The Yale Cancer Center’s Clinical Trials Office aims to recruit and develop clinical research professionals that reflect the communities we serve while raising broader awareness of the clinical research profession.

Outcomes
- Summer exposure program participants committed to further develop their projects
- Growth in undergraduate class sizes
- Hired interns upon their graduation
- Culture and Communication committees connect staff in a meaningful way and creates positive change
- The CTO vacancy rate has consistently stayed under 10% with a turnover rate of under 2.5% during the last quarter
- A diverse CTO workforce, with about 30% of members identifying as coming from an underrepresented group

Lessons Learned and Future Directions
- Requires a long-term commitment with continued evaluation and monitoring
- Multipronged approach has been successful
- Future directions include expanding our intern program to include nursing and graduate students, providing additional training opportunities to support professional development, and focusing efforts on the newly established subcommittees