A Few Housekeeping Notes

• Q&A time will follow presentation

• During the presentation, use the chat box in WebEx to ask questions

• Please remain muted unless you need to speak. This minimizes background noise.

• When you speak, please identify yourself by name and work area to help others recognize you.

• This WebEx is being recorded and will be posted on the CTSI website
Welcome to Duke CTSI Grand Rounds

October 11, 2018
Moderated by Rebbecca Moen
Chief Administrative Officer, Duke CTSI

Please note that you have been muted upon entry to this WebEx. Click the microphone by your name in the participant list to unmute as needed.

This presentation is being recorded.
The Duke KL2 Program

KL2 Directors
Laura P. Svetkey MD, MHS
Kimberly S. Johnson MD, MHS
Rasheed Gbadegesin MBBS, MD
Aims 2013-2018

• Aim 1: Support a 3-year mentored career development award
  • “At least 50% of awardees will be URM.”

• Aim 2: Provide a core curriculum
  • “The core curriculum will include ... training in health disparities research.”

• Aim 3: Facilitate path to independence
  • KL2 to K or R transition
2013-2018 Outcomes

- 88 applicants
  - 38 from under-represented groups
- 14 funded
  - 7 from under-represented groups
  - 8 women
  - 9 MD, 4 PhDs, 1 MD/PhD
  - Medicine, Pediatrics, Surgery, Anesthesia, Psychiatry, Nursing
- Degree during award
  - 3 Master’s in Health Sciences (CRTP); 1 Master’s in Geographic Information Systems
  - 1 PhD in Epidemiology
- Publications: Average > 5 peer-reviewed papers per year
- Grant applications: Average 2 grant proposals per year

- Next steps for alumni (examples)
  - CDA
    - Zimmerman K23 (early departure)
    - Hall: NIH/NIA Beeson CDA; ASN/Amos CDA (early departure)
  - Independent investigator award
    - Fouda: R01, P01
    - Deng: Intramural scientist a NIMH (early departure)
  - Foundation funding
    - Lantos: National CMV Foundation
    - Sung: Innovation Award, Damon Runyon Cancer Research Foundation
  - Leadership roles
    - Batch: Chief of Endocrinology at VA; Co-Director of REACH Equity Community Engagement and Dissemination core
    - Chatterjee: Mentor on NIH-sponsored Dissemination and Implementation Science in Cardiovascular Outcomes (DISCO) program
    - Hill: Mentor on NIH-sponsored Bridging the Gap to Enhance Clinical Research Program (BIGGER) program
    - Lantos: Chair on IRB
**Success Stories**

- **Giny Fouda**
  - First cohort
  - Vaccine development to prevent mother-to-child transmission of HIV (US and global)
  - Advice Giny asked for at a RAC meeting, right before she got her R01

- **Tony Sung**
  - Third cohort
  - Microbiome in graft-vs.-host disease after stem cell transplant (mice and humans)
  - World record for # of grants submitted (X) and # of babies (#4 on the way)

- **Rasheeda Hall**
  - Fourth cohort
  - Resilience in older dialysis patients
  - Two career development awards in Year 2 of KL2
  - Led peer-mentoring session on time management
Aims 2018-2023

AIM 1: Provide scholars with fundamental transdisciplinary research skills
Aim 2: Prepare scholars to successfully employ team science approaches
Aim 3: Promote a highly diverse translational research workforce
AIM 1: Fundamental transdisciplinary research skills
1a. Scholars and mentors represent a broad range of disciplines and the full translational spectrum

- RFA pushed to SoM, SoN, BME, Environment, Arts & Sciences
- Partnerships to identify potential scholars
- Create cohort effect among scholars
  - Peer mentoring in lunch forum
  - Dyad peer mentoring: Pending
- Join the Community of Scholars (Friederike Jayes)
  - Invite BIRCWH scholars to lunch forums and annual symposium
- KL2 advisory board: Pending
AIM 1: Fundamental transdisciplinary research skills
1a. Provide scholars with training in fundamentals of translational science

- RAC meetings
- Individual Scholar Meetings
- Interactions with Cores
- SoM career development seminars
- Health Disparities Research Curriculum (HDRC)
- Serve as reviewer for REACH Equity CDA
- RCR training
- K-Club or Path to Independence
- Mentor training: Pending
- Individual development plan (IDP; individualized courses, etc.)
- Lunch forum syllabus
<table>
<thead>
<tr>
<th>Topic</th>
<th>Date</th>
<th>Leader</th>
</tr>
</thead>
<tbody>
<tr>
<td>Practical tips for managing work &amp; family</td>
<td>July 2017</td>
<td>Bryan Batch, MD</td>
</tr>
<tr>
<td>What happens after my KL2?</td>
<td>Sept 2017</td>
<td>Giny, Kanecia, Kevin, Bryan</td>
</tr>
<tr>
<td>Library resources</td>
<td>Dec 2017</td>
<td>Meghan von Isenburg</td>
</tr>
<tr>
<td>End Note</td>
<td>March 2018</td>
<td>Virginia Carden</td>
</tr>
<tr>
<td>Making the case</td>
<td>April 2018</td>
<td>Sharon Hull</td>
</tr>
<tr>
<td>Successful elevator pitches</td>
<td>June 2018</td>
<td>Julie McKeel</td>
</tr>
<tr>
<td>Orientation–Program updates</td>
<td>July 2018</td>
<td>Laura, Kim, Rasheed</td>
</tr>
<tr>
<td>Time management</td>
<td>Sept 2018</td>
<td>Peer discussion</td>
</tr>
<tr>
<td>Financial management</td>
<td>Oct 2018</td>
<td>Catherine Brett</td>
</tr>
<tr>
<td>Primer on multidisciplinary research grants</td>
<td>Nov 2018</td>
<td>Joanna Downer</td>
</tr>
</tbody>
</table>
# Upcoming KL2 Lunch Forums

<table>
<thead>
<tr>
<th>Topic</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fundamentals of translational science: presentations from each CTSA Core</td>
<td>TBD</td>
</tr>
<tr>
<td>Using EMR for research</td>
<td>TBD</td>
</tr>
<tr>
<td>Navigating the grant process</td>
<td>TBD</td>
</tr>
<tr>
<td>Negotiation and conflict management</td>
<td>TBD</td>
</tr>
<tr>
<td>Team management</td>
<td>TBD</td>
</tr>
<tr>
<td>Scholars share research updates and challenges with one another</td>
<td>TBD</td>
</tr>
</tbody>
</table>
AIM 1: Fundamental transdisciplinary research skills
Aim 1c. Support interactions with other CTSAs

- UNC and Wake Forest University KL2 programs
  - Quarterly meetings with leadership
  - Scholars and leadership participate in our annual symposium
  - Collaborative review process

- Regional
  - Internships and externships with UNC, MUSC, UFL, GWU, VCU

- National
  - Annual KL2 directors meeting (NCATS)
  - Quarterly webinars
AIM 2: Prepare scholars to successfully employ...team science approaches

• Incorporate team science principles and practices into training activities in Aim 1.
  • Team scientists engaged in mentorship teams
  • Principles, practices, benefits, and risks of Team Science in RAC meetings

• Didactic training in team science
  • COALESCE curriculum required
  • KL2 leadership (RG) enrolled in TS academy
  • Didactic primer on Multidisciplinary Research grants: Joanna Downer
    • Lunch forum scheduled

• Exposure to team science in action
  • e.g., Exposure to REACH Equity (U54) and other team science programs
AIM 3: Promote a highly diverse translational research workforce

- Aim 3a: 50% of KL2 Scholars from under-represented racial and ethnic groups
- Aim 3b: Provide tailored, longitudinal mentorship and career development
  - Extended beyond KL2 funding
- Aim 3c: Share best practices; learn from others
- Aim 3d: Prepare the pipeline
AIM 3: Diverse translational research workforce
Aim 3a: 50% of KL2 Scholars from under-represented racial and ethnic groups

• Identify and encourage candidates
  • Targeted notifications
  • Partner with Kevin Thomas (assistant vice dean for underrepresented faculty)
  • Partner with Kim Evans (chair, DoM Minority Recruitment and Retention Committee)

• Ensure strong applications
  • REKAPP

• Programmatic priority after review
• One-on-One mentoring/coaching
  • Unable to enroll in KAPP
  • Prior unsuccessful KL2 application
  • Available upon request
AIM 3: Diverse translational research workforce
Aim 3a: 50% of KL2 Scholars from under-represented racial and ethnic groups

• Challenges
  • See table
  • Increasing # of applicants
    • RFA communications
    • Pipeline
  • Increasing probability of selection
    • Coaching on grant prep

<table>
<thead>
<tr>
<th>Cohort</th>
<th>Applicants URM/total</th>
<th>Scholars</th>
<th>URM scholars</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>5/13 (38%)</td>
<td>3</td>
<td>2 (66%)</td>
</tr>
<tr>
<td>2</td>
<td>4/15 (27%)</td>
<td>3</td>
<td>0 (0%)</td>
</tr>
<tr>
<td>3</td>
<td>9/20 (45%)</td>
<td>3</td>
<td>2 (66%)</td>
</tr>
<tr>
<td>4</td>
<td>8/20 (40%)</td>
<td>3</td>
<td>2 (66%)</td>
</tr>
<tr>
<td>5</td>
<td>5/15 (33%)</td>
<td>2</td>
<td>1 (50%)</td>
</tr>
<tr>
<td>6</td>
<td>6/21 (29%)</td>
<td>4</td>
<td>1 (25%)</td>
</tr>
<tr>
<td>Total</td>
<td>37/104 (36%)</td>
<td>18</td>
<td>8 (44%)</td>
</tr>
</tbody>
</table>
AIM 3: Diverse translational research workforce

Aim 3b: Provide tailored, longitudinal mentorship and career development

- Peer mentoring from senior KL2 scholars/KL2 alumni
- Serve as reviewer for REACH Equity CDA
- Alumni offered annual review with KL2 directors: Pending
- Unfunded KL2 applicants
  - Extensive feedback on proposal
  - Offered 1-1 mentoring and/or quarterly meetings with PDs: Pending
- Sponsor enrollment in national programs (PRIDE, AAMC) that target investigators from under-represented groups
  - Funding approved to sponsor 1 scholar/year
- Coordinate efforts with Kevin Thomas, assistant vice dean for under-represented faculty
AIM 3: Diverse translational research workforce

Aim 3c: Share best practices; learn from others

- Research workforce diversity is an agenda item for quarterly meetings with UNC/Wake Forest U
- LPS invited presentation at NCATS Annual Meeting 2018
  - Several f/u inquiries
- Presentation at NCATS from UPitt KL2
- Manuscript in preparation (thanks to Amanda for first draft)
AIM 3: Diverse translational research workforce
Aim 3d: Prepare the pipeline

• Partner with Community of Scholars on diversity goals
• Engage KL2 scholars with REACH Equity activities
  • Bimonthly Research Works in Progress seminar
  • Annual colloquium
  • Voucher, think tank, trainee funding
• KL2 leadership engage with other programs that target investigators and pre-investigators from under-represented groups
  • Advance Up
  • Bigger
  • BNGAP
  • Etc.
KL2 Program Model

KL2 seeks to develop a diverse group of successful independent investigators in multi-disciplinary clinical and translational research.

**Objectives**

1. Scholars build expertise in multi-disciplinary clinical and translational research.
   - Conduct high quality mentored research
   - Complete didactic research training including training in health disparities research
   - Establish focus and goals for career development
   - Develop skills in building interdisciplinary collaborations
   - Develop grantmanship skills

2. Scholars develop research productivity skills.
   - Publications
   - Scientific presentations
   - Grant submission

3. Scholars build the navigation skills.
   - Negotiation skills
   - Leadership skills
   - Conflict resolution skills
   - Communication skills
   - Professional networking

4. Scholars develop a set of professional values.
   - Research integrity, rigor and reproducibility
   - Personal-professional balance
   - Appreciate the value of diversity and inclusion

**Proximal Outcomes**

- Scholars gain professional skills needed to advance careers
- Scholars participate in interdisciplinary collaborations
- Scholars are prepared to engage in interdisciplinary research

**Distal Outcomes**

- Scholars are able to meet productivity demands to advance careers
- Scholars participate in professional networks
- Scholars gain leadership skills
- Scholars understand research ethics and scientific integrity
- Scholars develop strategies for personal-professional balance
- Scholars understand the value of diversity and inclusion in building high equity research teams; and in conducting research to promote health equity

**Impact**

Improved Health and Health Equity

**Diverse Cohorts of Scholars**

- Advance successful careers;
- Advance clinical and translational science;
- Conduct research with strong ethics, integrity, and respect;
- Have sustained academic careers;
- Grow the pipeline through leadership and mentorship.
## Expectations: KL2 Program Requirements

<table>
<thead>
<tr>
<th>Activity</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual KL2/TL1 Symposium</td>
<td>Career development symposium held each spring</td>
</tr>
<tr>
<td>Citing KL2 funding</td>
<td>Acknowledging CTSA support in all publications published during your funding period, or based on work done during that time</td>
</tr>
<tr>
<td>Individual scholar meetings (ISM)</td>
<td>Meeting individually with KL2 directors twice a year to review progress and plans</td>
</tr>
<tr>
<td>Lunch forums</td>
<td>Career development sessions, approx. every two months</td>
</tr>
<tr>
<td>Research Advisory Committee (RAC) meetings</td>
<td>Providing a progress report on both research and career development; getting advice about specific challenges</td>
</tr>
<tr>
<td>Exit interview</td>
<td>Program end interview to help us improve the experience</td>
</tr>
</tbody>
</table>
# Expectations: Mandatory activities

<table>
<thead>
<tr>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Career development plan</td>
</tr>
<tr>
<td>Use CTSI resources where applicable</td>
</tr>
<tr>
<td>Health Disparities Research Curriculum (HDRC)</td>
</tr>
<tr>
<td>IRB and/or IACUC training &amp; certification</td>
</tr>
<tr>
<td>K Club reviews and feedback on grant applications</td>
</tr>
<tr>
<td>LEADER Program: research team management workshop</td>
</tr>
<tr>
<td>Presenting Clinical and Translational Science (PCATS) video series</td>
</tr>
<tr>
<td>Team Science training</td>
</tr>
<tr>
<td>myRESEARCHhome training</td>
</tr>
<tr>
<td>School of Medicine SCAP training; NIH rigor, reproducibility, and transparency expectations training</td>
</tr>
<tr>
<td>Trent Center for the Responsible Conduct of Research short course</td>
</tr>
</tbody>
</table>
## Expectations: Recommended activities

<table>
<thead>
<tr>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Demystifying the NIH peer review process (presentation)</td>
</tr>
<tr>
<td>Faculty development workshops</td>
</tr>
<tr>
<td>“Ins and Outs of Career Development Awards”</td>
</tr>
<tr>
<td>NCATS KL2 LinkedIn page</td>
</tr>
<tr>
<td>Primer on Grant Preparation: Keys to being competitive</td>
</tr>
<tr>
<td>Research development council</td>
</tr>
<tr>
<td>Responding to a grant review (presentation)</td>
</tr>
<tr>
<td>Understanding appointments, promotion, and tenure at Duke</td>
</tr>
<tr>
<td>Writing from the Readers’ Perspective (Gopen seminar)</td>
</tr>
<tr>
<td>Write Winning Grants (seminar)</td>
</tr>
</tbody>
</table>
## Expectations: Activities to Consider

<table>
<thead>
<tr>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enhancing caregiver resilience; burnout and quality improvement</td>
</tr>
<tr>
<td>Individual consultations with CTSA: Biostatistics, Epidemiology, and Research Design (BERD) core</td>
</tr>
<tr>
<td>Individual consults with CTSA: Community-engaged Research Initiative</td>
</tr>
<tr>
<td>Individual consults with Duke Center for Health Informatics (DCHI)</td>
</tr>
<tr>
<td>Mentor Duke app</td>
</tr>
<tr>
<td>Mindfulness-based stress reduction course</td>
</tr>
<tr>
<td>myRESEARCHnavigators</td>
</tr>
<tr>
<td>“Writing Islands” two-hour sessions</td>
</tr>
<tr>
<td>Office for Research Mentoring office hours</td>
</tr>
</tbody>
</table>
Evaluation

• On-going
  • Exit survey
  • Structured interview (Amanda McMillan)

• Database being built
  • Deborah Jackson (KL2) and Doug Chartrand (CTSA)

• Tracking metrics
  • Publications (including co-authorship on multidisciplinary team science papers)
  • Grants submitted/received (including co-I status on multidisciplinary team science)

• Tracking participation
  • RAC and ISM completed
  • RCR completed
  • Team Science COALESCE module completed
  • Attendance at HDRC, lunch forum

• Qualitative metrics
Important Dates

In the 2018/2019 academic year, the Duke KL2 program will select three KL2 scholars for a July 2019 start.

• Applications opened: July 16, 2018
• Strongly Recommended Letter of Intent due: **November 1, 2018**
• Application deadline: **November 30, 2018**
• Funding begins: **July 2019**

For more information and the application process, please visit:

[ctsi.duke.edu/KL2](http://ctsi.duke.edu/KL2)
Questions, comments, concerns, suggestions

Go easy–We’re exhausted!
Thank you! To learn more, visit: ctsi.duke.edu/KL2

Questions or follow up? Contact:
Laura P. Svetkey MD MHS
Kimberly S. Johnson MD MHS
Rasheed Gbadegesin MBBS, MD