SUPPORT FOR T32 EDUCATIONAL DEVELOPMENT AND EVALUATION

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THIS PRESENTATION

- Services

- Evaluation projects

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SERVICES

- **Program planning and development**
  - *Development of educational objectives and logic models*
  - *Evaluation planning*

- **Program evaluation**
  - *Mixed methods evaluation*
  - *Trainee and mentor perspectives*

- **Instructional design and instructional communication**
  - *Consultation on online course design*

- **Entering Research** **curriculum**

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EVALUATION PROTOCOL

- Established protocol
  - *Interviews/focus groups*
  - *Survey*

- Tracking by UFID for cross-program benchmarks

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ENTERING RESEARCH

Seven Areas of Trainee Development

1. **Research Comprehension and Communication Skills**
   Develop Effective Interpersonal Communication Skills
   Develop Disciplinary Knowledge
   Develop Research Communication Skills
   Develop Logical/Critical Thinking Skills
   Develop an Understanding of the Research Environment

2. **Practical Research Skills**
   Develop Ability to Design a Research Project
   Develop Ability to Conduct a Research Project

3. **Research Ethics**
   Develop Responsible and Ethical Research Practices

4. **Researcher Identity**
   Develop Identity as a Researcher
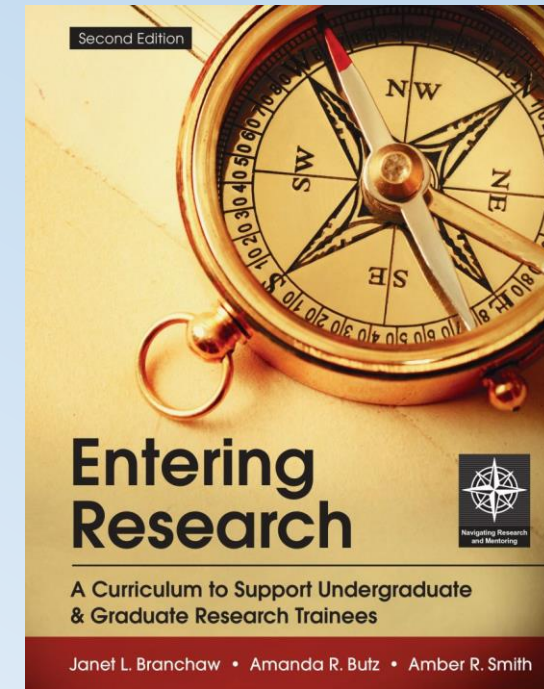
5. **Researcher Confidence and Independence**
   Develop Confidence as a Researcher
   Develop Independence as a Researcher

6. **Equity and Inclusion Awareness and Skills**
   Develop Skills to Deal with Personal Differences in the Research Environment
   Advance Equity and Inclusion in the Research Environment

7. **Professional and Career Development Skills**
   Explore and Pursue a Research Career
   Develop Confidence in Pursuing a Research Career

Second Edition

Entering Research

A Curriculum to Support Undergraduate & Graduate Research Trainees

Janet L. Branchaw • Amanda R. Butz • Amber R. Smith

NRMN
Mentoring to Diversify the Biomedical Workforce

CIMER Center for the Improvement of Mentored Experiences in Research

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Activity

Networking 2: What Should Your Network Look Like-Complete

★ Professional & Career Development Skills
▸ Research Comprehension & Communication Skills
▸ Researcher Identity
▸ Researcher Confidence & Independence
▸ Undergraduate
▸ Graduate
▸ Complete

⬇ Preview   + Add to Book

Activity

Networking 3: Your Brand-Complete

★ Researcher Identity
▸ Research Comprehension & Communication Skills
▸ Researcher Confidence & Independence
▸ Professional & Career Development Skills
▸ Undergraduate
▸ Graduate
▸ Complete

⬇ Preview   + Add to Book

Activity

Networking 4: Planning for Networking Opportunities and Engaging in Purposeful Interactions-Complete

★ Researcher Confidence & Independence
▸ Research Comprehension & Communication Skills
▸ Researcher Identity
▸ Professional & Career Development Skills
▸ Undergraduate
▸ Graduate
▸ Complete

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Activity

Case Study: Overwhelmed-Complete

★ Researcher Confidence & Independence
▸ Research Comprehension & Communication Skills
▸ Professional & Career Development Skills
▸ Undergraduate
▸ Graduate
▸ Complete

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Activity

Prioritizing Research Mentor Roles-Complete

★ Professional & Career Development Skills
▸ Research Comprehension & Communication Skills
▸ Researcher Identity
▸ Undergraduate
▸ Graduate
▸ Complete

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Activity

Reflecting on Your Mentoring Relationship-Complete

★ Professional & Career Development Skills
▸ Research Comprehension & Communication Skills
▸ Researcher Confidence & Independence
▸ Equity & Inclusion Awareness & Skills
▸ Undergraduate
▸ Graduate
▸ Complete

⬇ Preview   + Add to Book

Activity

Research Careers: The Informational Interview-Complete

★ Professional & Career Development Skills
▸ Research Comprehension & Communication Skills
▸ Complete

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Activity

Research Experience Reflections 2: Reflection Exercise-Complete

▸ Research Comprehension & Communication Skills
▸ Practical Research Skills
▸ Research Ethics
▸ Researcher Identity
▸ Researcher Confidence & Independence
▸ Equity & Inclusion Awareness & Skills
▸ Professional & Career Development Skills
▸ Undergraduate
▸ Graduate
▸ Complete

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Activity

Research Group Diagram-Complete

★ Research Comprehension & Communication Skills
▸ Professional & Career Development Skills
▸ Undergraduate
▸ Graduate
▸ Complete

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Activity

Research Rotation Evaluation-Complete

★ Professional & Career Development Skills
▸ Research Comprehension & Communication Skills
▸ Graduate
▸ Complete

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Activity

Case Study: Responding to Feedback-Complete

★ Research Comprehension & Communication Skills
▸ Equity & Inclusion Awareness & Skills
▸ Professional & Career Development Skills
▸ Undergraduate
▸ Graduate
▸ Complete

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Activity

Setting the Stage for Inclusive Discussions-Complete

★ Equity & Inclusion Awareness & Skills
▸ Research Comprehension & Communication Skills
▸ Undergraduate
▸ Graduate
▸ Complete

⬇ Preview   + Add to Book

CURRENT PROJECTS

- Medical Scientist Training Program (MSTP) T32 program development
  - *Facilitated program development and concept mapping activities*
  - *Obtained feedback from over current 30 MD-PhD trainees*
  - *Developed multi-level educational and training objectives for the proposed MSTP program*
  - *Consulted on logic model development*

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Inputs/Resources	Activities Years 1-4	Outputs Years 4-8	Outcomes Years 8-15
Process Evaluation	**Outcome Evaluation**		

Trainees **Mentors** **Program Components** **Institutional Resources** **Local, State and National Networks and resources** **Federal Sponsors of Research** **Other Florida and US Universities**	**Trainee-Level**		
	▪ **Experiential Learning** ▪ **Team Scholarship**	▪ **Academic Performance** ▪ **Competency Development**	▪ **Degree Completion** ▪ **CTS Competencies**
	Structural		
	▪ **Training Program Support** ▪ **Career Development**	▪ **Scholar Development Infrastructure**	▪ **Career Placement**
	Program Environment/Culture		
	▪ **Professional Development** ▪ **Diversity and Inclusion**	▪ **Attitude and Mindset Development** ▪ **Training Environment**	▪ **Leadership**

Motivating Conditions

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Inputs

- **Trainees:** Undergraduate background; Major Demographics
- **Mentors:** Publication and grant record, Mentoring record, Participation
- **Program Components:** Course syllabi review, Sections taught and enrollment, Course evaluations and peer observation
- **Institutional Resources:** Courses/workshops taught and enrollment, Services used and vouchers

Activities

- **Experiential Learning:** Review of course syllabi, Sections taught and enrollment, Course evaluations and peer observation
- **Team Scholarship:** Participation in TL1 and Practicum team science projects, Review of course syllabi
- **Training Program Support:** Participation (number, demographics), Meeting frequency
- **Career Development:** Faculty development of mentors, Courses/workshops taught, enrollment
- **Professional Development:** Course and project offerings, enrollment, Annual CV review and career profile update
- **Diversity and Inclusion:** Quality of trainees, Demographics

Outputs (short-term)

- **Academic Performance:** Transcript review, satisfactory grades, Degrees obtained, time-to-degree
- **Competency Development:** Competency-based assessment, Annual CV collection and career profile update, Abstracts submitted/presented at meetings, Publications
- **Scholar Development Infrastructure:** Attendance sheets and evaluation forms, Competency-based assessment, Mentorship Effectiveness Scale (learner), Mentorship Profile Questionnaire (faculty), Focus groups and individual interviews, Scholar participation as instructors, discussion leaders
- **Professional Networking:** CV review for collaborative projects, Grant and publication social network analysis, Focus groups and individual interviews, Professional network analysis
- **Attitude and Mindset Development:** Team Behavioral Observation Scales (BOS), Teamwork Quality Scale (TWQ), Cross-Disciplinary Collaborative Activities, Research Orientation Scale, Integrative Capacity Index, Session feedback from learners, Focus groups and individual interviews, Semi-structured interviews
- **Training Environment:** Recruitment reports, Focus groups and individual interviews, Semi-structured interviews

Outputs (long-term)

- **Degree Completion:** Annual CV collection and career profile update
- **MSTP Competencies:** Annual CV collection and career profile update, Competency-based assessment
- **Career Placement:** Residency or job placement after MD/PhD, Job placement after residency
- **Leadership:** Annual CV collection and career profile update, Behavioral Observation Scale

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CURRENT PROJECTS

- **Introduction to Clinical Translational Research course**
  - *Instructional design strategy of an online version of*

CONTACT

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