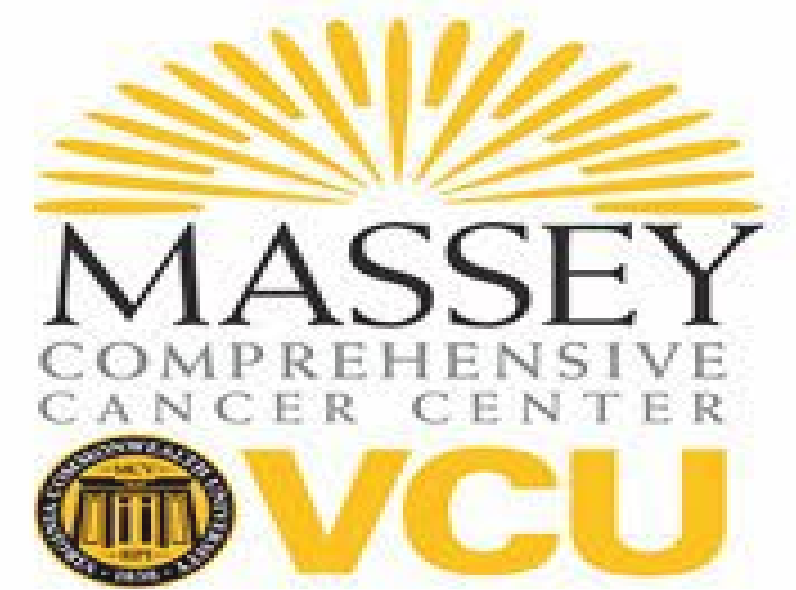


Growing the Clinical Research Workforce through Summer Internships: The Rudene Mercer Haynes Clinical Trials Office Summer Internship (CTOSI)

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Background

The clinical research industry has grown exponentially, and the professionalization of clinical research has not kept pace resulting in high demand for experienced candidates. Recognizing the need to grow the clinical research workforce and cultivate a pipeline of candidates, the newly established WFD within Massey's Clinical Trials Office (CTO) collaborated with Massey's Diversity, Equity, and Inclusion (DEI) and Cancer Research Training and Education (CRTEC) offices to develop the Rudene Mercer Haynes CTOSI for rising juniors and seniors in undergraduate programs.

The CTOSI's namesake is a Massey Advisory Board member and works tirelessly to combat cancer health disparities and empower our communities to understand the science and importance of clinical research. As part of the CTOSI outreach initiative, staff from CRTEC and DEI visited multiple institutions and Historically Black Colleges and Universities (HBCUs) to educate undergraduates on clinical research as a career pathway.

Goals

- Create a diverse candidate pipeline to recruit undergraduates into clinical research entry-level positions
- Develop a foundational understanding of clinical research in academic medicine through customized onboarding, training, and CTOSI curriculum
- Introduce interns to the basics of the Clinical Data Manager (CDM) role and define their delegated responsibilities

Solutions & Methods

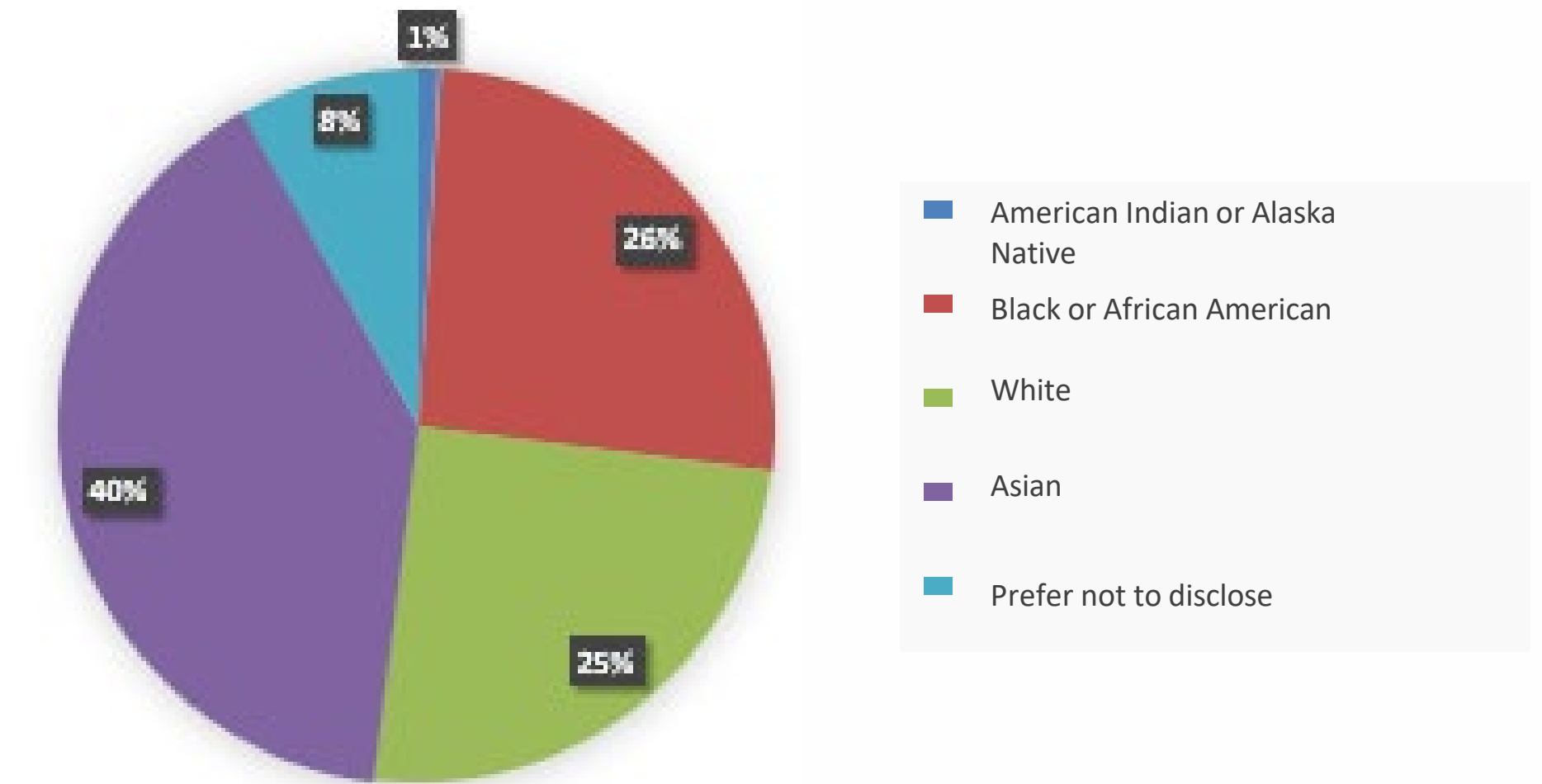
- Use of multiple recruitment platforms to diversify the applicant pool
- Shorten application to capture specific information to assess qualifications
- Revamp the internship website to attract more applicants
- Provide a stipend to selected applicants based on their undergraduate year
- Have interns present a strengths, weaknesses, opportunities, and threats (SWOT) analysis on their internship experience

Lessons Learned

- Focus on applicants who are closer to entering the workforce
- Recruit applicants with intern experience
- Release of applications earlier in calendar year
- Increase engagement with HBCUs and other colleges
- Partner with VCU's Clinical and Translational Science Award (CTSA) to bring awareness to the clinical research profession through their outreach initiatives
- Incorporate Massey's Community, Outreach, and Engagement (COE) team to understand the programs offered and how each supports one another

Outcomes

- Applicant demographics:



- In 2022, none of the four interns applied for a vacant position; however, one reached out for consideration after graduating in 2023
- In 2023, two of the four interns applied for vacant CDM positions and were subsequently hired
- Compiled feedback from interns to evaluate the overall experience that could impact changes to the CTOSI format



Summer 2023 Cohort with Rudene Mercer Haynes