Clinical and Translational Science Awards Program
Coordination, Communication, & Operations Support

Steering Committee Meeting

Monday, July 22, 2024
2:30pm ET

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UNIVERSITY of ROCHESTER

Agenda: July 22, 2024

Topic	Speaker(s)
Welcome and Announcements	Michael Kurilla and Ruth O'Hara
Presentation: Pathways to Inclusion: Transforming Leadership, Strategy, and Science for Equity	Jeanita Pritchett Clay
Discussion	
Presentation: Developing an NCATS CTSA Real-world Data Training Hub	Aubri Hoffman Ken Gersing
Discussion	
Pod Feedback	Chris Hartshorn
Discussion/Adjourn	Michael Kurilla and Ruth O'Hara

Welcome and Announcements

Michael Kurilla

Ruth O’Hara

NCATS

COLLABORATE. INNOVATE. ACCELERATE.

Pathways to Inclusion: Transforming Leadership, Strategy, and Science for Equity

Jeanita Pritchett Clay, PhD, PCC

Chief Scientific Diversity Officer

National Center for Advancing Translational Sciences (NCATS)

National Institutes of Health (NIH) | Department of Health and Human Services (DHHS)

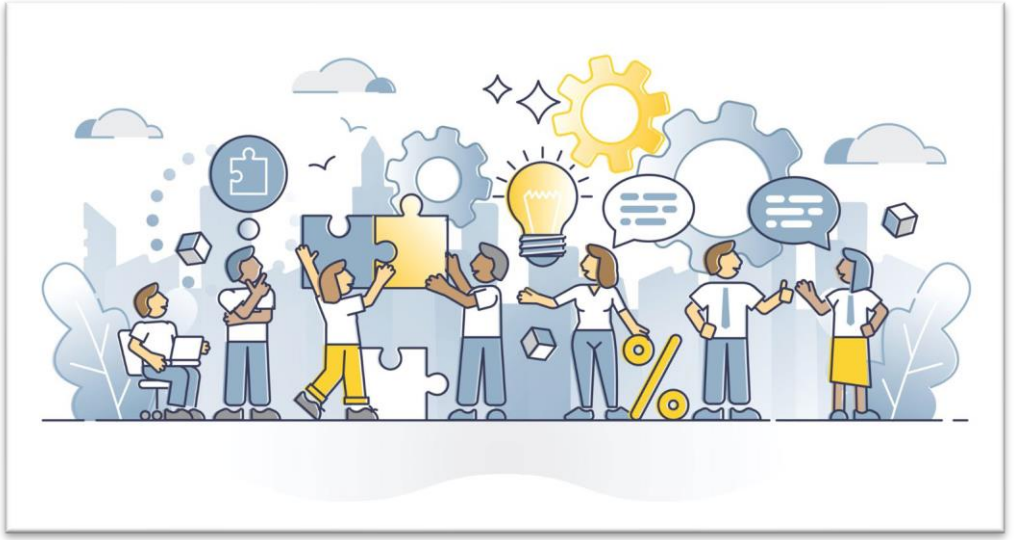
CTSA Steering Committee Meeting

7/22/2024

NIH National Center for Advancing Translational Sciences

Overview

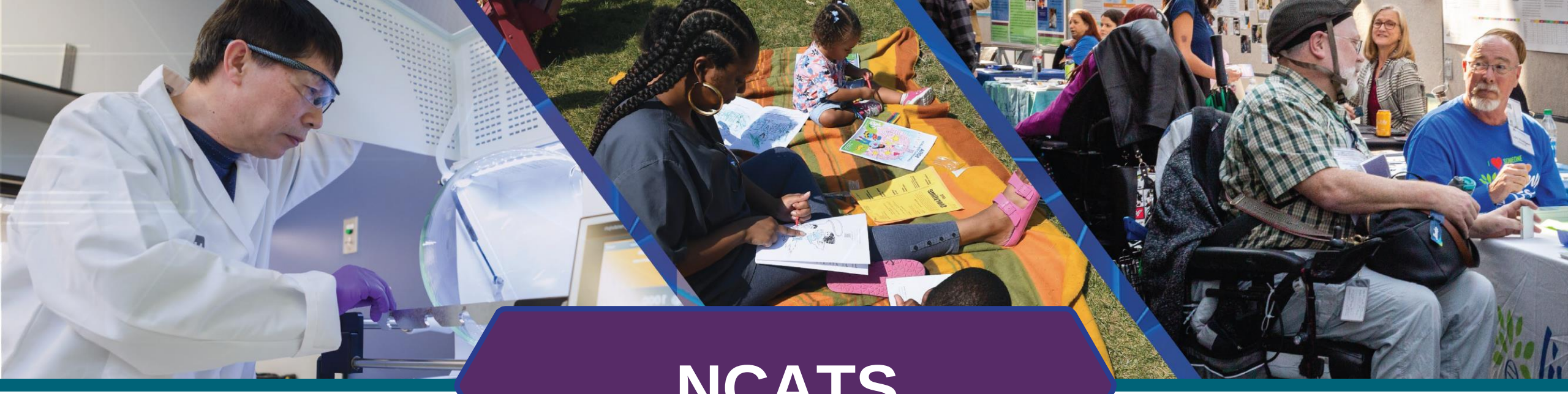
- This presentation will delve into strategic initiatives for cultivating a diverse workforce, fostering inclusive leadership, and developing impactful DEIA programs.



Introduction

Meet the speaker!

- Jeanita Pritchett Clay, PhD, PCC (she/her/ella)
- Chief Scientific Diversity Officer | NIH/NCATS
- Scientist | Educator | Coach | DEIA Thought-Leader
- Email: Jeanita.pritchettclay@nih.gov



NCATS

Mission: Turn research observations into health solutions through translational science

Vision: More treatments for *all people*, more quickly

Core Services of the Chief Scientific Diversity Officer Role

Established Alignment – NIH + NCATS

Executive Orders: 13985, 14020, 14031, 14035, 14041, 14045, 14075, 14091, 14120

OPM DEIA Strategic Plan/OMB Guidance/EEOC Statutes

HHS (DEIA Strategic Plan + Equity Plan)

NIH: UNITE, COSWD (+ Diversity Catalysts), EDI, OHR (DRCC) ,OER, OIR

IC Racial and Ethnic Equity Plans (REEP)

NIH-Wide DEIA Strategic Plan

NCATS-Wide Strategic Plan

Top down: sets the direction for NIH ICOs

Bottom up: Gives voice to NCATS staff. Efforts align with NCATS mission and culture.

Underway: NCATS Culture and Impact Roadmap + Implementation Efforts

NCATS REEP Implementation

HDWG Action Plan Framework

Landscape and Gap Analysis

FEVS + CES

HDWG Report: All staff survey and interviews – DEIA opportunities and challenges at NCATS

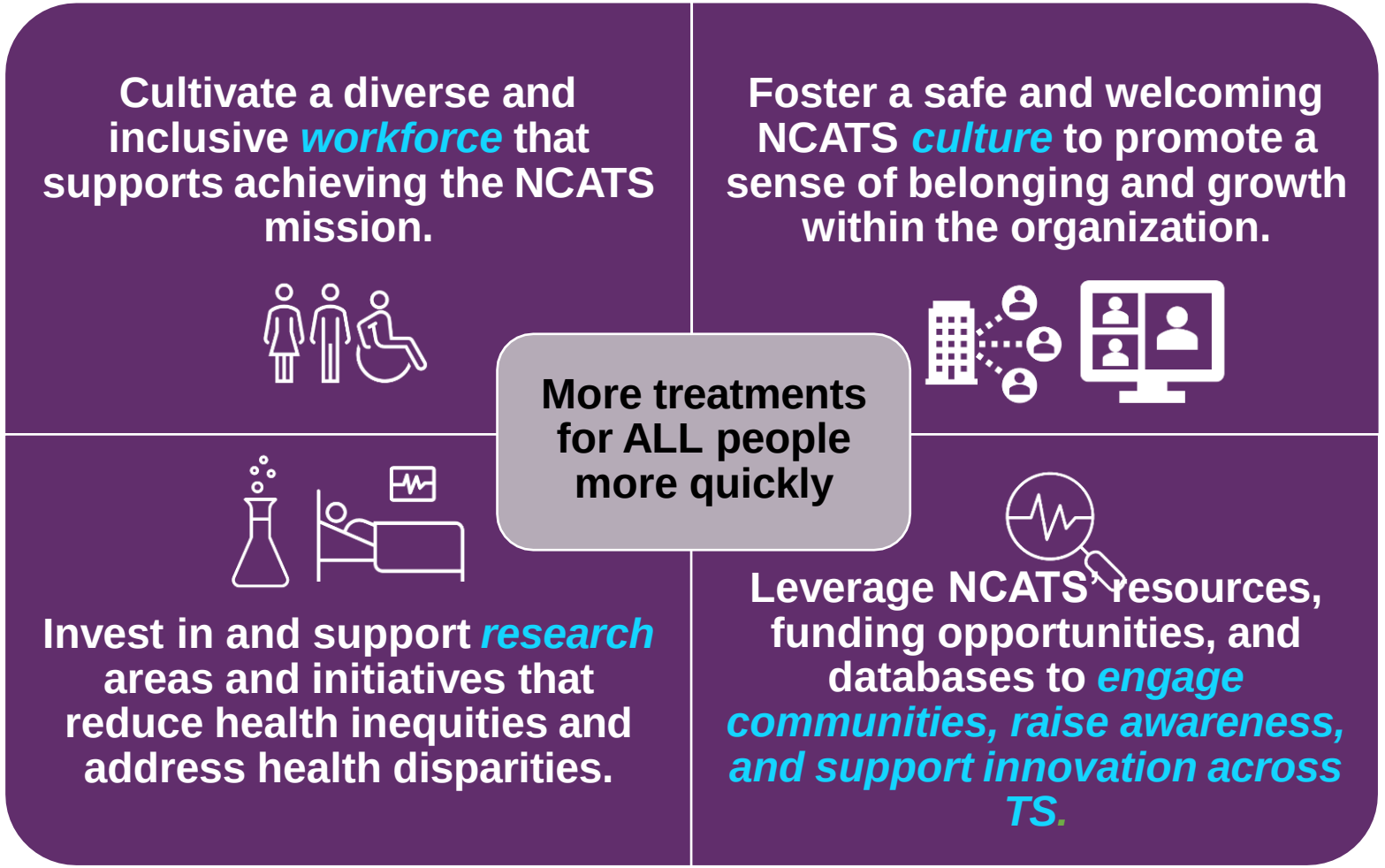
NCATS IDEA Council: Culture and Operations

NCATS Health Disparities WG (HDWG): TS for Health Equity

NCATS Staff: Considering DEIA in TS to improve health equity

National Center for Advancing Translational Sciences

Organizational Culture and Impact Roadmap Proposed Pillars



Bright IDEAS (Inclusion, Diversity, Equity, and Accessibility Strategies) in Action

Brand Promotion and Outreach	Recruitment	Interviewing and Hiring	Onboarding
Retention	Inclusive Engagement Practice	Leadership Development	Community Organizations
Physical and Virtual Spaces	Rewards and Recognition	Mental Health and Wellness	Succession Planning

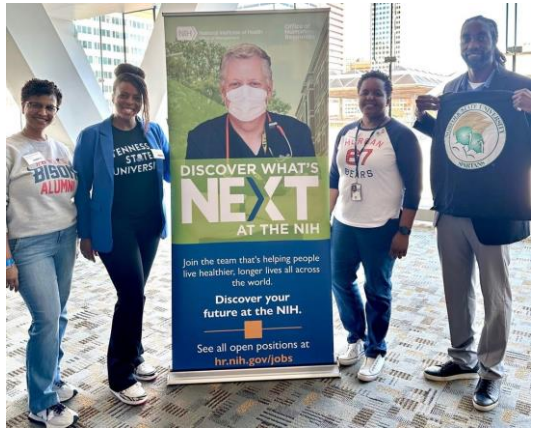
Strategic Recruitment and Community Engagement

Recruitment: ABRCMS 2023

National Urban League Business Executive Exchange Program Empowerment Summit March 2024

Emerging Researchers National Conference in STEM
March 2024

Recruitment: DC Pride Parade June 2024



Recruitment: CIAA Career Fair 2024

Recruitment: Galludet University
April 2024

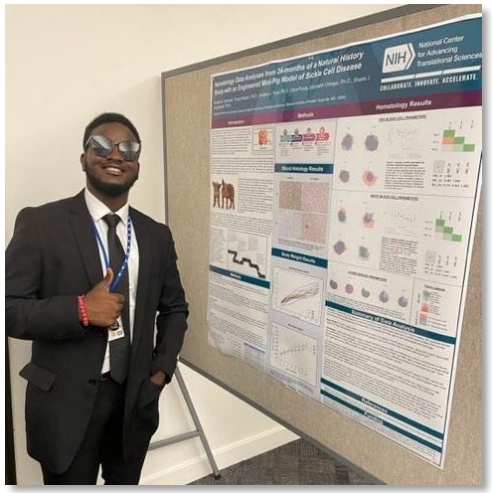
MassMEP Oct 2023

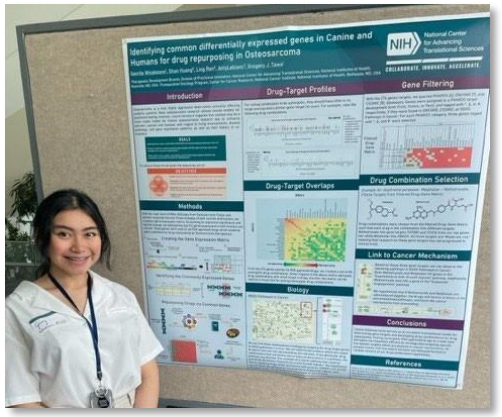
K-12 Outreach and Engagement Initiatives

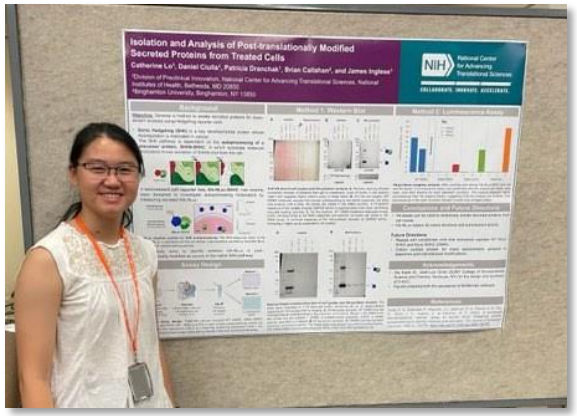
G.R.E.A.T.S.

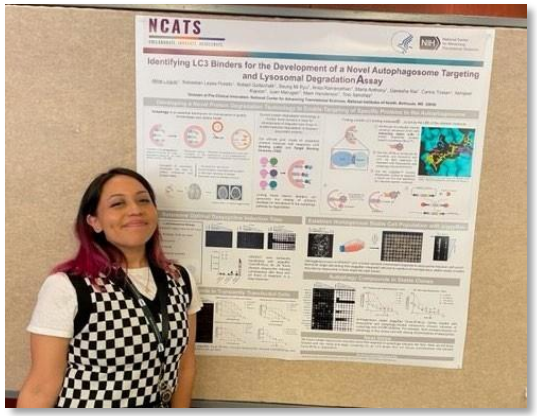
Gaining Research Equity and Advancement in Translational Science

- **Provides diverse pool of summer internship applicants an avenue to enter the translational science workforce.**
- **Paid summer research internship experience:**
  - Experiential training, seminars, career talks
  - Develop/enhance communication, critical thinking, career readiness, and leadership skills
- **To Date:**
  - The program has funded 12 interns (2 in Summer/2022; 5 in Summer/2023, 5 in Summer/2024)
  - Overall, 43% of NCATS' summer interns for 2023 were funded through programs that seek to increase diversity in the sciences (BESIP, VSOAR, GREATS)









National Center for Advancing Translational Sciences

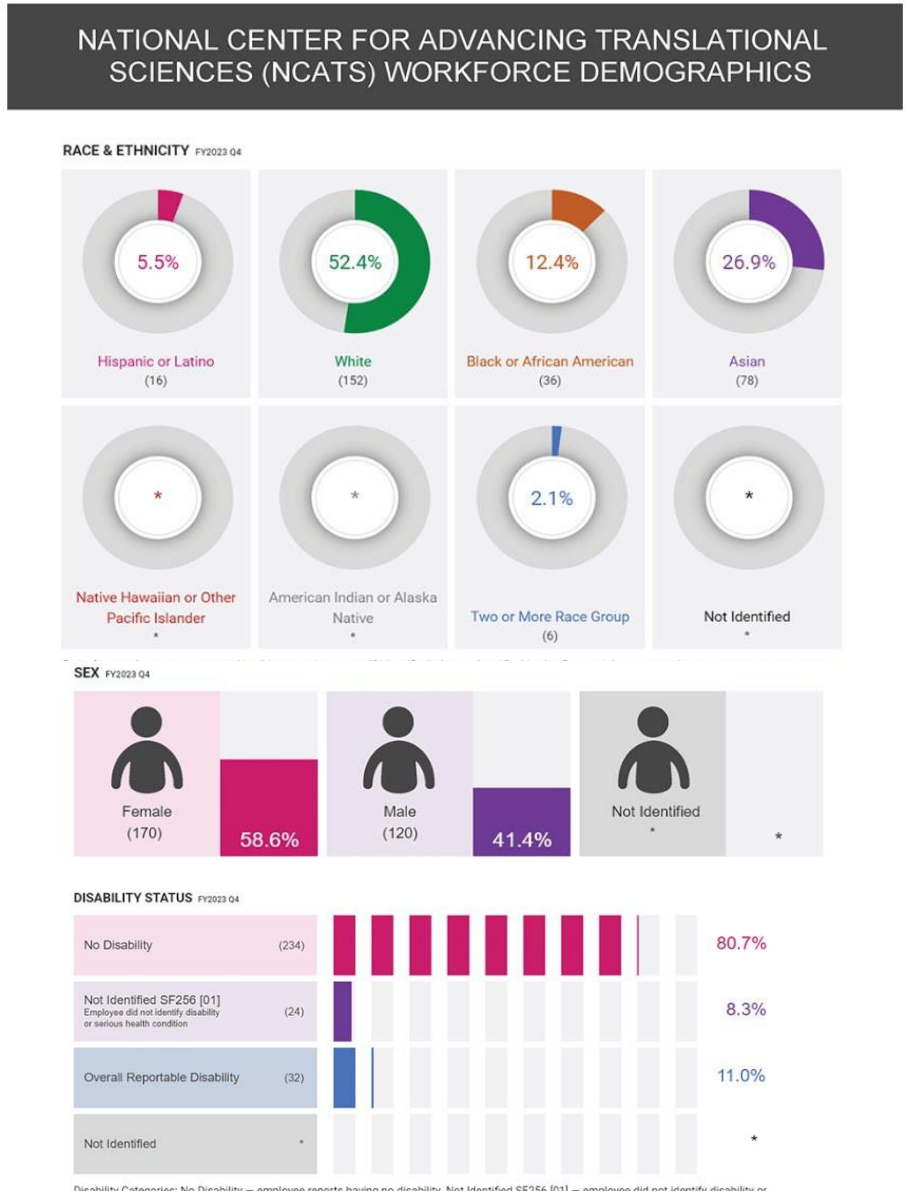
Demographic Data and Recruitment Toolkit

- Analyzed and presented the Center's ***demographic data*** from NIH Office of Equity, Diversity, and Inclusion.

- Developed a ***Recruitment Toolkit*** that can be applied across the Center that incorporates resources and guidance designed to enhance the breadth and diversity of applicant pools and equity in the recruitment and selection process.

- Added questions to NCATS' ***exit interviews*** focused on diversity, equity, inclusion, and accessibility.

https://www.edi.nih.gov/data/demographics/ic-workforce-demographics#ncats



Recruitment and Retention Initiatives

- Established an ***Academic Degree Payment Program*** pilot that fully funds an academic certificate or degree program for employees (currently 3 participants)

- Fully participate in the ***NIH Student Loan Repayment Program*** (SLRP), which provides employees with direct-to-lender student loan payments of up to $10,000 per year with a $60,000 maximum. (currently 18 participants)

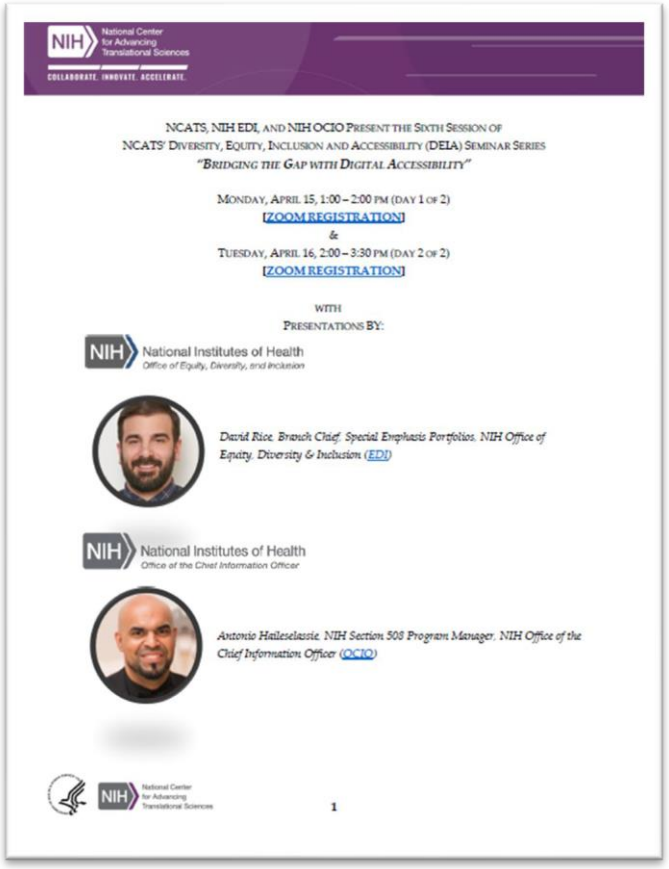
- Utilize the various ***reward and recognition mechanisms*** to acknowledge staff achievements.

Professional Development Opportunities at NIH

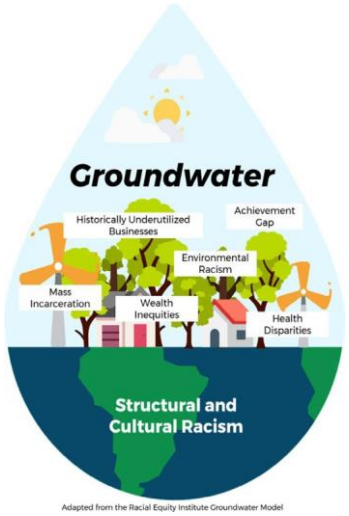
Description	NIH Mid-Level Leadership Program	NIH Senior Leadership Program	NIH Executive Leadership Program
Duration	13-day program over 6 months. 4 months' learning reinforcement	13-day program over 4-5 months	13+ day program over 7 months. Program offered every other FY
Audience	New and aspiring first-level team leads and supervisors	Middle and senior managers; experienced first-line supervisors	Select group preparing to take on Top 5 leadership roles and existing "Top 5" leaders
Targeted Group	GS 12, 13, 14 and equivalents	GS 14, 15, SES and equivalents Team/IC recruitment	GS 15, SES and equivalents
Recruitment Model	Individual Recruitment	Team/IC recruitment	Individual recruitment/competitive
Application Process	Selection process and requirements handled within IC	Selection process and requirements handled within IC	Competitive application and interviews with "Top 5" leadership recommended
Individual Assessment	• 360 degree assessment • Myers-Briggs Type Indicator • Bar-On Emotional Quotient Inventory • Thomas-Kilmann Conflict Mode Instrument	• 360 degree assessment • Myers-Briggs Type Indicator • FIRO-B	• 360-Degree assessment (aligned to NIH's Executive Proficiency model) and other leadership and/or personality assessments

Learning Opportunities and DEIA-related Seminars:

Inclusion Alliance: T3 workshops



Accessibility Seminars



DEIA Seminar Series

Employee Engagement Committee Career Talks Series

Employee Groups: IDEA Council

Evaluate NCATS workplace climate.

Implement initiatives to advance diversity, equity, and inclusion.

Measure the effectiveness of DEIA initiatives at NCATS.

Collaborate with other NIH and NCATS groups to advance diversity, equity, inclusion, and accessibility.

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Employee Groups: NCATS WSA

- NIH Women Scientists Advisors (WSA):
- To raise awareness of issues facing women scientists and to work towards improving women's representation in the NIH faculty at all levels

94 +

members

5

activity sub-groups

2017

inception

Ann Knebel & Xin Xu

6

meetings per year

NCATS WSA Activities

Speaker Series

Manju Swaroop
Bing Li
Malar Durai
Savanah Shumaker

<u>Former</u>
Khalida Shamim
Sarine Markossian
Yixuan Qiu

Community Outreach Activities

Haley Chatelaine
Savanah Shumaker
Richa Madan Lomash
Cara Purdy

<u>Former</u>
Emily Davis

Mentoring

Xia (Lucy) Luo

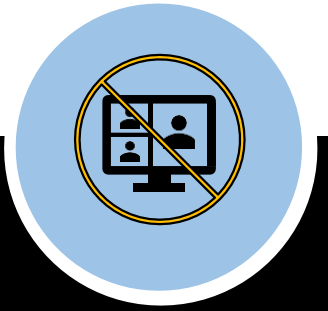
<u>Former</u>
Brittany Haynes (develop)
Emily Davis

Revamping

Media Club

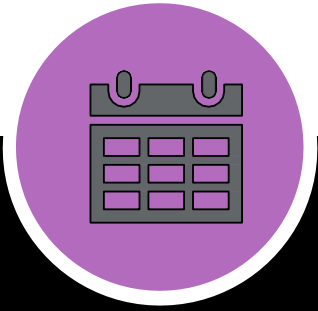
Rodica Stan
Jeanita Pritchett Clay

<u>Former</u>
Kanny Wan



"Zoomless" Hangouts

Sharie Haugabook
Menghang Xia



Bimonthly Chapter Meetings

Chairpersons

Acknowledging
Sandy Ismail – Invites
Stephanie Ford-Scheimer – Capture meeting minutes

Employee Groups: Employee Engagement Committee

- Promote a positive and productive work-life culture and advise the NCATS Director on issues related to work-life enrichment activities that influence the morale and well-being of all center staff.
- Activities include:
  - NCATS Social
  - EEC Presents
  - NCATS Sponsored Children's Inn Dinners
  - EEC TV
  - NCATS Book Club
  - EEC Merch
  - NCATS Viewpoint Seminar Series

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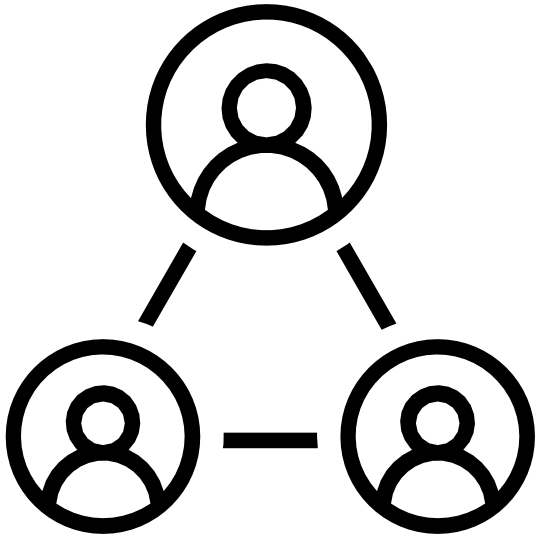
Other Considerations: Inclusive Practices in the Federal Government

- Physical Spaces
- Virtual Spaces
- Employee support and well-being
- Work-life flexibilities and programs
- Communication policies, processes, programs and practices

Other Considerations: Toolkits and Resources

- Inclusive meetings
- Inclusive Language
- Sexual Orientation and Gender Identity Policy
- Workplace Gender Transition Toolkit and Planning Sheet
- All S.E.T. (Staff Engagement Toolkit)



Wrap-up

- Transform your mind to view DEIA as a “way of thinking” instead of a “thing”.
- Promoting community and belonging is everyone’s responsibility.
- Get comfortable with being uncomfortable…it’s where the growth is!

NCATS

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QUESTIONS?

jeanita.pritchettclay@nih.gov

Connect with me on LinkedIn!

NCATS

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ncats.nih.gov @ncats_nih_gov @ncats.nih.gov NIH-NCATS

National Center for Advancing Translational Sciences

Developing an NCATS CTSA Real-world Data Training Hub

Ken Gersing, MD
Director of Informatics NIH/NCATS/DCI

Aubri S. Hoffman, PhD, MS
RWD Education Lead, NIH/NCATS/DCI ©
Director of Curriculum Development, Data Sciences, Axle Informatics
Graduate Program Chair, McCombs School of Business
Assistant Professor of Medical Education, Dell Medical School

National Center for Advancing Translational Sciences

NCATS can Meet a Priority Need & Timely Opportunity

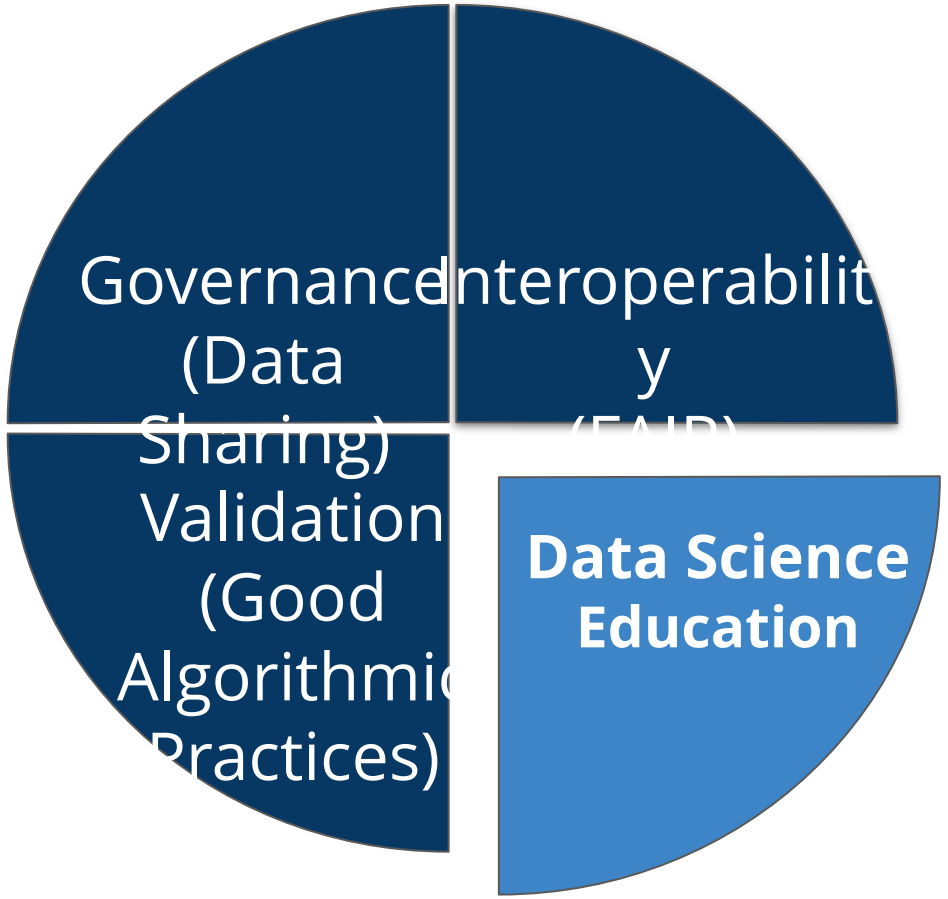
NCATS & CTSAs ideally-placed to meet the exploding interest in AI/ML/RWD training

Opportunity to collaborate and amplify our unique hands-on experience, work, people, & resources

CTSA PIs & Real-world Data Task Force identified data science training as a priority. NCATS providing support & resources

Need CTSA guidance & input to co-develop this Training Hub & meaningful tools with and for the community

Real World Data Challenges & Solutions



Shortage of AI/ML subject matter expertise

➔ NCATS & CTSAs SMEs can meet this need

Stakes are High: poor implementation = risks to patients and exacerbating inequities

➔ Provide Good Algorithmic Practices training

Broad Mandate, Limited Resources

➔ Leverage Team Science Experience & Multidisciplinary Partnerships

Scale & Sustainability

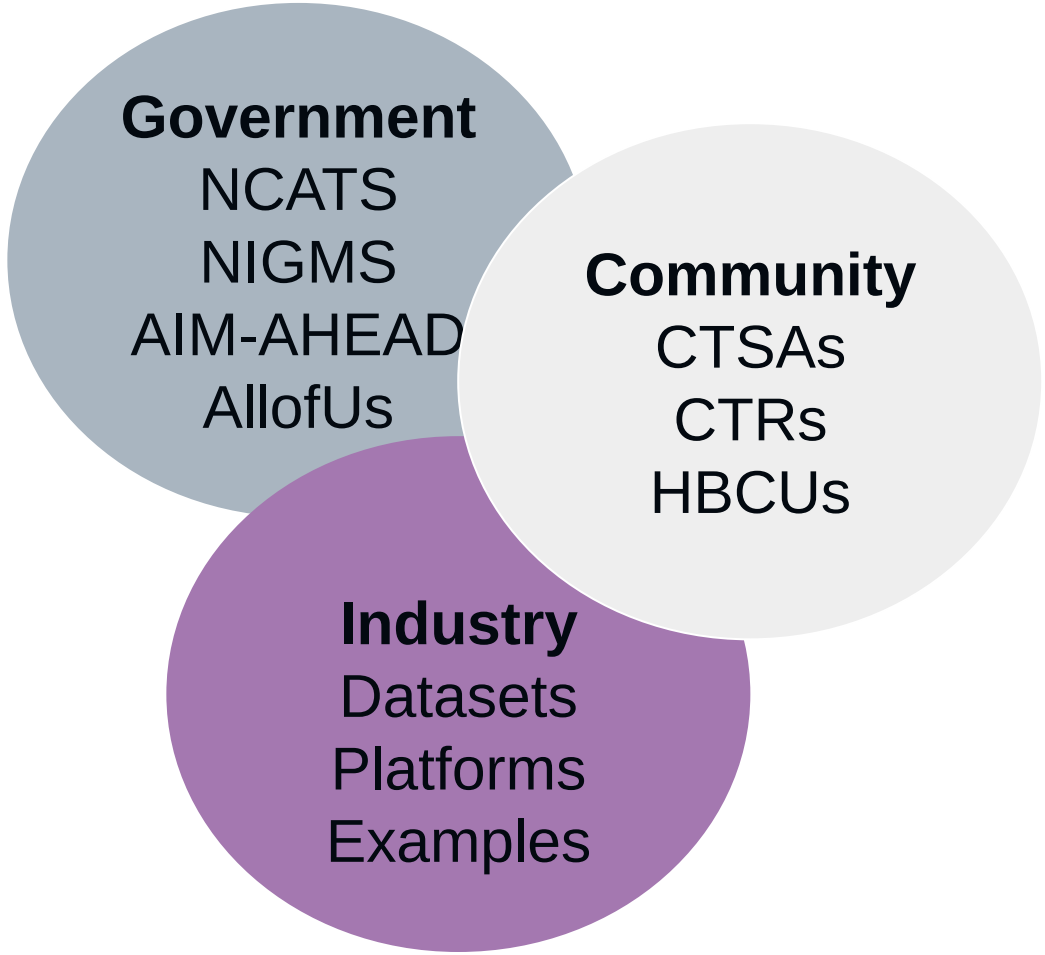
➔ Co-develop with and for the community

➔ Open science, shared resources

➔ Focused strategy, long-term vision

Vision Real-world Data Training Hub for and by the community

To collaborate & leverage our RWD experience and resources to co-design, grow, and sustain a Real-world Data Training Hub that provides open access training resources for all individuals - in the CTSAs and beyond - in order to elevate the quality of translational science and the value of real-world evidence for improving health and care.



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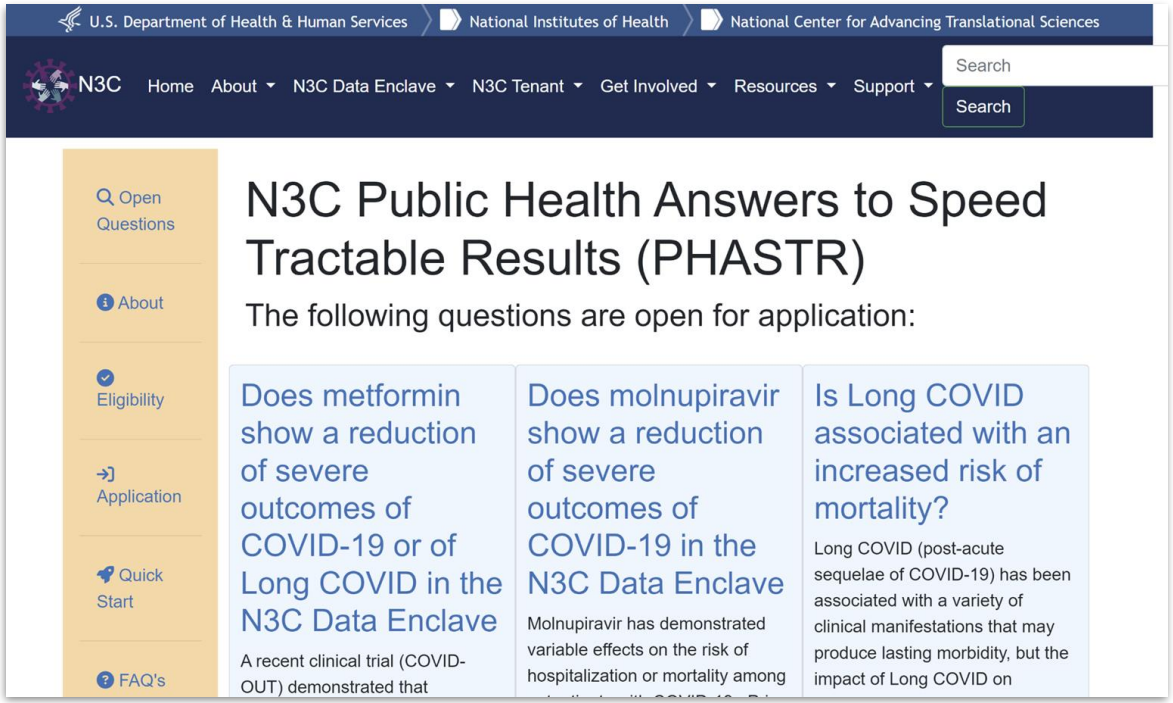
Instructional Design Support & Funding Available



Coming Soon! (Fall 2024)

Call for Proposals for Real-world Data Training Resources

https://covid.cd2h.org/phastr

RWD Instructional Design Team

NCATS providing an instructional design team to partner with subject matter experts and co-design high-quality training materials

PHASTR CFP

NCATS & NIGMS funding available to support teams in developing content

CTSA RWD Workforce Development Education Working Group

Launching July 2024 to guide and facilitate collaboration & communication

National Center for Advancing Translational Sciences

Summer & Fall 2024: 3 Integrated Efforts

Learning Landscape Analysis

Engage Community & Stakeholders

Core team, working group, advisors

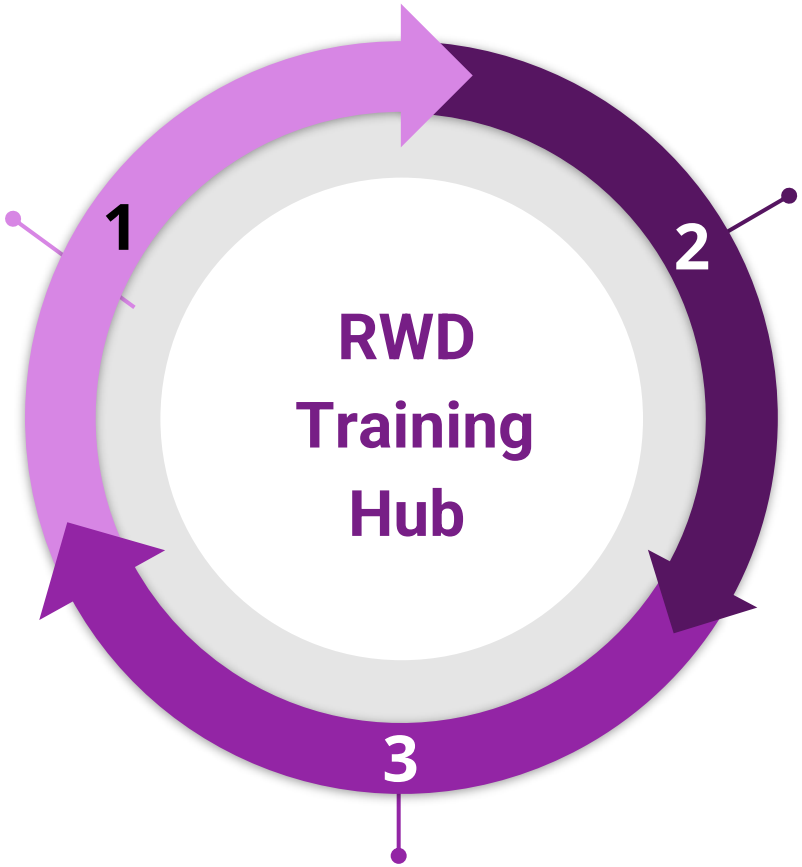
Skills Mapping

Team Science - roles & audiences
Intro, intermed, advanced competencies

Equity Mapping - who needs access?

Learner Journey - where to deliver?

Design Strategies Mapping - how might we best address the needs & provide trainings, programs, train-the-trainers?



Curating & Adapting Existing Resources

Environmental/Market Scan

What currently exists?

Collaborate & Curate

Link to & amplify existing tools

Adapt for e-learning

DEIA & Interprofessional learners

Gap Analysis & Prioritization

What's missing?

Creating New Resources

Partner with SMEs to Co-design/develop

PHASTR Call for Proposals

Create New Trainings to meet needs & Open Access Portal

Learning Landscape Analysis

Engaging Collaborators

- Community Members
- RWD, BERD, Equity Educators & SMEs
- CTSA Steering Committee, Pods & Hubs
- CTSA Enterprise Committees
- CTSA Education Working Group
- NCATS RWD Task Force
- NCATS Education Leads
- Trans-NCATS Training Committee
- Workshop at ACTS
- Broader community (SMDM Meeting)
- N3C, ENACT, AllofUs, AIM-AHEAD

Who else should be engaged?

Defining Needed Skills & Competencies

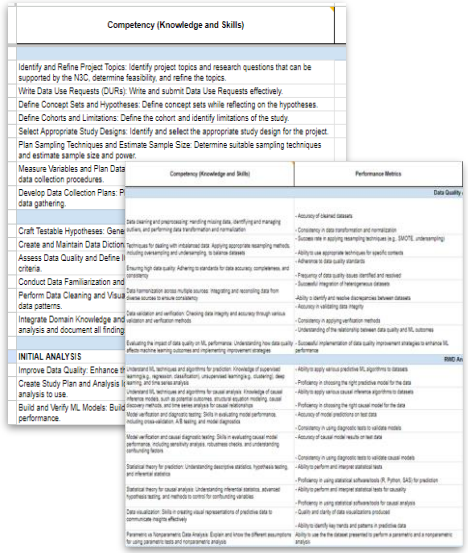
Mapping the interprofessional team science roles & skills needed

20 core skills identified

3 competency levels

- Intro
- Intermediate
- Advanced

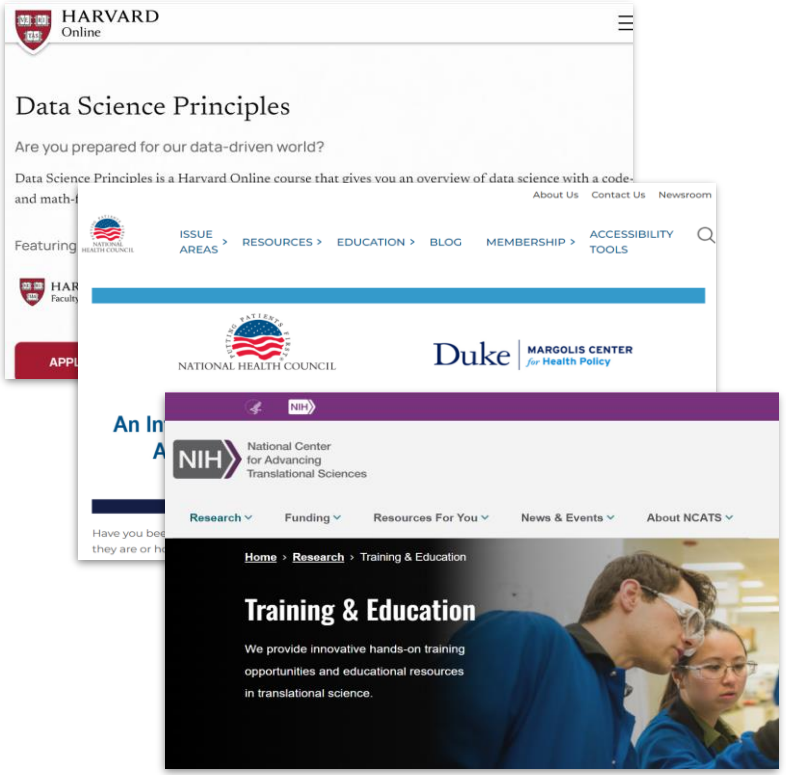
~60 trainings needed



How best to seek input?

National Center for Advancing Translational Sciences

Curating & Adapting RWD Trainings



Environmental Scan of Existing Resources

- NCATS & CTSA webpages & trainings
- Publicly-available trainings (Coursera, universities, major data platforms)

Curating Data Science Educational Enclave

- 4 synthetic/simulated training data sets
- 100s of tutorials & videos
- Library of templates (eg concept sets)
- *Researcher's Guide to the N3C* textbook
- Informatics Glossary

What other resources do you use/recommend?

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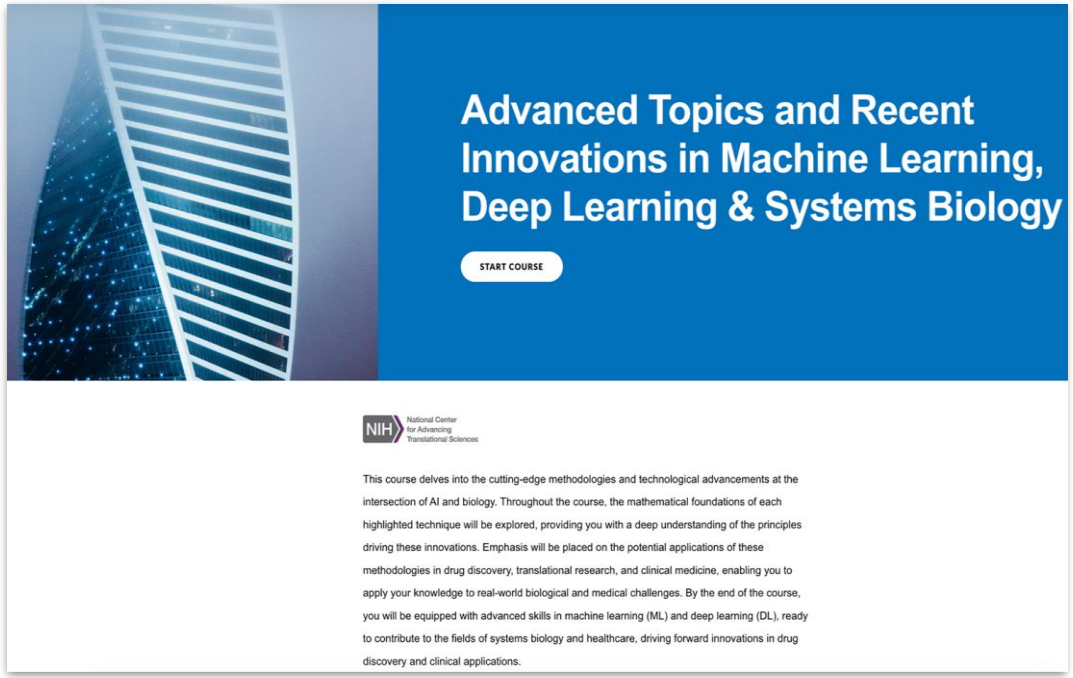
Creating 2 Good Algorithmic Practice Courses

Introduction to AI/ML and best practices in health care

Instructor: Dave Sahner, MD
Release Date: October 2024

Advanced Topics and Cutting-edge Innovations



Instructor: Dave Sahner, MD
Release Date: October 2024

National Center for Advancing Translational Sciences

Creating New RWD Trainings

NCATS & AIM-AHEAD Advanced Data Analysis Training Program

Developed 5 new RWD courses, tailored for clinical or data scientists, available in R or Python

4 interprofessional skills workshops

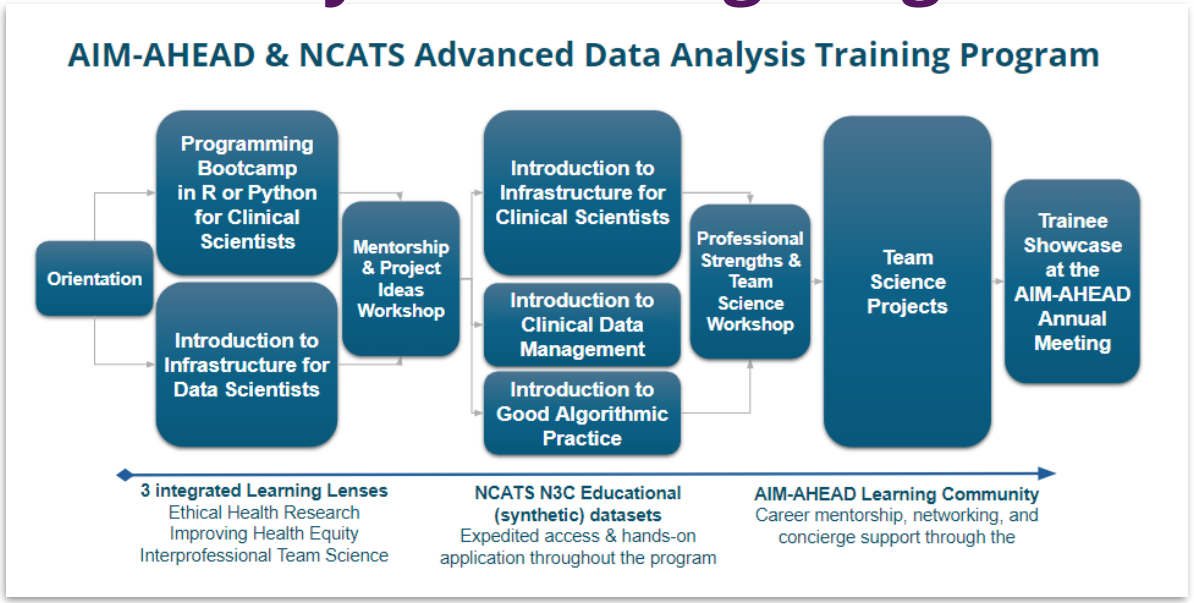
12 Interprofessional Team Projects - hands-on learning using synthetic and de-identified data sets

9 months of live sessions & online self-paced materials

Poster at AIHES AIM-AHEAD Annual Meeting

AIM-AHEAD Connect online community

2024 Pilot Program - 55 diverse trainees



Exactly the kinds of information I needed.

I was able to start using the materials from class in my work right away *and am already submitting an abstract on a project.*

National Center for Advancing Translational Sciences

NCATS RWD Training Hub Development

Available Now

Collaboration & Support

Email aubri.hoffman@nih.gov

NCATS Education Website

Principles of Preclinical Translational Science
Digital Badging Program

Data Science Educational Enclave

4 simulated & 60 public data sets
Researcher's Guide online textbook
Training tools, including RWD Glossary
>2000 knowledge objects and concept sets

RWD Courses on AIM-AHEAD Connect

5 ADATP courses on RWD infrastructure, Clinical Data Management, Translational Projects, etc.
13 additional open access courses on programming in R/Python, AI, health equity, etc.

Coming Soon

Good Algorithmic Practices courses

Introduction to health AI/ML & best practices
Advanced skills & innovations in health ML/DL

PHASTR Call for Proposals

Collaboration & funding to co-develop other priority topics

RWD State-of-the-Learning Report

Skills & Competencies Map
Training pathways and program recommendations

NCATS RWD Training Hub

Curated links to existing courses & data sets
New courses, tutorials & templates
Reports, recommendations & toolkits
Workshops & webinars

National Center for Advancing Translational Sciences

Next Steps & Input Needed

What RWD training resources do you recommend? What do you need?

Who else should be included in this initiative?

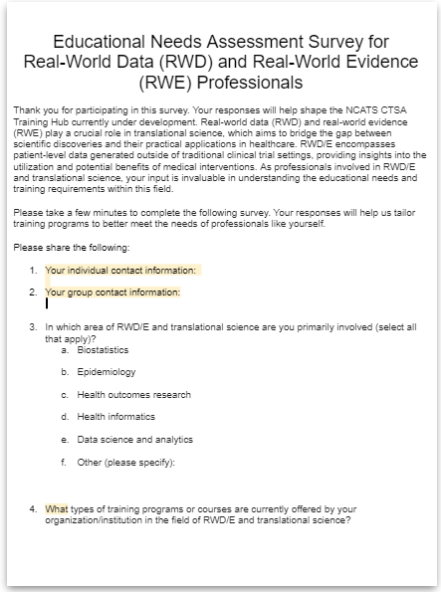
Needs Assessment: how might we invite input?

Survey in development - how/where to disseminate?

Focus groups, Delphi review of findings - who and how?

Learner Journey & Equity Mapping: how might we engage learners?

4-6 experience groups of 4-6 learners each, broadly representative



Educational Needs Assessment Survey for Real-World Data (RWD) and Real-World Evidence (RWE) Professionals

Thank you for participating in this survey. Your responses will help shape the NCATS CTSA Training Hub currently under development. Real-world data (RWD) and real-world evidence (RWE) play a crucial role in translational science, which aims to bridge the gap between scientific discoveries and their practical applications in healthcare. RWD/E encompasses patient-level data generated outside of traditional clinical trial settings, providing insights into the utilization and potential benefits of medical interventions. As professionals involved in RWD/E and translational science, your input is invaluable in understanding the educational needs and training requirements within this field.

Please take a few minutes to complete the following survey. Your responses will help us tailor training programs to better meet the needs of professionals like yourself.

Please share the following:

1. Your individual contact information:
2. Your group contact information:
3. In which area of RWD/E and translational science are you primarily involved (select all that apply)?
   a. Biostatistics
   b. Epidemiology
   c. Health outcomes research
   d. Health informatics
   e. Data science and analytics
   f. Other (please specify):
4. What types of training programs or courses are currently offered by your organization/institution in the field of RWD/E and translational science?

Recommendations & collaboration welcome in the chat or to aubri.hoffman@nih.gov

National Center for Advancing Translational Sciences

Thank you!

We look forward to seeing learners advance translational science, and improve health and health care for all individuals and families.

aubri.hoffman@nih.gov

Pod Feedback

Chris Hartshorn

National Center for Advancing Translational Sciences

Date Received: May 16, 2024 and June 20, 2024

Pod Lead: Randy Urban, University of Texas Medical Branch-Galveston

Pod Membership: U Michigan, UT-San Antonio, U Kansas, U Arkansas, UT-Houston

Pod Summary:

- Randy Urban shared updates from recent Steering Committee meetings.
- Kansas Hub is seeking guest speakers who can speak about their approach to the UM1 Element E. Houston and San Antonio shared their approaches to the UM1 Element E, and Michigan and San Antonio are to connect Kansas with PIs.

Hub Presentations:

- 5/16: Kansas hub described their coordinated EAC and Annual Research Symposium.
  - EAC meeting is scheduled the day before or the day after the annual research symposium
  - The combined meetings have a high administrative burden but many benefits
- 6/20: UTMB hub described working with HBCU partner Texas Southern University
  - Community engagement key to improving diversity of clinical trial participants

Hub Updates

- **Kansas** – Working on renewal plans; Submitted an OT2 proposal. July and August is fund negotiating period.
- **Arkansas** – Working on our final report; awaiting official NoA. Also submitted an OT2 proposal. Partnered with Division of Research and Innovation for second annual lifespan meeting in September.
- **Michigan** – Extending research from academic medical center to community hospitals; may be interested in developing a working group on this topic. Had 130 registrants at recent AI and Health conference. Adapting Clinical Trials Academy for faculty (focused on drug and device trials) for behavioral trials.
- **San Antonio** – Recently had Research Day followed by RPPR with new and challenging guidelines; RPPRs for different grants run from May to July. Successfully held a design studio for a CTS project. Selected new cohorts for pre and post doc T32s from a large number of applicants (19 applicants for T32 post doc).
- **UTMB** – Submitted UM1, K12, and R25 applications in May. Working on a pre doc T32 and a RC2 for September submission. Held a successful innovation week-long summer camp focused on entrepreneurship and innovation.
- **Houston** – Waiting on NoA for 2 Ts, K and U. Will have 6 partner institutions.

Date Received: March 15 and May 17, 2024

Pod Lead: Rosalind Wright, Mount Sinai

Pod Membership: University of Illinois, Vanderbilt University, Rockefeller University, Northwestern University, Rutgers University

March – Pod Meeting Summary Report:

- Reviewed slides for the upcoming Advancing D&I report
  - What is the next step of true implementation in our space? Maybe ask the Committee to differentiate what they're suggesting from the PCORI initiative.
  - None seem focused on the integration of data science with implementation. How to leverage the EHR and ML algorithms to develop to enhance implementation?

May – Pod Meeting Summary Report:

- Discussion on Strategic Plan: Concerns were raised regarding alignment with the current RFA, particularly regarding the inclusion of implementation science
- Engagement with Intramural Programs: Suggestions were made to explore ways to foster better collaboration and integration between these programs.
- Awareness and Onboarding for New CTSAs: The need for better onboarding processes for new CTSAs was emphasized

Action items:

1. Invite Michael Kurilla to a Pod call to discuss integration btw intramural/extramural programs.
2. Explore ways to improve awareness and onboarding for new CTSAs
3. Raise concerns about the lack of emphasis on PH and implementation science in the strategic plan with leadership.
4. Investigate possibility of better aligning T grants with other mechanisms to streamline application process for CTSAs.

Date Received: June 27, 2024

Pod Lead: Vesna Garovic, Mayo Clinic

Pod Membership: University of Southern California, Ohio State University, Medical College of Wisconsin, Tufts University, University California - Irvine

Pod Summary:

The Pod discussed the following topics during the June 27th Pod meeting:

- House Congressional Framework
  - The potential impact of these changes to research
- Updates from the June 10th Steering Committee Meeting
  - The Advancing D&I report out led to discussion on formal mentoring training requirements, metrics for mentoring, and using MOUs
- New Working Groups
  - The Steering Committee voted on new Working Groups (6/24)
- CTSA Spring Meeting Feedback
  - Vesna Garovic reminded the Pod to complete the survey before 6/28
- Potential ACGME Post-doctoral Fellowship Training Program
  - One-year program called Exercise Medicine and Diagnostic Therapeutics is being developed

Date Received: June 12, 2024

Pod Lead: Mimi Kim, Albert Einstein College of Medicine

Pod Membership: Columbia, Harvard, U Chicago, U Rochester, Washington University

Pod Feedback:

- The pod suggests a fundamental shift in the structure of future CTSA program meetings to increase the opportunity for discussion and brainstorming among attendees, e.g., multiple, longer concurrent sessions on different topics where most of the time is devoted to dialogue between the presenters and audience, or one full day of informational sessions followed by a half-day of group discussions/breakouts only.

Pod Summary:

- The Pod discussed updates from the May 13th and June 10th Steering Committee meeting.
- The group discussed TR vs TS in the context of pilot programs and whether a disease focused TR project with a TS component should qualify for pilot funding.
- Concerns were expressed about the TS competency mentoring tool; if hubs continue to be confused about TS, what are we training people to do?

September 9, 2024, 2024
2:30-3:30pm ET

Enjoy the remainder of Summer!

National Center for Advancing Translational Sciences