend the Synergy Workshops sponsored by the *Health Policy Fellowship Program*.

Since 2003, the national program office has convened groups of alumni at the annual meetings to discuss what kinds of involvement they and other alumni might want to have in the program. Based on their recommendations, as of spring 2009, the national program office and RWJF had hosted five regional alumni meetings—one each in the Washington, Los Angeles, New York, Boston and Chicago areas. They will continue to hold periodic regional alumni meetings in the future.

Alumni, with support from the national program office, hosted a reception at the Association for Public Policy Analysis and Management annual research meeting, which was attended by many alumni and program faculty. Based on the success of the reception, the national program office now supports alumni in hosting receptions at meetings of the Midwest Political Science Association, the Population Association of America, and the American Society of Health Economists.

The national program office staff dedicates a section of its website for alumni and is exploring other ways to use the internet to support alumni. Staff continues to consider ways to enhance the ability of alumni to influence health policy, such as creating additional networking opportunities and facilitating introductions to policymakers.

RWJF's Role

In February 2009, RWJF started the \$1.54 million Robert Wood Johnson Foundation Alumni Network to enrich the work of more than 2,200 Human Capital Portfolio alumni and to benefit RWJF's mission to improve the health and health care of all Americans. This network will:

- Position RWJF as an active convener of alumni-influential leaders in health and health care.
- Strengthen connections and information exchange among alumni and with RWJF.
- Facilitate cross-alumni research, program collaboration and mentoring.
- Increase the impact and visibility of RWJF alumni and their work.

An advisory committee will support alumni activities; a website will include a searchable database. RWJF is also developing an annual awards program, a mentoring program, an alumni-driven newsletter, the RWJF Roundtable on Health and Health Care, skill-building workshops, and regional convenings to facilitate networking and cross-program collaboration.

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Reviewed by: Robert Narus, Mary Geisz and Molly McKaughan

Program officers: Lori Melichar and David Colby

APPENDIX 1

External Evaluations

(Current as of the time of the grant; provided by the grantee organization; not verified by RWJF.)

RWJF commissioned two external evaluations of the *Scholars in Health Policy Research* program. Both relied on interviews with, and feedback from, RWJF and national program office staff, national advisory committee members, host university site directors, faculty, current and former Scholars and selected outsiders.

The First External Evaluation

In 1996, RWJF contracted with Burton Weisbrod, Ph.D., (ID# 030054) and Stephen Shortell, Ph.D., (ID# 030081) both from Northwestern University, Chicago, (Shortell has since moved to Berkeley and become dean of the School of Public Health) to explore three questions:

- Is there a need for this program?
- Is the present approach the most appropriate?
- How effectively is the program being implemented at the sites?

Findings

- **There is a continuing need for the Scholars program.**
- **There was no evidence that the program required substantial restructuring, but there were areas that warranted further consideration.** These included expanding the program to include Ph.D.s from more disciplines, increasing cohort size to more than 12 and reducing the length of the program from two years to 12–15 months.
- **The program was successful at informing Scholars about the health care system and facilitating their ability to identify and analyze important policy issues.** Helping Scholars understand the requirements of interdisciplinary research, however, appeared to be more challenging.
- **The fact that the program differs at each university and offers different environments to Scholars has most likely attracted better Scholars than would have been the case if only one model had been offered.** Scholars differ in their goals, personalities and desire for structure, indicating that no single approach across schools is optimal.

Recommendations

- **Communicate the program purpose and its multiple objectives more effectively.** Each school wrestled with the complexity of program goals, which created confusion among early Scholars who struggled to grasp what was expected of them, what resources were available to them and what their status was in the university.
- **Encourage greater collaboration and information sharing among the host universities.** The national program office and the universities should develop opportunities to discuss shared issues, such as course curricula, mentoring and Scholar selection.
- **Improve the annual meeting.** Changes to consider include holding sessions that involve interdisciplinary presentations, requiring that presentations include a statement pointing out the policy relevance of the work and involving program faculty and alumni Scholars in the meeting.
- **Pay greater attention to alumni of the program.** This could be done by holding separate annual meetings of alumni, involving some alumni in regular annual meetings, drawing on alumni to review program activities, establishing a newsletter or establishing a research fund to support alumni research.
- **Monitor long-run program effects.** RWJF should monitor the careers of the Scholars, comparing their careers with finalists who were not accepted into the program and with people who were offered positions but declined them.
- **Consider issues related to stipends and recruitment.** Possibilities include increasing the stipend for moving expenses for families, establishing a higher stipend for economists, coordinating program acceptances with job offers from academic departments and allowing the universities to consider a particularly strong candidate from another discipline or professional school.

All of the findings and recommendations from the first evaluation were carefully considered by the national advisory committee, the national program office staff, the site directors and RWJF staff. Where possible and deemed appropriate, efforts were undertaken to modify the program. Specifically, the national program office:

- Experimented with different annual meeting formats, eventually settling on a format in which only Scholars are included as presenters.
- Encouraged information sharing across sites.
- Worked with sites to recruit sociologists from diverse subfields within the discipline.

In some cases, however, the national advisory committee members, national program office and RWJF staff concluded that a recommended change was not in the best interest of the program.

The Second External Evaluation

In 2000, John Palmer, Ph.D., of Syracuse University (ID# 038557), led a team of investigators conducting the second evaluation to determine the answers to three questions:

- How well is the program achieving its objectives, and is it worthwhile for RWJF to continue funding it?
- What are the major consequences of the program, and what is going well and what is not?
- Are there major or minor changes in the structure or other aspects of the program that ought to be considered?

Six highly respected academic scholars (two from each discipline) reviewed resumes and two papers submitted by each of 45 Scholars from the first four cohorts. They were (position at the time of the evaluation):

- Paul D. Cleary, Ph.D., professor of health care policy, Harvard Medical School, Boston.
- David M. Cutler, Ph.D., professor of economics, Harvard University, Cambridge, Mass.
- David T. Ellwood, Ph.D., professor of political economy, Harvard University, Cambridge, Mass.
- Lawrence R. Jacobs, Ph.D., associate professor of political science, University of Minnesota, Minneapolis.
- Benjamin I. Page, Ph.D., professor of political science, Northwestern University, Evanston, Ill.
- Marta Tienda, Ph.D., professor of sociology and public affairs, Princeton University, Princeton, N.J.

Investigators also compiled a citation index and reviewed Scholar publications for health policy relevance. They had hoped to create a baseline for comparing Scholars' career trajectories with careers of comparable peers who had not been in the program, but were unable to obtain cooperation from enough of those peers.

Findings

- **The program is more or less on track and evidencing a strong upward trajectory.** Faculty, Scholars and staff generally voiced great enthusiasm for the program. The applicant pool of Scholars has improved over time. Scholars in later cohorts report that the program diverted their research and interests into health policy to some degree.

The responses from the academic reviewers of Scholar research were generally enthusiastic. "All in all, I see this as a very good program, one that is likely to help improve health policy while at the same time enriching academia by prodding it to make contact with real-world policy-making," wrote one.

- **The program is engendering far more intellectual dialogue and interdisciplinary perspectives among the participating faculty than would otherwise be occurring.** Scholars are also networking with each other and with faculty, both at their own universities and at the other participating schools.
- **The program's overall structure is sound.** It appears to target the right mix of disciplines, and the two-year program length works well. It is also enlisting Scholars at the right point in their careers—about half are newly minted Ph.D.s, and another third received their Ph.D.s two to three years ago.
- **Program quality varies across the academic disciplines.** The program appears to have performed best in the political science field. Sociologists were the most likely to voice discontent, even though they were a strong group of Scholars. The economists were not as strong academically as the Scholars from the other two disciplines.
- **The program environment varies greatly across the three universities.** The universities take different philosophical approaches and offer different curricula and resources, and the site directors bring diverse intellectual and operating styles. This diversity allows a better fit between Scholars and particular departments and universities, and helps attract a talented pool of Scholars.
- **Despite changes over time, program curricula, particularly the formal seminars, continue to get mixed reviews from the Scholars.**
- **The tension inherent in balancing policy relevance and disciplinary impact was felt by many of the Scholars.** Over time, the program has tilted in an academic direction, with Scholars publishing in academic journals within their own disciplines rather than in health policy journals and seeking careers at universities rather than at policy institutes.

Recommendations

- **Take steps to attract more talented economists.** These steps include adding mainstream economists to the national advisory committee and allowing flexibility in requirements or stipend levels. Otherwise, accept the likelihood that most of the economists will not move on to top-tier economics departments.
- **Create opportunities for schools to share experiences and ideas, such as periodic retreats or sessions at annual meetings.** Curriculum development should figure prominently in the agenda of these meetings.
- **In promoting the program, be explicit about program strategy.** RWJF should seek diversity among Scholars, scholarly publication in both health journals and

disciplinary journals, and the pursuit of research that combines policy and disciplinary interests by using health policy topics to illuminate more general theories.

- **Strengthen Scholars' involvement with the health policy community.** Provide more exposure to policy-makers and more seminar activity explicitly devoted to current and anticipated health policy concerns. Also, consider post-program placement in think tanks and in government agencies during research leaves and sabbaticals.
- **Increase involvement of alumni in the program.** Approaches could include inviting alumni to the annual meetings, adding alumni to the national advisory committee or creating forums to bring alumni and faculty together. RWJF should also consider funding collaborative work involving alumni and faculty, especially work that crosses disciplinary boundaries.

As in the case of the first evaluation, these findings and recommendations were given careful consideration and, where deemed appropriate by the advisers and staff members, efforts were undertaken to refine and improve the program.

Changes to the Program

As a result of these efforts, since 2001 the program has:

- Increased the diversity of both Scholars and national advisory committee members.
- Recruited highly talented economics Scholars from top Ph.D. programs.
- Encouraged curriculum revision across the sites.
- Obtained increased budgetary resources to bring alumni to the annual meetings.
- Worked with the *Health Policy Fellows* Program and other RWJF scholars/fellows to create opportunities for Scholars and alumni to interact with Fellows and to gain greater exposure to policy-makers.

Once again, not all recommended changes were adopted because advisers and staff members concluded that such changes were not in the program's best interests.

APPENDIX 2

Original Host University Selection Process

(Current as of the time of the grant; provided by the grantee organization; not verified by RWJF.)

The national program office, in consultation with RWJF staff and members of the national advisory committee, guided a process for soliciting and selecting host universities.

In 1992, the national program office invited 18 academic institutions to apply to serve as hosts, and 13 submitted proposals.

Initial criteria for consideration included nationally ranked departments in at least two of the three social science disciplines and one or more strong professional schools in public health, medicine or public policy.

Proposals were assessed based on:

- Clarity of understanding of program goals.
- Quality, strength and appropriateness of the training approach.
- Administrative structure.
- Experience and qualifications of the proposed site director and key faculty.
- Evidence of interest and support from relevant disciplinary departments.
- Quality of the work plan.
- Budget.

The national advisory committee selected seven universities for site visits and after the visits recommended three universities to RWJF:

- University of California at Berkeley and San Francisco (a combined site).
- The University of Michigan, Ann Arbor, Mich.
- Yale University, New Haven, Conn.

RWJF accepted these recommendations.

APPENDIX 3

The Program's Evolution

(Current as of the time of the grant; provided by the grantee organization; not verified by RWJF.)

Scholar Selection

Initially, the program recruited only Scholars from the three targeted disciplines who had received their doctorates no more than three years prior to entering the program. This criterion posed two problems:

- Many new Ph.D. Scholars spent their second year in the program seeking permanent positions, at times to the detriment of their research.
- Staff felt the program could benefit from a broader and more enriched pool of applicants.

To address these problems, the program expanded Scholar selection criteria to include candidates who had received their doctorates up to five years prior to entering the program.

On occasion, the program accepted applications from candidates who had Ph.D.s in related disciplines, so long as they could demonstrate proficiency in economics, political science or sociology.

However, the strength of the applicant pool from the three targeted disciplines has grown so much over time that, since 2006, the program has rarely considered applicants with Ph.D.s in related disciplines.

When it started, the program accepted Scholars both with and without backgrounds in health. Over time, the national program staff, the national advisory committee and RWJF staff concluded that the program would make a greater contribution if, all other things being equal, it gave greater weight to applicants who lacked health backgrounds.

Staff felt that in recruiting applicants with little or no prior exposure to or experience in health, the program would be more effective in influencing the careers of Scholars who would not otherwise have considered health policy research.

In its early years, the program also addressed other specific challenges in Scholar recruitment, selection and placement:

- **Recruiting economists.** At the beginning, the program found it difficult to attract the best economists from the eligible pool. Postdoctoral placements were not common in the discipline of economics, and economists did not find these placements attractive. Many economists tend to be steeped in theoretical or in narrow quantitative research,

and may be less interested in applied policy research or in qualitative research methods.

To recruit the best economists, the program:

- Expanded the window of eligibility to five years postdoctoral degree to attract more junior faculty applicants as well as new Ph.D.s.
- Added prominent economists to the national advisory committee.
- Targeted recruitment efforts to distinguished departments of economics and talented young economists.

The proportion of economists from top-tier Ph.D. programs has increased dramatically since 2001, with 27 of 32 economists recruited in Cohorts 8–15 coming from those top-tier programs. Over time, the discipline appears to have become more receptive to postdoctoral placements.

- **Engaging sociologists.** Sociologists are more likely to conduct qualitative research than are economists or political scientists. In the early years of the program, some tension arose among Scholars over the relative importance of these different research frameworks and methods.

In order to fully engage sociologists, RWJF and the national program office changed the sociologist mix of the national advisory committee to include both quantitative and qualitative research methodologists from academic departments. Each year, they also strive to recruit sociologist Scholars from both methodological orientations. In addition, the program has learned to emphasize and reinforce among all Scholars an appreciation for the broad range of research methodologies employed by all three disciplines.

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Working Papers

Below is a complete listing of all working papers in the series. Working papers 41–34 are available [online](#).

W41—*The Downside of Deadlines*, Daniel Carpenter (Cohort 5—Michigan Program), Justin Grimmer, February 2009.

W40—*Towards an Efficient Mechanism for Prescription Drug Procurement*, Kyna Fong (Cohort 15—Berkeley/UCSF Program), Michael Schwarz (Cohort 11—Berkeley/UCSF Program), February 2009.

W39—*The Impact of Income on the Weight of Elderly Americans*, John Cawley (Cohort 6—Michigan Program), John Moran (Cohort 4—Michigan Program) and Kosali Simon, June 2008.

W38—*Programmatic Expertise and Persuasion in the Intergovernmental Lobby: Medicaid and the Case of Mixed Federalism*, Kevin Esterling (Cohort 7—Berkeley/UCSF Program), March 2008.

W37—*Exploring the Effects of Combat Exposure on American Civic Life*, Christopher Parker (Cohort 12—Berkeley/UCSF Program), March 2008.

W36—*Effort as Investment: Analyzing the Response to Incentives*, John Friedman (Cohort 14—Berkeley/UCSF Program) and Steven Kelman, June 2007.

W35—*Deadline Effects in Drug Regulatory Review*, Daniel Carpenter (Cohort 5—Michigan Program), Jake Bowers (Cohort 12—Harvard Program), Justin Grimmer, Susan Moffitt (Cohort 13—Harvard Program), Clayton Nall, and Evan James Zucker, February 2007.

W34—*Fat in the Fire? Science, the News Media, and the "Obesity Epidemic"*, Abigail Saguy (Cohort 7—Yale Program) and Rene Almeling, February 2007.

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W32—*Fundamental Problems in Linear Statistical Analyses of Regulatory Approval Times upon Policy Indicators*, Daniel Carpenter (Cohort 5—Michigan) and Danyank Karl Lok and Aaron R. Tjoa, May 2006.

W31—*Diffusion, Preemption, and Venue Shopping: The Spread of Local Antismoking Policies*, Charles Shipan and Craig Volden (Cohort 3 and Cohort 8—Michigan), November 2005.

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- W28—*Aggregate Health Expenditures, National Income, and Institutions for Private Property*, Dino Falaschetti (Cohort 8—Berkeley/UCSF), July 2004.
- W27—*L’Affaire du Coeur in the United States and France: The Prevalence and Treatment of Ischemic Heart Disease in Two Nations and their World Cities*, Michael Gusmano (Cohort 2—Yale), Victor Rodwin and Daniel Weisz, June 2004.
- W26—*How Local Laws Influence State Anti-Smoking Policies*, Charles Shipan and Craig Volden (Cohort 3 and Cohort 8—Michigan), May 2004.
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- W24—*State Social Capital and Intellectual Health*, Jennifer M. Mellor and Jeffrey D. Milyo (Cohort 3 and Cohort 4—Yale), September 2003.
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W1—*The State as the Guarantor of Social Welfare: A Structural Perspective on Contemporary American Debates on Medical Care Reform*, Jerry L. Mashaw and Theodore R. Marmor (both Faculty Members—Yale), March 1996.

PROFILE LIST

Profiles on a selection of scholars who have participated in the program are listed below. Click on a scholar's name to read the profile, which describes the scholar's background, work conducted under the program, and careers since participating.

[Daniel P. Carpenter, Ph.D.](#)

Political Scientist

Ph.D. from the University of Chicago, 1996

Cohort 5 (1998–2000): University of Michigan

Position as of January 2006: Professor of Government

Harvard University

Cambridge, Mass.

[John Cawley, Ph.D.](#)

Economist

Ph.D. from University of Chicago

Cohort 6 (1999–2001): University of Michigan

Position as of October 2009: Associate Professor

Cornell University College of Human Ecology

Ithaca, N.Y.

[Cathy Cohen, Ph.D.](#)

Political Scientist

Ph.D. from the University of Michigan, 1993

Cohort 3 (1996–1998): Yale University

Position as of November 2006: Professor

Political Science Department

University of Chicago

[Dalton C. Conley, Ph.D.](#)

Sociologist

Ph.D. from Columbia University, 1996

Cohort 3 (1996–1998): University of California, Berkeley/University of California, San Francisco

Position as of January 2006: University Professor
Chair, Department of Sociology
New York University
New York, N.Y.

Julie Berry Cullen, Ph.D.

Economist
Ph.D. from the Massachusetts Institute of Technology, 1997
Cohort 6 (1999–2001): University of Michigan
Position as of January 2006: Assistant Professor of Economics
University of California, San Diego
La Jolla, Calif.

Kelly Devers, Ph.D.

Sociologist
Ph.D. from Northwestern University, 1994
Cohort 1 (1994–1996): University of California at Berkeley and University of California
at San Francisco
Position as of November 2006: Research Associate Professor
Departments of Health Administration and Family Medicine
Virginia Commonwealth University
Richmond, Va.

William Encinosa, Ph.D.

Economist
Ph.D. from the University of Florida, 1995
Cohort 2 (1995–1997): University of Michigan
Position as of January 2006: Senior Economist
Agency for Healthcare Research and Quality
United States Department of Health and Human Services
Rockville, Md.

Michael B. Greenstone, Ph.D.

Economist
Ph.D. from Princeton University, 1998
Cohort 5 (1998–2000): University of California, Berkeley/University of California, San
Francisco
Position as of July 2006: 3M Professor of Economics

Department of Economics
Massachusetts Institute of Technology
Cambridge, Mass.

Paula M. Lantz, Ph.D.

Sociologist

Ph.D. from the University of Wisconsin, 1991

Cohort 1 (1994–1996): University of Michigan

Position as of June 2006: Professor of Health Management and Policy

Director, Robert Wood Johnson Scholars in Health Policy Research Program

Research Professor, Survey Research Center, Institute for Social Research

University of Michigan

Ann Arbor, Mich.

Jeffrey Milyo, Ph.D.

Economist

Ph.D. from Stanford University, 1994

Cohort 4 (1997–1999): Yale University

Position as of January 2006: Associate Professor

Department of Economics and Truman School of Public Affairs

University of Missouri-Columbia

Columbia, Mo.

Jonathan Oberlander, Ph.D.

Political Scientist

Ph.D. from Yale University, 1995

Cohort 2 (1995–1997): University of California at Berkeley and University of California at San Francisco

Position as of November 2006: Associate Professor

Department of Social Medicine and Department of Health Policy and Administration

University of North Carolina at Chapel Hill

Mark Carl Rom, Ph.D.

Political Scientist

Ph.D. from University of Wisconsin, 1992

Cohort 2 (1995–1997): University of California, Berkeley/University of California, San Francisco

Position as of January 2006: Associate Professor of Government and Public Policy

Georgetown University
Washington, D.C.

Abigail Saguy, Ph.D.

Sociologist

Ph.D. from Princeton University, 2000

Doctorat (French Ph.D.) from the Ecole Normale Superieure and Ecole des Hautes Etudes en Sciences Sociales, 1999

Cohort 7 (2000–2002): Yale University

Position as of November 2006: Assistant Professor

Department of Sociology

University of California at Los Angeles

PROJECT LIST

Reports on the projects managed under this National Program are listed below. Click on a project's title to see the complete report, which typically includes a summary, description of the project's objectives, its results or findings, post grant activities and a list of key products.

- [Scholars in Health Policy Research Train at the University of California, Berkeley and San Francisco \(February 2009\)](#)
- [Training Scholars in Health Policy Research at Harvard University \(February 2009\)](#)
- [Training Scholars in Health Policy Research at the University of Michigan \(February 2009\)](#)