



The RADAR Program: Retain and Advance Diverse Academic Research

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Team



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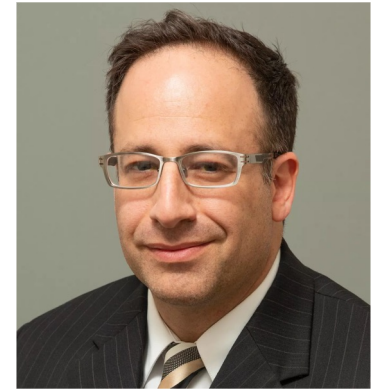
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Karen Jacobson
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(BMC)

Overview

- Problem statement
- Sponsors
- Data collection process
- Recommendations

Problem: What and Who?

“Improve retention and advancement of diverse clinician researchers at BMC/BUSM”



Boston University
School of Medicine

Who is a clinician researcher?

A clinician who spends
at least 50% time on
research activities

Problem: Why?

- Diverse clinical researchers
 - foster scientific excellence
 - reduce health inequities
 - promote diverse research
- Institutions want to retain researchers in whom they have invested



Sponsors



Robert Vinci MD

Chair, Pediatrics and The Joel and Barbara Alpert Professor of Pediatrics, BUSM



David Henderson MD

Psychiatrist-in-Chief, BMC
Chair, Psychiatry, BUSM
Assistant Dean, Diversity & Inclusion, BUSM

“We need to advocate for change that allows us to more easily recruit and retain scientists”

“We train a diverse group of people and then we fail to retain them.”

Problem refinement: talking with thought leaders



Maria Kukuruzinska,
BSDM



Yvette Cozier, BUSPH



Megan Bair-Merritt, BUSM



Crystal Williams, BU



8 Emelia Benjamin, BUSM



Sabrina Assoumou, BUSM



Michael McClean, BUSPH

and others...

Data collection



Existing reports & data



Focus groups



One-on-one interviews

Recurring themes

- Formalize mentorship
- Improve clarity in promotion path
- Increase administrative support
- Centralize support programs
- Create pilot grants
- Improve culture of belonging



Recommendation #1: Research Navigator

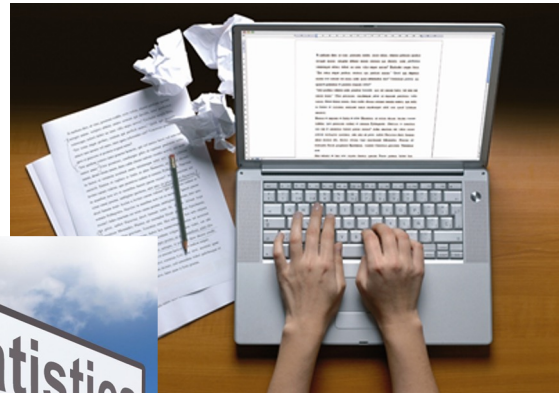
Recommendation #1: Research Navigator



URG researcher
database



Connect to research
resources & benefits



Grant support



Website &
newsletter



Organize affinity group
and social events

Recommendation #2: Formalize Career Development Plans

Recommendation #2: Formal Career Development

- Document path to promotion
- Formal mentorship team
 - Aligned
 - Senior mentors
 - Contract



- Protected time
 - for researcher mentees
 - for mentors



Success from similar program:


INDIANA UNIVERSITY
SCHOOL OF MEDICINE


**PROGRAM TO LAUNCH
UNDERREPRESENTED IN
MEDICINE (URM) SUCCESS
PLUS+**








Program Creator

Brownsyne Tucker Edmonds, MD, MPH, MS
Assistant Dean for Diversity Affairs
Associate Professor of Obstetrics & Gynecology
Associate Professor of Clinical Pediatrics

Inaugural Cohort 2019

 Oluwafisayo O. Adebiji, MBBS Assistant Professor of Clinical Medicine	 Paul Musey, MD, MSc Assistant Professor of Emergency Medicine	 Evans M. Machogu, MD, MS Assistant Professor of Clinical Pediatrics	 Nathan J. Alves, PhD Assistant Professor of Emergency Medicine
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Cohort Two 2018-2020

 Jordan A. Holmes, MD, MPH Assistant Professor of Radiation Oncology	 Gabriela M. Rodriguez, PhD Assistant Professor of Clinical Psychiatry	 Danielle Henderson, PhD Assistant Professor of Clinical Psychiatry	 Andrea B. Alexancer MD, PhD Assistant Professor of Emergency Medicine	 Benjamin K. Nti, MD Assistant Professor of Emergency Medicine
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- More likely to:
- Pursue leadership roles
 - Submit for promotion
- Less likely to:
- Leave academic medicine
 - Move to another institution

Tucker Edmonds, et al *Academic Medicine*: February 1, 2022

Recommendation #3: URG Retention Grants

Successful program components from MGH CDI:



Home - CDI

Center for Diversity and Inclusion (CDI)

We are one of the first academic hospital-based centers in the country dedicated to building a diverse community of physicians, scientists and Patient Care Services professionals, fostering a culture of inclusion and respect.

Read our monthly eNews >

View our annual reports >

Meet the team >



Faculty development award
(\$180K over 3 years, currently
give out 6 awards/year)

Annual evaluation

- Research metrics of success (see BUSPH strategy map)

SCHOLARSHIP OF CONSEQUENCE Publish and present frequently	
1. Average citations per faculty over five years	500 citations
2. Professional presentations	4 presentations per faculty annually
3. Faculty on editorial boards	55% of faculty
4. Diversify research portfolio; partnerships with private sector	15% of research funding
5. External funding	\$400,000 per faculty annually

Annual evaluation

- Research metrics of success (see BUSPH strategy map)
- Inclusion culture improvement surveys
- Stay interviews
- BMC Clinician Vitality Survey
- BU Climate Survey (3 y)

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Costs

- | | | |
|--------------------------------|--------------------------------------|----------|
| 1. Research navigator | \$160,000/year | |
| a. Salaries | | |
| b. Events | | |
| 2. Career development | | |
| a. Mentor time (5%) | \$15,000/mentee | |
| 6 mentees | | |
| b. Mentee time (30%) | \$75,000/mentee | |
| 6 mentees | | |
| 3. URG Retention grants awards | \$60,000/year/investigator (3 years) | |
| | Total \$880,000/year 1 | 3 |

Sustainability

- Harmonize with existing programs (e.g., CTSI)
- Central funding
 - Research navigator time & activities
 - Clinician researcher protected time
 - Mentor & mentee protected time
 - Retention grants
 - Evaluation & response plan
- Track URG researcher statistics at BMC/BUSM

Data limitations

- Number of clinician researchers
- Available data on URG researchers

Acknowledgements

- Sponsors
- Thought leaders
- Staff
- Focus group participants
- Mid-career leadership program organizers and participants

Questions?