Rutgers Cancer Institute of New Jersey (RCINJ) faces challenges in finding clinical research professionals for increasingly complex oncology trials. To address the issue, RCINJ implemented practices recommended by AACI-CRI’s CTO Staff Retention Task Force:

- Offering remote work
- Restructuring roles
- Expanding training opportunities

RCINJ also explored long-term solutions such as:

- Clinical trial internships
- Collaborative partnerships

In 2023, a partnership with Rutgers MS Clinical Research Management (RMSCRM) program, supported by NIH Grants #UL1TR003017, was established to offset clinical research staff support. Students develop competencies and skills in clinical research operations through a structured academic master’s program and onsite preceptorship.

**GOALS & OBJECTIVES**

To collaborate with an academic program to precept clinical research professional students through onsite clinical research educational experiences, providing students with mentored hands-on training in conducting a clinical trial with supervision and feedback.

**METHODS**

- 16-month full-time hybrid master’s program through RMSCRM.
- Over 500 hours of onsite supervised clinical research educational experiences
- Coursework/clinical experience is based on the Leveled Core Competency Framework for the Clinical Research Professional Version 3.1.

**OUTCOME**

The partnership between RCINJ and RMSCRM has demonstrated positive interactions between students and clinical sites.

- Site Preceptors enjoyed helping students working in an NCI-designated cancer center
- Students enjoyed the fast-paced oncology clinical trial setting, which led to opportunities to identify potential candidates for clinical trial area positions.
- First-year students have achieved
  - CRC Badging Level 1
  - Honor grades
  - Job Placement

**COHORTS**

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<thead>
<tr>
<th>Year</th>
<th>Achievement</th>
<th>2023</th>
<th>2024</th>
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<tr>
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<td>Honors</td>
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<td>Job Placement</td>
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**LESSONS LEARNED AND FUTURE DIRECTIONS**

- Successful clinical research site placement occurred with collaboration between the student, school, and clinical site.
  - Onsite onboarding/orientation with each student assigned an Educator who works with them throughout the clinical experience.
  - Weekly meetings between the school program and the clinical site helped to develop risk mitigation strategies.
  - Monthly site director meetings between RMSCRM and CINJ leadership

Future clinical focus areas include:

- Regulatory
- Data Management
- Clinical Trial Lab
- Clinical Trial Artificial Intelligence for recruitment (e.g., Deep6)

**SUMMARY**

The Rutgers Cancer Institute of New Jersey (RCINJ) implemented practices recommended by AACI-CRI’s CTO Staff Retention Task Force to address challenges in finding clinical research professionals for increasingly complex oncology trials. A partnership with Rutgers MS Clinical Research Management (RMSCRM) program, supported by NIH Grants #UL1TR003017, was established to offset clinical research staff support. Students develop competencies and skills in clinical research operations through a structured academic master’s program and onsite preceptorship.