

INTERVIEW WITH MS. QIAN LI (RESEARCH FELLOW, SICHUAN UNIVERSITY)

李茜（四川大学研究人员）访谈

By Zhehui Luo
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Qian Li is a research fellow at the West China Research Center for Rural Health Development, Sichuan University. She is currently a doctoral student in Epidemiology and Health Statistics at Sichuan University School of Public Health. Ms. Li obtained a Master's degree in Clinical Medicine from Sichuan University School of Clinical Medicine in 2006 and a Master's degree in Health Policy at the London School of Hygiene and Tropical Medicine in 2011. Ms. Li's current research focuses on incentive mechanisms and policy of the health workforce, especially on how rural areas attract and retain health personnel. Her current projects include incentives in the decision of medical school graduates to work in the rural areas, satisfaction-based factors impacting attraction and retaining of rural health workers (Alliance for Health Policy and Systems Research, AHPSR) and policy analysis and evaluation of allocation and retaining of health workforce in China's underserved western areas (China Medical Board, CMB).

李茜，四川大学西部农村卫生发展中心研究人员，目前就读于四川大学公共卫生学院，流行病学与卫生统计学博士。2006年毕业于四川大学华西临床医学院，获临床医学硕士学位；2011年于伦敦卫生与热带病学院获卫生政策学硕士学位。她目前的主要研究领域为卫生人力资源激励机制和相关政策研究，特别是如何在农村地区吸引和稳定卫生人员的政策研究。目前承担和参与的主要项目有：医学毕业生赴农村地区就业激励对策研究；基于工作满意度的农村卫生工作者吸引和稳定影响因素研究(AHPSR)；中国西部卫生人力资源配置与保留的系统分析和政策评估(CMB)等。

Dr. Zhehui Luo is an assistant professor of Epidemiology and Biostatistics at the Department of Epidemiology and Biostatistics, Michigan State University in the US.

罗哲慧博士为美国密歇根州立大学流行病和生物统计学系副教授。

Dr. LUO: Please introduce you and your co-investigators.

罗哲慧：请介绍一下您和您此次公开竞标申请项目的合作者。

Qian: I am a research fellow at the West China Research Center for Rural Health Development, Sichuan University. My project is "How to attract medical graduates to underserved western China? A discrete choice experiment", which will be carried out in four provinces and autonomous regions-- Inner Mongolia, Ningxia, Sichuan and Guizhou-- that are diverse in socioeconomic, ethno-cultural and medical educational capacities. I met some of my collaborators from these regions through the CMB Rural Network. In addition, I work closely with my mentor, Dr. Mylene Lagarde at the London School of Hygiene and Tropical Medicine and other senior investigators I met from previous research projects, including Professor Lingui Li at Ningxia Medical University and Dr. Krishna D. Rao at Public Health Foundation of India. It is also a great pleasure to have my colleague, Dr. Jay Pan as a Co-PI when he joined our department last year. This multi-disciplinary team with researchers from human resources for health (HRH), health economics, sociology and epidemiology will provide various expertise needed for the project.

李茜：我是四川大学华西公共卫生学院的研究人员。我此次申请项目是“如何吸引医学院毕业生前往中国西部欠发达地区就业？——一项离散选择试验”。我们的项目将在内蒙古，宁夏，四川和贵州四个省和自治区开展。这几个地区在社会经济，少数民族文化和医学教育水平方面都有较大差异。我通过美国中华医学基金会(CMB)的农村网络认识了我在这些地区的合作者。另外，我和我在伦敦卫生与热带医学学院导师

Mylene Lagarde 博士以及我通过以往的研究项目认识的其他资深学者，包括宁夏医科大学的李林贵教授和印度公共卫生基金会的 Krishna D. Rao 博士都有密切的合作。我很高兴能够由去年加入我们院系 Jay Pan 博士担任我们此次项目的合作研究者。这支集合了卫生人力资源，卫生经济，社会学和流行病学等多学科的研究团队将为我们的项目提供其所需的各种知识和技能。

Dr. LUO: Why did you choose this topic and this area of research?

罗哲慧：您为什么会选择这一课题和研究方向？

Qian: Many rural areas in China are plagued by the problem of low health service capacity due to unbalanced distribution of health workforce between urban and rural areas. For decades, the government has expanded the enrollment of higher medical education aiming to increase quality and quantity of Human Resource for Health (HRH). However, the annual increment of actually employed health workers accounted for only 20-40% of medical graduates, indicating that many graduates do not enter clinical practice. Paradoxically, this surplus of medical graduates is accompanied by severe shortage of health workers in the rural area. As a result, my study aims to identify incentives that might attract new medical graduates to rural underserved areas and factors related to their career changes afterwards.

李茜：由于卫生事业劳动力城乡分配不均造成了中国许多农村地区的卫生服务能力低下。过去几十年来，政府不断扩大高等院校医学院的招生，希望通过这一方法提高卫生人力资源的数量和质量。但是每年增加的卫生工作者只占医学院毕业生总数的百分之二十到四十，也就是说许多毕业生并未参加临床工作。在医学院毕业生过量的同时，农村地区卫生工作者的短缺十分严重。正因为如此，我研究的目的是发掘能够吸引医学院毕业生前往农村欠发达地区的激励机制，以及了解与他们职业改变相关的因素。

Dr. LUO: Do you anticipate any difficulties or problems in carrying out the project?

罗哲慧：您预计在项目实施过程中会出现怎样的困难和问题？

Qian: I have adopted a discrete choice experiment design which is an emerging quantitative method in HRH study. Because this is the first study of its kind in China, I expect there to be challenges related to the application of the methodology; however, with the support of my collaborators who have experience from similar studies in other developing countries, I feel confident to face these challenges. Moreover, because my study is a prospective cohort study, how to minimize levels of attrition and maintain an adequate sample size is also a challenge.

李茜：我此次项目采取了离散选择试验的设计，这是在卫生人力资源中刚刚兴起的一种定量研究方法。因为我们这一类型的研究在中国还是首例，我预计在方法实施的过程中会有一定的挑战。但是我的合作者有许多在其他发展中国家开展这类研究的经验，有他们的支持，我相信我们能够克服这些困难。另外，因为我的研究是前瞻性队列研究，如何最大程度的减少样本损耗从而保证足够的样本数量也是一项挑战。

Dr. LUO: How do you expect your research results to be used by other investigators to build the evidence base in rural health care?

罗哲慧：您认为您的其他研究者可以如何运用您的研究结果为农村医疗的实证研究作出贡献？

Qian: The phenomena studied in my project, namely high quit rates in medical career and over-supply of medical students in urban areas, are not isolated incidences. Other areas in health care can also use similar design to examine, for example, factors related to patient retention and treatment uptakes. My project will seek evidence as to what extent policies can reduce these problems.

李茜：在我项目中研究的现象，包括医学院毕业生放弃医学工作以及城镇地区的过度供给并非独立现象。医疗研究的其他领域也可以运用类似的研究设计，例如研究与病人留院和选择治疗相关的因素。我的研究将为如何运用政策解决此类问题提供依据。

Dr. LUO: What areas for future investment in rural health research would you recommend that CMB consider?

罗智慧：您建议 CMB 未来可以考虑在哪些有关农村卫生研究的领域进行投资？

Ms. LI: I have noticed that during the recent years, CMB has spared no effort in creating favorable nurturing environment for young researchers, including providing various training and grants opportunities. I would encourage CMB to continue its support to young researchers in the field of health policy and systems science and to promote exchange among young scholars. The established CMB rural network engaging 13 medical universities is an excellent platform to scale up rural health research. Collaborations among young researchers within the network should be incentivized.

李茜：我注意到近几年来，CMB 致力于为年轻学者提供有利的成长环境，包括提供各类培训和研究经费申请的机会。我鼓励 CMB 继续为卫生政策和体系科学领域的年轻学者提供支持，并促进年轻学者之间的交流。已经成立的 CMB 农村网络包含了 13 所医科大学，为扩大农村卫生研究规模提供了非常好的平台。CMB 应当继续鼓励网络内的年轻学者进行合作交流。

Dr. LUO: What is your most important learning experience from the CMB OC grant application? How do you think it will affect your future academic career?

罗智慧：您在此次 CMB 公开竞标项目申请过程中最重要的收获是什么？您觉得这对您未来的学术生涯有怎样的影响？

Ms. LI: The selection process of CMB OC grants was extremely rigorous: last year all awarded proposals had gone through three rounds of competition before final approval and each time we were asked to revise the proposal based on critical comments from reviewers. I think the journey to being funded by the OC Program is a valuable learning experience because you will learn how to improve your research design based on reviewers' comments from different perspectives, which is helpful especially for young researchers. This project will allow me to gather primary data to follow up a cohort of health workers, which is useful for future studies.

李茜：去年 CMB 公开竞标项目的筛选过程非常严格：所有获奖的申请书都经过了三轮的竞争，每一次我们都需要根据审稿人的意见作出修改。我认为此次项目的申请过程是一次宝贵的培训经验，因为审稿人的意见有许多不同的出发点，你能够从中学到如何完善研究设计。这对于年轻学者来说尤其重要。另外我还将通过此次项目收集原始数据并建立卫生工作者的队列，这对今后的研究有很大帮助。