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Augmenting recruitment and training of underrepresented clinical translational science tenure track Faculty

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OBJECTIVES/GOALS: The University of Minnesota (UMN) CTSI and Medical School sought to increase the diversity of translational research-intensive faculty by recruiting highly promising new-to-UMN tenure track faculty in the Medical School. Increased resources and career development will increase recruitment and address barriers to their promotion and success. METHODS/STUDY POPULATION: In 2019, the Medical School Dean committed to fund 15 Early Career Research Awards (ECRA) Scholars to recruit outstanding new-to-UMN, tenure track faculty. Supplementing usual departmental recruitment packages, ECRA Scholars receive: 75% salary and fringe benefit support for 3 years; an additional $500,000 of research funds; and augmented mentoring and coaching with required participation in the relevant CTSI career development program. Department Chairs propose meritorious candidates for Review Committee consideration based on the Chair nomination letter, scientific plan, mentoring plan, CV, and additional letters of recommendation. To foster community building, there is an annual mini-retreat for the ECRA Scholars and other underrepresented CTSI Scholars with an external visiting professor. RESULTS/ANTICIPATED RESULTS: Fifteen tenure-track faculty have been recruited as ECRA Scholars since 2019 into 9 different departments. One additional Scholar has been accepted and three have completed the program. Three ECRA Scholars were K awardees at the time of recruitment. The CTSI career development programs utilized were the K Accelerator (10), KL2 Scholar (2), and K-R01 (5) Programs, with 3 involved in two programs. The Scholar degrees include 10 PhDs, 3 MD/PhDs, and 2 MDs, with additional MPH/MS (5), MSW (1), and DPT (1) degrees. ECRA Scholars have been awarded multiple NIH R21, Foundation, and internal grants currently under review include Ks and R01s with 5 additional K, 2 new R01, and 1 revised R01 submissions planned for the 2024–2025 academic year. DISCUSSION/SIGNIFICANCE OF IMPACT: The ECRA program has successfully augmented recruitment of outstanding underrepresented research-oriented early-stage faculty to the University of Minnesota School of Medicine, contributing to many Departments. The CTSI has provided career development, networking, and a broader community of Scholars, with increased diversity in CTSI programs.

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A collaborative scholar retreat model to create dialogue among training programs

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OBJECTIVES/GOALS: In Fall 2024, we designed a collaborative scholar retreat model to create dialogue among our training programs. The purpose of the retreat was to foster collaboration and provide unique networking opportunity for our KL2, T32, and TL1 scholars to share their research across the translational spectrum and learn more about Clinical and Translational Science Institute (CTSI) resources and tools. METHODS/STUDY POPULATION: The CTSI Fall Scholar Retreat brought together a diverse group of 25 scholars who attended in-person a full-day program. The program included presentations on CTSI resources and Team Science on How to Become a Better Team Member in cross-disciplinary and cross-functional groups. The KL2 Scholars presented motivational talks on their career and professional development journeys. Mentoring roundtable included discussions on subthemes like characteristics of a good mentor/mentee, organizing your mentoring team, different mentor roles, and fears of approaching new mentor/mentee. TL1 and T32 scholars also presented posters describing their ongoing research project from the planning stages to initial observations to completed studies. RESULTS/ANTICIPATED RESULTS: To measure the effectiveness and impact of the CTSI Fall Scholar Retreat, we conducted an evaluation using REDCap survey and received an 88% response rate. On the Likert scale of 1–5 (1 = not at all valuable, 2 = not very valuable, 3 = neutral, 4 = very valuable, and 5 = extremely valuable), 92% of the scholars found the sessions to be valuable. Net Promoter Score of 9.6 (scale of 1–10) was measured to collect the scholar feedback and most of them are likely to recommend the Scholar Retreat to other scholars. DISCUSSION/SIGNIFICANCE OF IMPACT: The in-person retreat proved to be a unique platform to interact, collaborate, learn, and grow for all scholars at different levels of their career and research. Inclusion of HRSA-funded T32 post-doctoral program provided cross-level collaboration and helped promote a culture of continuous learning in clinical and translational science.

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Undergraduate outreach to foster student interest in clinical and translational science career pathways: Creation of a certificate and CTS Roadshow programming

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OBJECTIVES/GOALS: Academic research centers struggle to recruit and retain a diverse, competent clinical and translational science (CTS) workforce. The clinical research professional career pathway is particularly underrecognized among undergraduates, despite offering multiple career opportunities. METHODS/STUDY POPULATION: To address these challenges, two undergraduate outreach programs were developed. First, an undergraduate certificate program in CTS (UC-CTS) was designed to equip students with the skills and knowledge needed to enter the workforce immediately after graduation. Second, a "CTS Roadshow" was launched to build awareness of CTS careers within a variety of undergraduate programs and majors. In this recruitment initiative, principal investigators (PIs) and CRPs visit classrooms to share information about CTS career pathways and offer insights into the roles, responsibilities, and professional opportunities available in the field.

https://doi.org/10.1017/cts.2024.842 Published online by Cambridge University Press