

“Career Development in Clinical and Translational Science for Early Career Faculty”

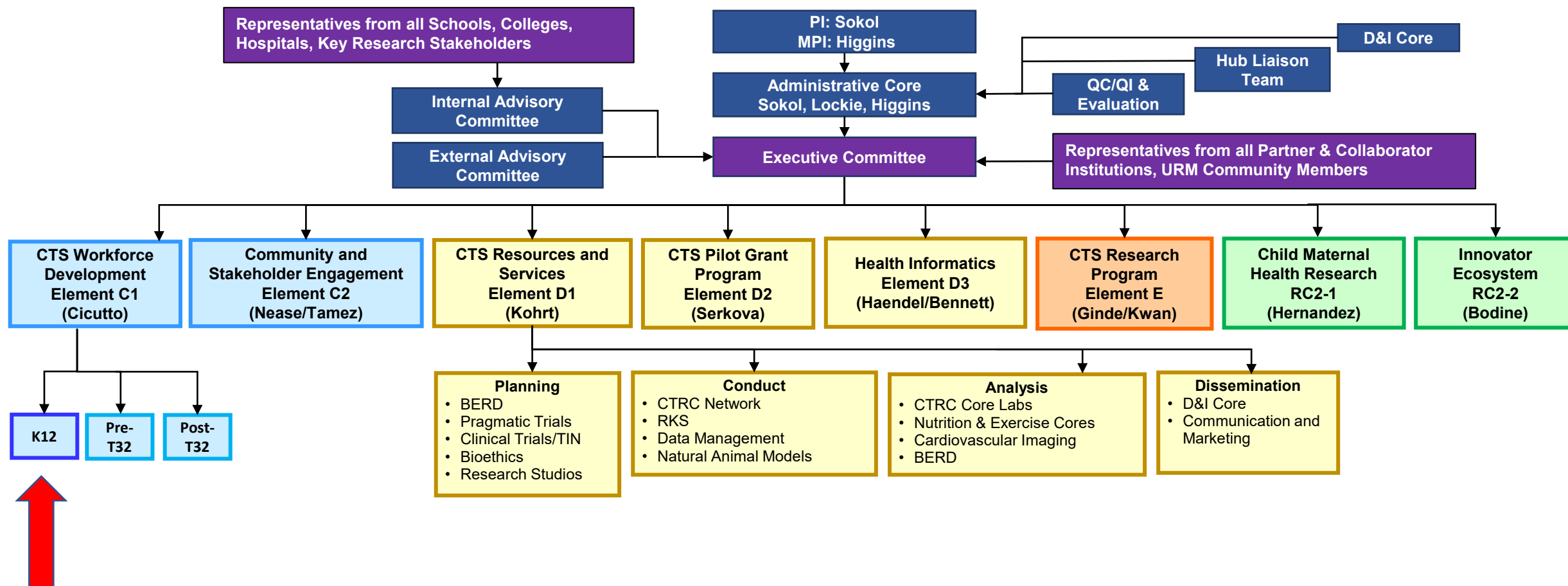
K12 Program at the University of Colorado

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Colorado Clinical and Translational
Sciences Institute (CCTSI)

UNIVERSITY OF COLORADO DENVER | ANSCHUTZ MEDICAL CAMPUS



Strategic Goal

- **The goal of our CCTSI K12 Program is to provide protected time and opportunities for an intensive, mentored career development experience that leads to independent extramural support and leadership positions in CTR and academia.**
 - *Aim to achieve this goal through seven programmatic objectives delineated in the FOA associated with the fundamental characteristics of CTS researchers.*

Gilliland CT, White J, Gee B, et al. The Fundamental Characteristics of a Translational Scientist. *ACS Pharmacol Transl Sci* 2019;2:213-6.



Approach and Innovation

- **Objective 1: Support core CTS knowledge growth through personalized didactic and experiential training**
 - Approach: seminars, coursework individualized to scholars
 - Innovation: on-line ICDP “roadmap” in collaboration with scholar’s mentors (faculty) and K12 Directors
- **Objective 2: Evidence-informed mentor training by scholar-mentor dyads**
 - Approach: Co-Mentor seminars (scholar and a mentor)
 - Innovation: Co-Mentor Booster; 360 evaluation of mentor efficacy



Approach and Innovation

- **Objective 3: Professional/managerial training, including DEI principles**
 - Approach: monthly career development seminars with K12 leadership
 - Innovation: Leading and Teaming Effectiveness Skills (LATES) program; integration with CU-Anschutz Office of DEI for training
- **Objective 4: Foster academic writing disciplines, including dissemination and communications strategies.**
 - Approach: Mock study section service, Research Studios
 - Innovation: Writing Accountability Groups; 1 on 1 coaching with K12 leaders; Communicating Your Science to the Public



Approach and Innovation

- **Objective 5: Relationship building with key stakeholders/members across the scientific ecosystem**
 - Approach: Community Engagement Consults, Colorado Immersion Training
 - Innovation: Innovation Seminars; i-Corps @CCTSI; SPARK|REACH
- **Objective 6: Connection to innovative CTS programs**
 - Approach: Connection to biostatistical and epidemiology training; CTRCs
 - Innovation: Clinical Research Support Team (CReST); Health Informatics Training via CCTSI Health Informatics Core



DEIA and Health Equity: Objective 7

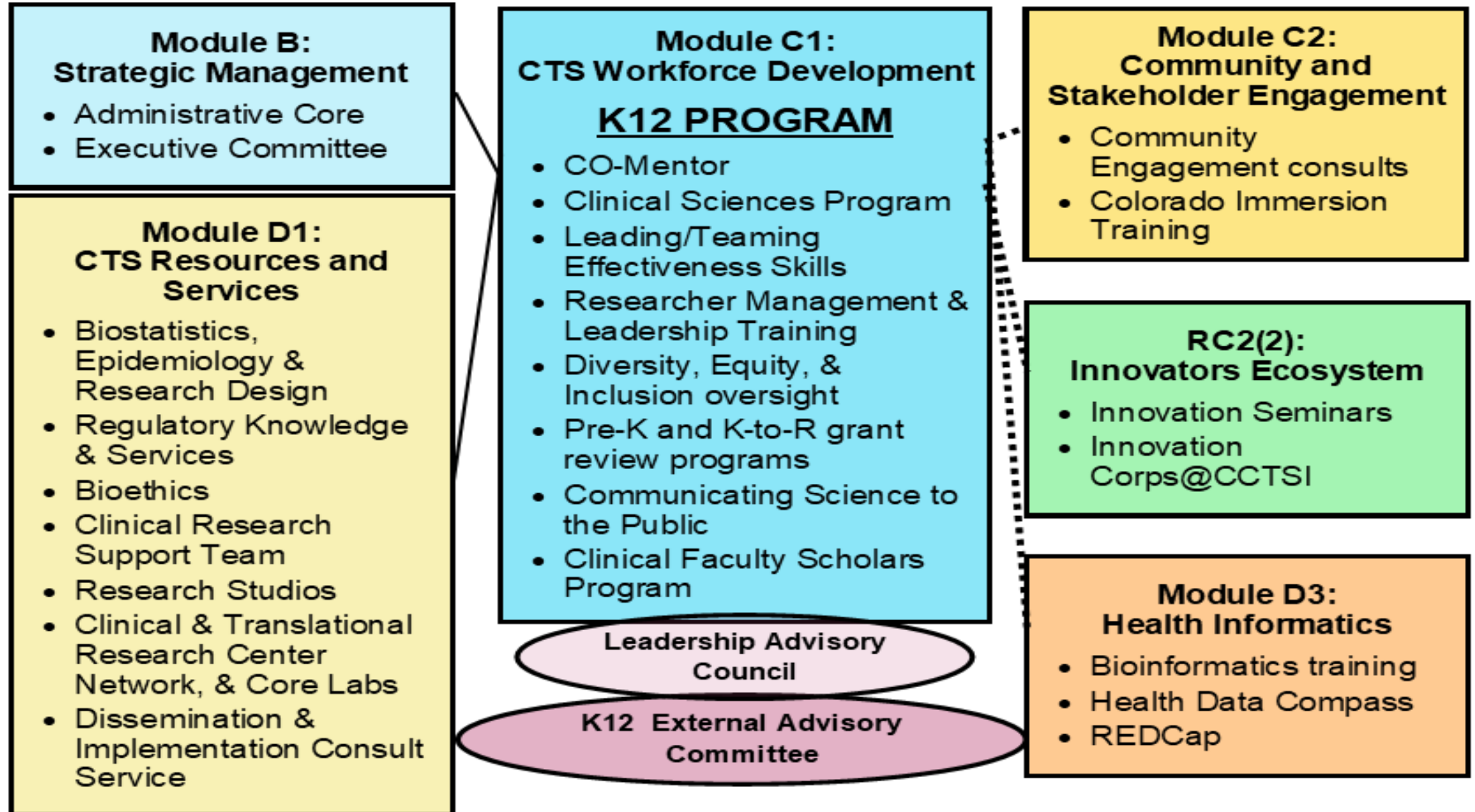
- **Equitable recruitment processes and enhanced training of underrepresented individuals.**
 - Approach: consider DEI impact throughout scholar recruitment process, and in the holistic review
 - Innovation: Diversity statement in application process and harmonization of language in applications materials
 - Additionally,
 - K12 Program leadership with longstanding DEI track record
 - E.g. Burnham (Women in CC for ATS); MacLean (NORC Diversity and Inclusion Committee)
 - CU-Anschutz Office of Diversity, Equity, and Inclusion will provide complementary K12 scholar training in DEI principles critical for team leadership
 - Del Pino-Jones: CCTSI WD Chair for DEI



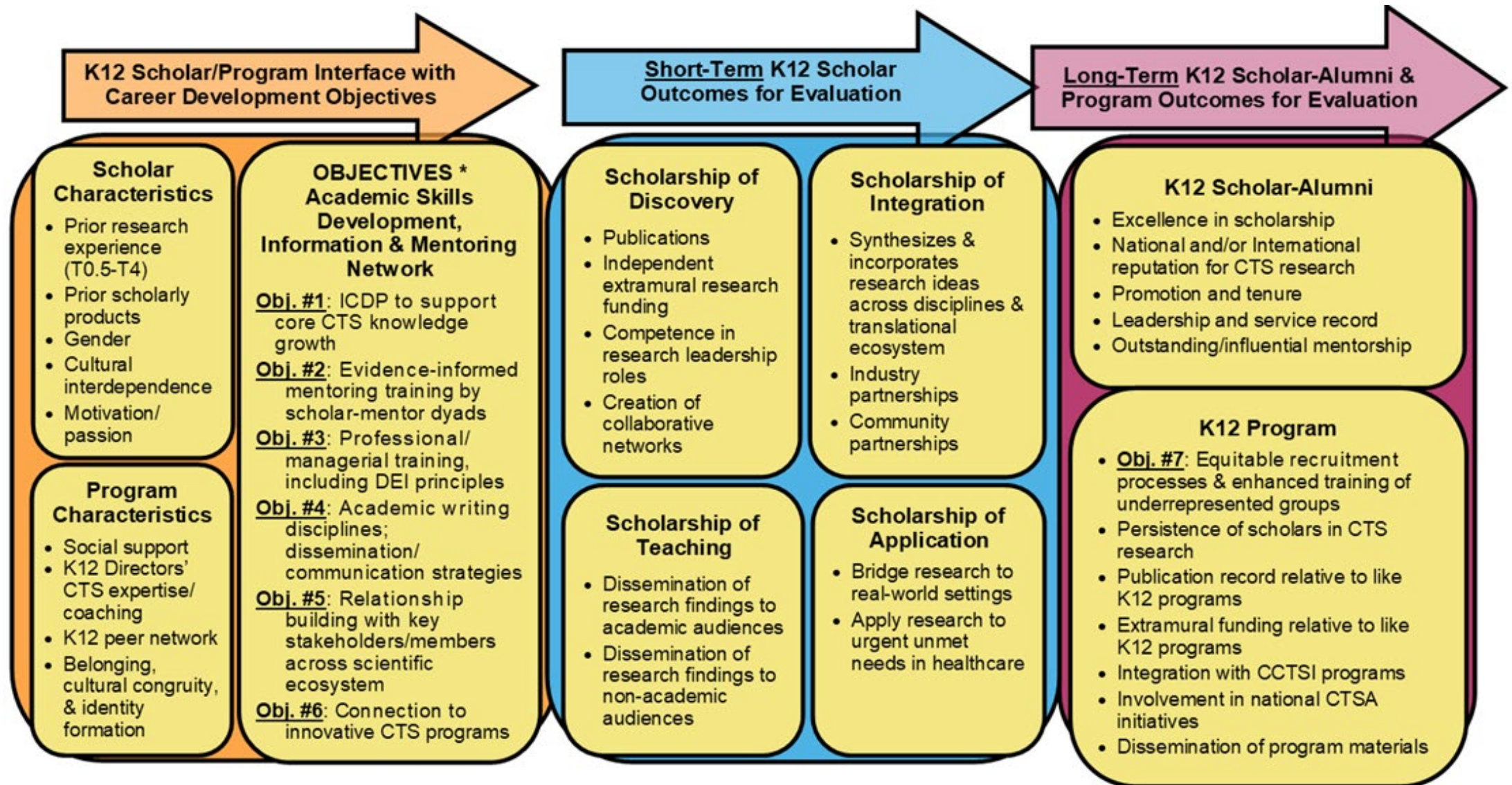
DEIA and Health Equity: making an impact in recent years

KL2 Applicant Demographics, 2018-2020				
Description	2018	2019	2020	State of Colorado*
Women	70%	74%	75%	50%
African American	2%	0	3%	<5%
Hispanic Ethnicity	5%	11%	13%	22%
First-Gen College	14%	18%	22%	--

Integration and Collaboration



Expected Outcomes and Impact



Metrics and Evaluation: Active K12 Scholars

Milestone achievements (annually):

- . Bibliometric (# of publications, h-index, authorship location)
- . Extramural funding (submitted and funded proposals)
- . Career advancement (e.g., academic promotion)
- . Attainment of leadership roles

Short-term career development goals-collected in conjunction with ICDP

- . Attendance and utility of required K12 programs
- . Dissemination of research results to academicians /non-academicians
- . Mentoring network size and scope
- . Industry and/or community partnerships
- . Evidence of scholarship of application (e.g. research in real-world settings, addressing urgent unmet needs)

360 Scholar-Mentor assessment of mentoring and communications skills and efficacy

Satisfaction with K12 Program: leadership/mentoring access, areas for improvement, meeting expectations, use of CCTSI resources



Metrics and Evaluation: Preceptors and Mentors

K12 Faculty Mentors (Preceptors)

360 Scholar-Mentor assessment of mentoring, communications skills, and efficacy—upon entry and annually (CCTSI-developed questionnaire)

Attendance and utility of required K12 participation elements:
Colorado Mentoring Training Program



Metrics and Evaluation: K12 Director and Associate Program Directors

Items reviewed in conjunction with EAC (annually)

Data from K12 coach regarding individual scholar progress, barriers, identification of at-risk mentoring teams (every 4 months)

Recruitment and inclusion of scholars underrepresented in biomedical research (annually)

Integration with CCTSI programs (annually)-
CCTSI questionnaire

National CTSA involvement (annually)-
Survey: CTSA Engagement & Dissemination

Dissemination of programs to other CTSA, institutions (annually):
Survey: CTSA Engagement & Dissemination



Administrative Supplements to KL2 Program

1. Administrative Supplement to KL2 Program as part of the **INCLUDE** (Investigation of Co-occurring Conditions across the Lifespan to Understand Down syndrome) Project
 - Marisa Stahl, MD, MSCS in conjunction with Joaquin Espinosa, PhD, UCD PI for INCLUDE project
2. Administrative **Diversity KL2 Supplement** to parent CCTSI UL1
 - Demetria McNeal, PhD, a junior faculty member with research focused on cardiovascular disease among URM
3. Two KL2 scholars applied for KL2-specific R03 funding (fall 2022)
 - PAR-21-121

