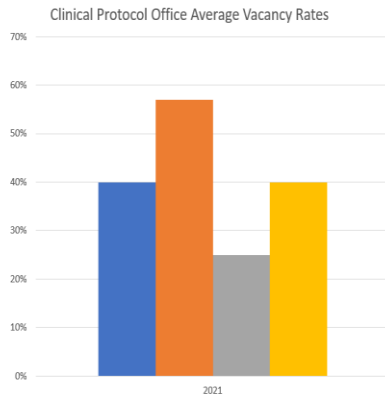


Building the Oncology Workforce: Clinical Research Internship for Undergraduate Black, Indigenous, and People of Color (BIPOC) Students

Background

Calendar Year 2021

- Record high rate clinical research staff turnover



- NCI added a new component to the Cancer Center Support Grant, to account for Diversity, Equity and Inclusion among faculty and staff.
- Strategies to engage and attract BIPOC individuals into the LCCC workforce, including a clinical research internship program in partnership with NC Central University. NC Central University is a local Historically Black/Tribal University.

Aims:

- To increase the number of BIPOC individuals in the LCCC clinical research workforce.
- To assess the impact of more BIPOC individuals in the clinical research workforce on the number BIPOC individuals enrolled on LCCC supported clinical trials.

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Design of Summer 1

Two Week Orientation:

- Clinical Research Didactic sessions, GCP, HIPAA
- Individual Development Plan Creation
- Lived Experience Survey (Pre) – mentor and intern
- Intro. To Diversity, Equity and Inclusion, Community Outreach and Engagement, Cancer Center Support Program, Patient Advocacy

Four Week Clinical Rotations:

- Partner with faculty in Lung, Leukemia, Multiple Myeloma, Gynecologic, Genitourinary, and Breast clinics (M-Th, 8:30-12)
- Observe clinical research visit activities
- Daily debrief with Mentor

Four Week Professional Development:

- Creation of a project to present at End of Summer Symposium
- Intro to research administration and grant funded research
- Lived Experience Survey (post) – mentor and intern
- Communication Essentials, resume writing, writing a personal statement

Lessons Learned so far....

- Student interest was much greater than anticipated – 12 applicants
- Applicant Characteristics:
 - 66% identified as 1st Generation College Student
 - 58% identified as coming from a Low Income background
 - 41% Nursing majors
 - 25% Biomedical Sciences majors
 - 25% Pharmaceutical Sciences mJORS
- Cohort of 5 selected for Inaugural Year – Begins May 17th, 2022.
- Mentor and Faculty interest to participate was also robust

Methodology

Cancer Center Collaboration

Community Outreach & Engagement, Clinical Protocol Office, Cancer Research Training & Education Coordination



Create Internship Curriculum

| Timeframe | Summer 1 | | | | Summer 2 | | |
|---|----------|-----|-----|----|----------|-----|----|
| | 1-2 | 3-6 | 7-9 | 10 | 1-2 | 3-9 | 10 |
| Tasks | | | | | | | |
| Orientation of trainees to their summer | X | | | | X | | |
| Lived experience survey | X | | | X | X | | X |
| NIH Individual Development Plan | X | | | X | X | | |
| Professional Development Training | X | X | X | X | X | X | X |
| Clinical Trials Training | X | X | | | | | |
| Clinical rotations | | X | | | X | | |
| Symposium with input on experiences | | | | X | | | X |
| Mentorship in clinical/oncology fields | X* | X* | X* | X | X* | X* | X* |
| Career fair | | | X | | | X | |
| Work in area of interest | | | | | | X | |
| Hire and train interested interns | | | | | | | X |