

Implementing Foundational Clinical Research Training in Initial Onboarding

Dustin Kreitner, MS; Jacquelyn Friedel, MPH; Rebecca Lewis, BS; Kendra Todd, MBA; Shaadi Tabatabaei, BS, CCRP; Tara Lundberg Williams, BA, CCRP; Nicole Smeck, BA; Emma Solanki, MSc, CCRP; Michelle Ferguson, RN, MSN, CMSRN

Oregon Health & Science University – Knight Cancer Institute

Background

OHSU Knight Cancer Institute provides clinical research onboarding aimed at preparing new clinical research staff for roles in coordination, regulatory management, and data management across research teams. The training, provided by two full-time trainers, consists of 1:1 and/or small group sessions covering ~50 topics. Target timeline for onboarding completion is 150 days, achieved by attending 1-2 training sessions per week.

After receiving feedback, reassessment of the program was needed to address the following concerns:

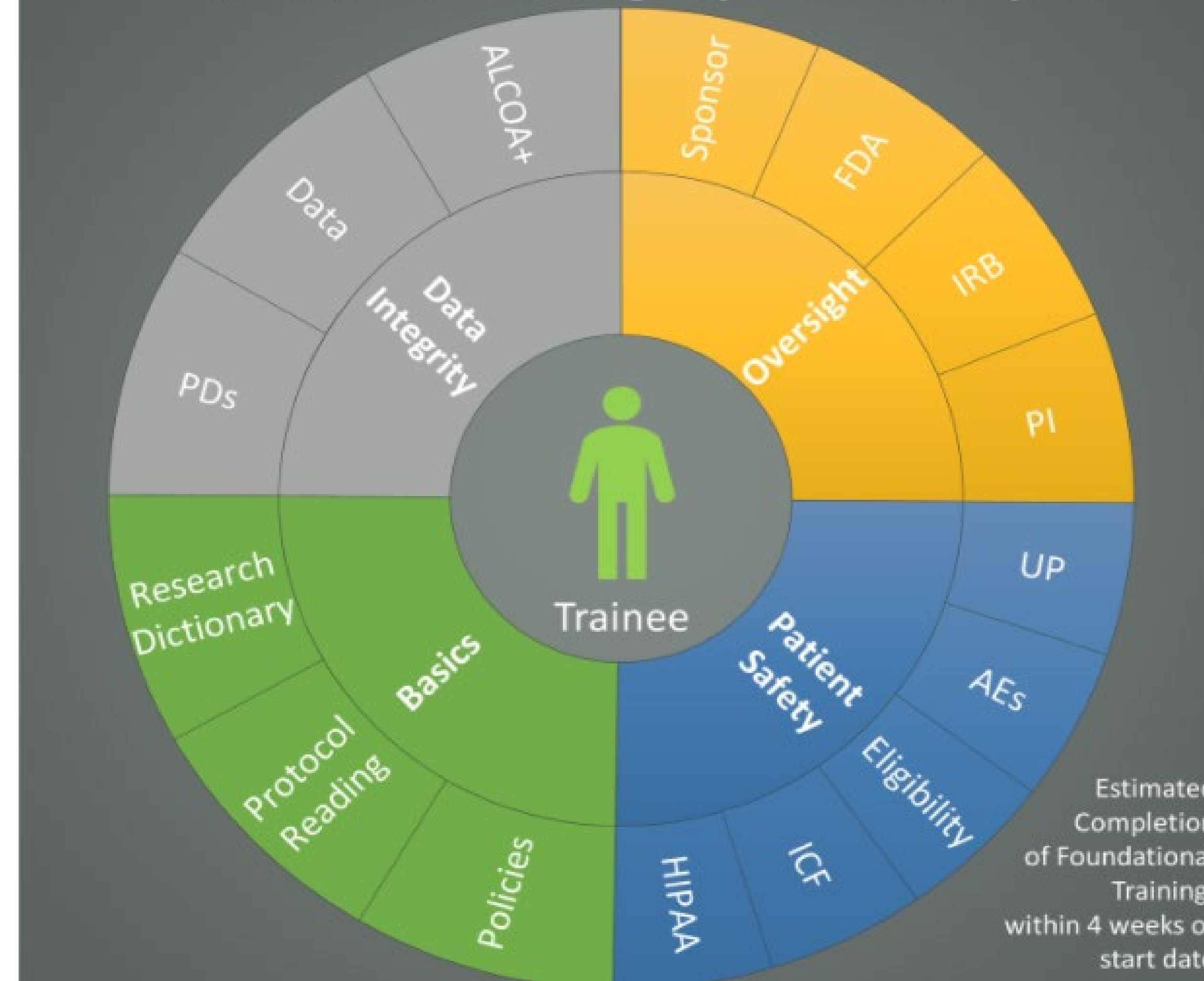
- Lengthy onboarding duration
- Insufficient role preparedness
- Training inconsistencies due to differences in team-specific processes
- Inadequate alignment between training timelines and practical application

Goals

Implementation of Foundational Training, which consists of three key pillars:

1. Building essential clinical research knowledge
2. Teaching resourcefulness and self-sufficiency
3. Standardizing the training process across all study teams

Foundational Training Topics & Subtopics



Solutions and Methods

A systematic revision of the training program was initiated in August 2023 by a Working Group of Clinical Research leaders. The WG identified key topics and restructured the curriculum to support the foundational training. Developed content is:

1. Reviewed by disease team managers and the Clinical Research Quality and Administration (CRQA)
2. Presented at a Continuing Education Series (CES) session (recorded and available to all staff).
3. The content is entered into an on-demand e-Learning module, ensuring consistent and accessible training materials for clinical research staff.

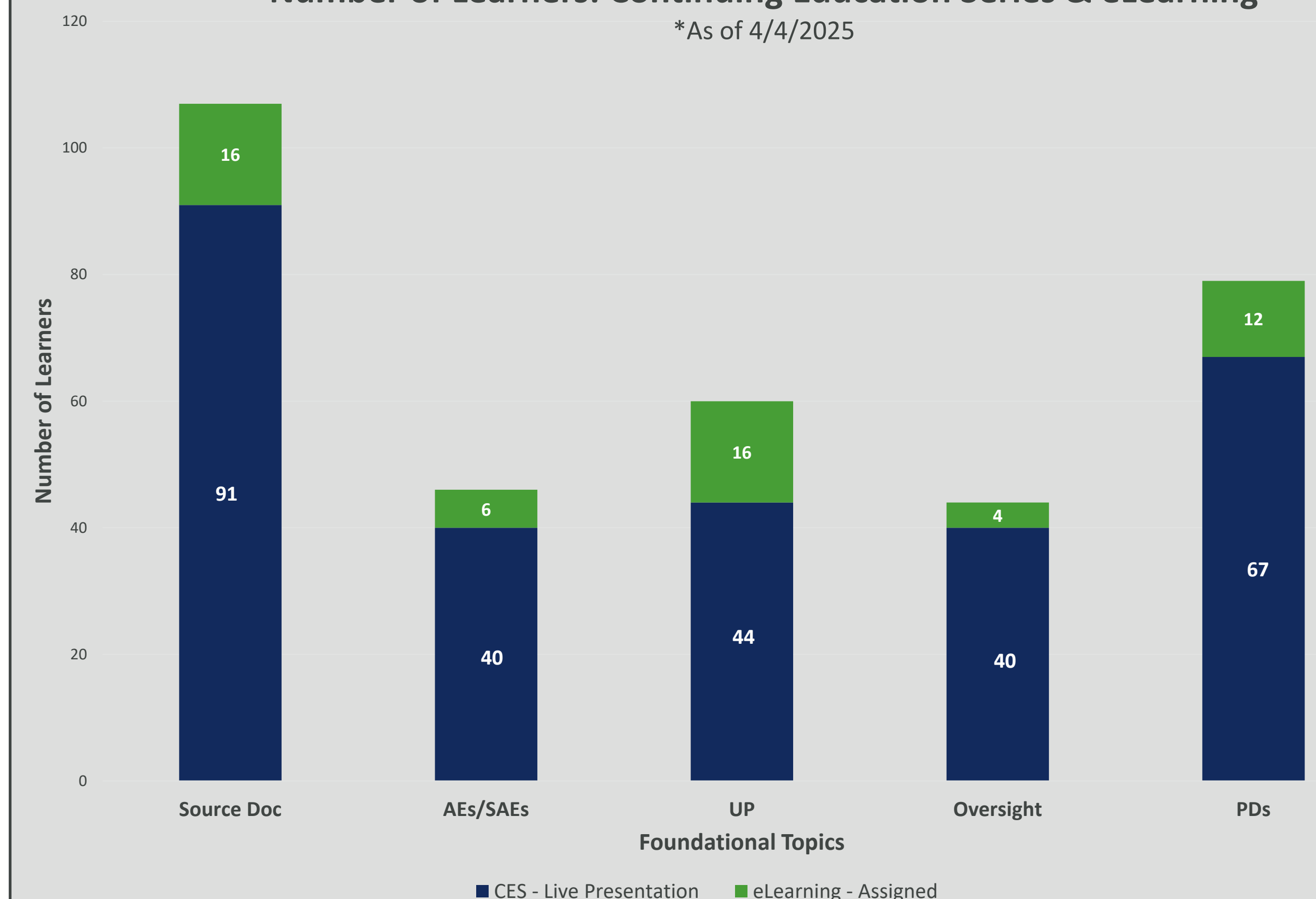
Outcome

This project is 55% completed, with 38% of content in progress of development. The e-learning modules have been assigned to current trainees, and the trainers review content from modules including exercises, competency checks, and Knight Cancer-specific standards and processes. Early feedback indicates staff like the more streamlined approach.

Completed Foundational Topics

Number of Learners: Continuing Education Series & eLearning

*As of 4/4/2025



Lessons Learned and Future Direction

The on-demand e-learning modules have been valuable in addressing key DSMC audit findings. These modules have also been assigned to at least one investigator and incorporated into onboarding new fellows.

Future Direction includes:

- Establishing the order for assigning the foundational topics
- Developing assignments focused on team processes
- Expanding on topics in alignment with the Joint Task Force Core Competency Framework.