



Clinical Trial Hiring and Retention Practices – Efficiencies in Hiring

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ABSTRACT

The Mayo Clinic Florida Cancer Clinical Studies Unit has experienced prolonged periods of recruitment for the Associate Clinical Research Coordinator (ACRC) and Clinical Research Coordinator (CRC) positions. This process encompasses the evaluation of unit workload, collaboration with Human Resources (HR) to post positions, review of resumes, and the interviewing and selection of candidates. By employing a team-based approach within leadership and prioritizing the recruitment of high-quality candidates, the overall number of required candidates has decreased, attrition rates have dropped, and staff tenure has improved.

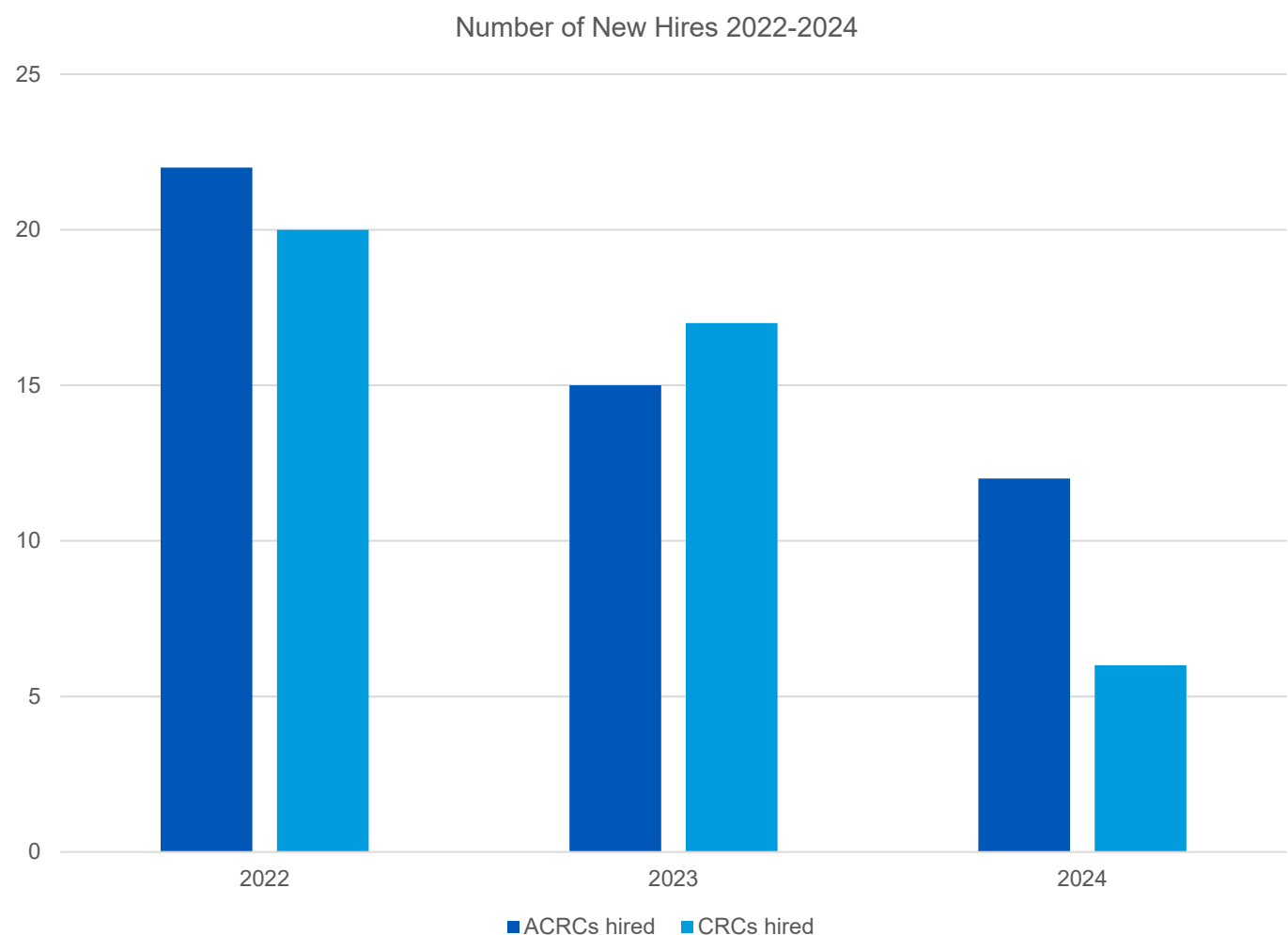
OBJECTIVE

Reduce the need for new hires by decreasing attrition and increasing average staff tenure.

RESULTS

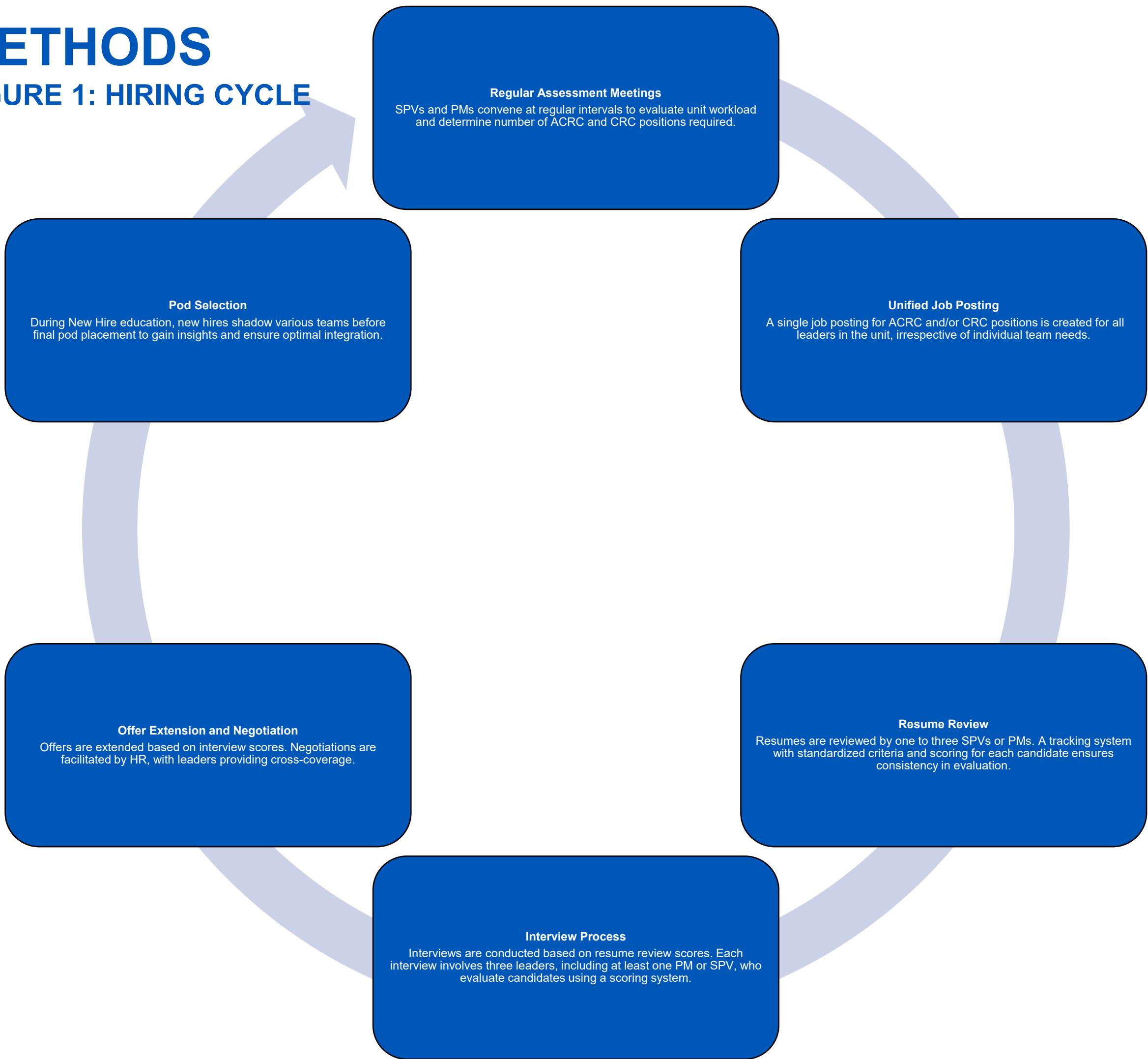
The overall number of staff hired into the ACRC and CRC roles decreased by 57% from 2022 to 2024. The number of staff who chose to leave the department reduced 63% from those hired in 2022 to those hired in 2023. Notably, no new hires onboarded in 2024 have left the department to date. The average tenure of ACRC and CRC staff within the unit has increased from 18 months in June 2022 to 31 months in March 2025, a 72% increase resulting in fewer backfill positions to hire into.

FIGURE 2: NUMBER OF NEW HIRES PER YEAR



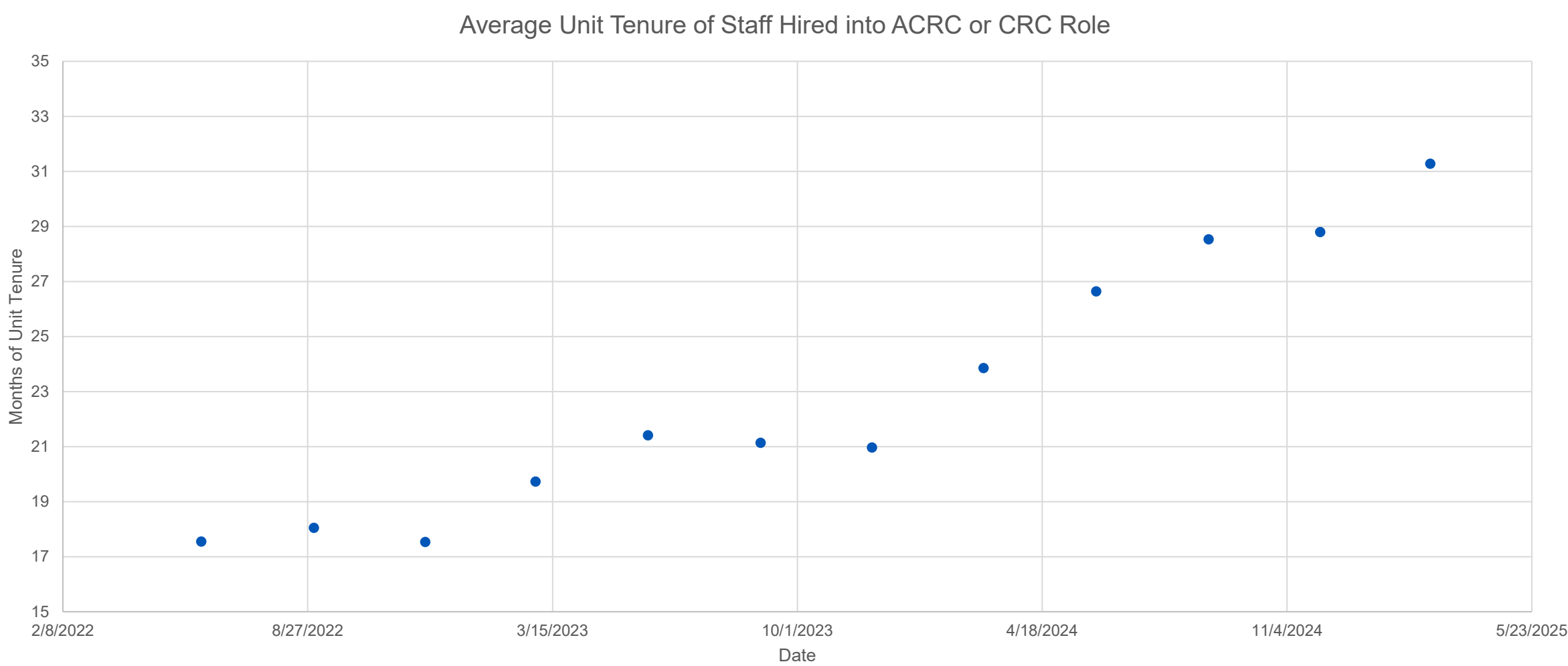
METHODS

FIGURE 1: HIRING CYCLE



Cyclical process of hiring in the Mayo Clinic Florida Cancer Clinical Studies Unit.
Leader = Team Lead (TL), Supervisor (SPV), or Program Manager (PM)

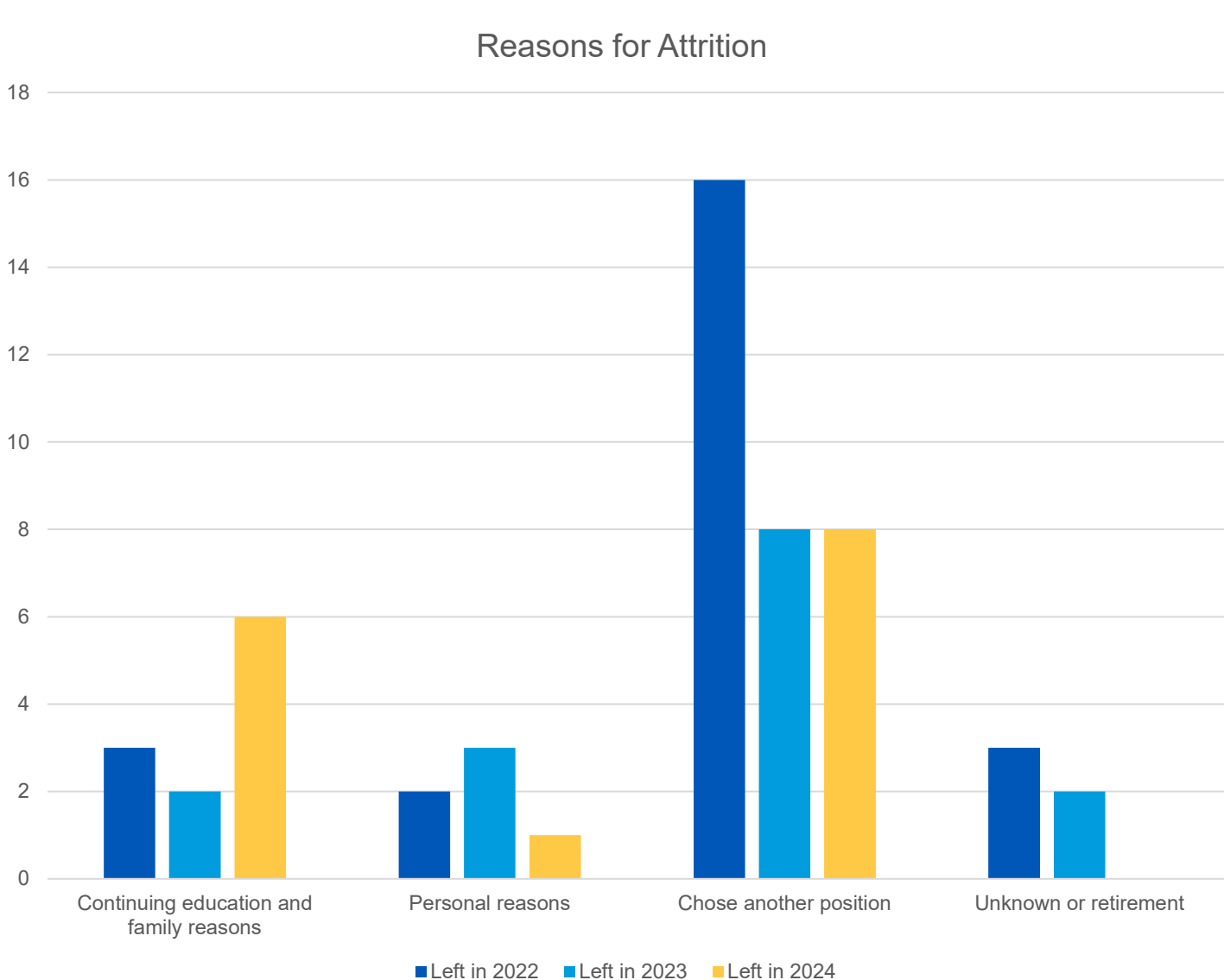
FIGURE 3: AVERAGE TENURE OF STAFF



INCIDENTAL FINDINGS

Over the course of data analysis, it was discovered that the primary reason for attrition from 2022 to 2024 was Choice of Another Position. This has, however, decreased from 67% of reasoning to 53% of reasoning during this timeframe. The secondary reason for attrition in 2024 was Continuing Education/Family Reasons. This has increased from just 12.5% of reasoning to 40% from 2022 to 2024.

FIGURE 5: REASONS FOR ATTRITION



CONCLUSIONS

Leveraging the experience and insights of multiple leaders has resulted in the recruitment of high-quality candidates who remain within the unit for extended periods. Consequently, the need for backfill positions has diminished, leading to less frequent hiring.

FIGURE 4: STAFF LEAVING PER YEAR

