

UF Health Cancer Center (UFHCC) Research Fantasy League: A Novel Approach to Employee Engagement

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1. Background

The University of Florida Health Cancer Center (UFHCC) Clinical Research Office (CRO) supports diverse research projects from several colleges across campus. In 2017, UFHCC began a strategic realignment of the research portfolio to support increased enrollments to interventional trials. As a result, the CRO expanded by 30 FTE and created new partnerships with research offices throughout the enterprise. With the growth of research operations, the need for improved communication became apparent to ensure all research activities aligned with UFHCC priorities and collapsed existing cultural barriers between research units.

2. Goals

- Increase employee engagement and awareness of overarching UFHCC priorities and strategic goals across all clinical research units;
- Enhance awareness of ongoing research activities across and between units;
- Encourage timely entry of study status and enrollment data into the Clinical Trial Management System, OnCore;
- Improve CTMS data quality and employee communication to facilitate smoother data locks and metric reporting.

3. Solutions and Methods

The UFHCC Research Fantasy League (RFL) was created based on basic structure of the globally popular fantasy sports leagues. Research has shown that “engaging in play has implications for employee well-being, as play has been shown to reduce stress and burnout (DesCamp & Thomas, 1993; Sørensen & Spoelestra, 2011), increase job satisfaction and sense of competence (Abramis, 1990)” (Petelczyc et al. 2017). The RFL focuses on uniting individuals across research units to manage their respective teams. Teams of 6-8 staff, assigned from units which don’t typically interact, allow for unique communication opportunities and knowledge sharing of cancer research activity.

The RFL point scoring structure is based on the UFHCC’s study prioritization system. Points are awarded for each subject in an “on study” status. These points are distributed between the enrolling Investigator and Principal Investigator, and weighted to emphasize treatment trials. Seasons consist of 4, 3 week-long matchups, between two randomly assigned teams, culminating in one team being crowned RFL champion.

The RFL also includes a quality assurance component as the CRO has well-defined requirements for reporting interventional enrollments. Through weekly analysis of data and scoring, teams gain a better understanding of the reporting expectations for study status updates, including timely submission of enrollment data.

Category: Training and Quality Assurance – Work In Progress

Among study coordinators, knowledge of providers and subjects in screening is enhanced as teams track their point systems and ensure each enrollment is accounted for throughout the RFL matchups amid friendly team competition.

<u>Faculty Enroller:</u>	<u>Points</u>		<u>Enrollment as PI:</u>	<u>Points</u>
Treatment	15		Treatment	5
Basic Science	5		Basic Science	2
Diagnostic	5		Diagnostic	2
Health Services Research	5		Health Services Research	2
Prevention	5		Prevention	2
Screening	5		Screening	2
Supportive Care	5		Supportive Care	2
Other	5		Other	2



4. Outcomes

Over 65 members of research staff and leadership participated in the inaugural season of the RFL. Feedback has been overwhelmingly positive from participants to date. The exercise has resulted in quicker resolution of data queries and enhanced understanding of OnCore data elements.

5. Lessons Learned

Gauging collaboration (and declined reasoning) of staff participation, has allowed for unique insights into the cultural cohesiveness of the UFHCC.

UFHCC leadership endorsement has allowed for more desirable rewards for participants which is anticipated to increase overall participation willingness for future seasons.

References:

Petelczyc, C. A., Capezio, A., Wang, L., Restubog, S. L. D., & Aquino, K. (2018). Play at Work: An Integrative Review and Agenda for Future Research. *Journal of Management*, 44(1), 161–190. <https://doi.org/10.1177/0149206317731519>