



Institute for Clinical and  
Translational Research  
AT EINSTEIN AND MONTEFIORE

# Workforce Development

Aileen P McGinn, PhD



Montefiore

# Leadership



Aileen McGinn, PhD



K. Zoe Tsagaris, MS, OTR/L

# Questions for EAC

- We have a high number of registrants across various workforce development programs, but attendance rates remain low.
  - *What strategies can we implement to improve participant show rates?*
- Creation of TS and/or TR certificates
  - *Advice on creating curricula?*
- Currently no out-of-pocket costs for WFD programs but need to implement tuition charges
  - *How to deal with pushbacks and overcoming other issues that may arise?*

# WFD Module Goals and Alignment with ICTR Strategic Goals

- Expand and enhance CTS training opportunities for the broad academic and health system communities

1

2

4

- Provide educational and professional development training to support the career advancement of CTR professionals

1

2

4

- Diversify the workforce by developing new programs for undergraduate, graduate and medical students

1

2

4

**Goal 1:** Catalyze innovations that will enhance the efficiency and effectiveness of translational research

**Goal 2:** Engage communities, patients, and other partners early and throughout the translational research process

**Goal 3:** Develop and implement state-of-the-art clinical research and informatics resources and services to improve rigor, safety, efficiency, effectiveness, and generalizability of CTR.

**Goal 4:** Train, develop, and maintain a skilled, multidisciplinary translational workforce to support and lead high-quality research.

# Clinical Research Training Program

Master of Science in Clinical Research Methods

*Director: Aileen McGinn, PhD*



- **Required Courses in**

- Epidemiology and study design
- Biostatistics and data analysis
- Grant writing
- Research ethics

- **Electives**

- Advanced Epidemiologic Research Methods
- Applied Longitudinal Data Analysis
- Molecular Epidemiology
- Bench to Bedside in Clinical Practice & Translational Science
- Introduction to Implementation Science
- Stakeholder Engaged Research Methods

## Accomplishments

- **Graduates:** 317 to date
  - (~12 per year)
- **New Elective:**
  - Real World Data for Clinical and Translational Research
- **Metrics:**
  - 30 publications in past year from current scholars
- **Alumni Highlights**

# C RTP Alumni Highlights



Mark Einstein, MD MS

Professor and Chair, Department of  
Obstetrics & Gynecology and  
Women's Health

Albert Einstein College of Medicine



Chinazo Cunningham, MD MS

Commissioner

NYS Office of Addiction Services  
and Supports

# PhD in Clinical Investigation

*Director: Dean Hosgood, PhD*

*Student Support: Sofia de Oliveira, PhD*



- Provides rigorous advanced training that prepares individuals for an independent research career in clinical and translational science
- Prepares them to conduct research that aims to improve population using the methodologies of clinical and translational science.

## Accomplishments

- **Graduates:** 23 PhD's conferred to date
- **Additional monthly educational content** deemed a priority, e.g.
  - Alumni Career Panel
  - Overview of Grants from Office of Grant support
  - Career Services
- **Observed success** in traditional and “alternative” career options:
  - Academia, Consultants, Industry, Publishing, Finance

# Where are Our Graduates?

## Academia



**Anne Kessler**  
Assistant Director, Center for the Study of Complex Malaria in India, NYU



**Amanda Tow**  
Clinical Assistant Professor, UNC School of Medicine



**Jacob Glass**  
Medical Oncologist  
Memorial Sloan Kettering



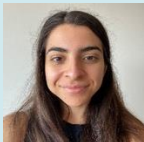
**Philip Galbo**  
Bioinformatics-Cancer Cell Biologist, Roswell Park Comprehensive Cancer Center



**Aakash Mahant**  
Postdoctoral Research Fellow, Albert Einstein College of Medicine



**Shira Glushakow-Smith**  
Postdoctoral Research Albert Einstein College of Medicine



**Veronica Vekster**  
Biomedical Scientist  
Albert Einstein College of Medicine

## Industry



**Dina Tsukrov**  
STEMCELL Technologies



**Ameya Kulkarni**  
Senior Scientist, AbbVie



**Reese Hitchings**  
Systems Biologist, Viome



**Raymund Bueno**  
Technology Partner, BioMarin Pharmaceuticals Inc



**Elise Ishida**  
Postdoctoral Research in DMPK, Boehringer Ingelheim



**Alexander Ferrena**  
Senior Bioinformatics Programmer, NYU

## Consulting



**Mike Veenstra**  
Associate Principal, IQVIA Consulting Service



**Catherine Feintuch**  
Science Communicator, Infectious Optimism



**Beth Conlon**  
Owner of From the Start Nutrition, LLC  
Adjunct Professor, NYU

MSTPs in

**Catherine Feintuch**  
Science Communicator,  
Infectious Optimism



VIOME

NYU

**Wouter Hoogenboom**  
Sr. Scientific Editor,  
Elsevier



# K Mentored Career Development Program

*Director: Deepa Rastogi, MBBS, MS*

*Student Support: Sylvia Suadicani, PhD*

## Eligibility:

- Junior Faculty with a doctoral degree
- Able to devote a minimum of 75% effort to clinical or translational research and training
- Primary mentor and co-mentor

## Provides:

- Salary support (up to \$100,000/year + fringe)
- Up to \$15,000 per year for research training and research related expenses.

## Accomplishments

**61** grants awarded to date;  
**6** currently funded

### •Improved applicant responsiveness (50% more applicants)

- Earlier announcement (2 months earlier)
- Informational webinar to assess interest and address questions (6 weeks later)
- Letter of Intent due 2 weeks later

### •Enhanced K Scholar WIPs

- Scholars present at least 2x/year
- Discussion of Translational Science routinely incorporated

# Responses to Educational EAC

**The [educational] EAC strongly supports the recommendation of the K12 EAC to track the careers of graduates from each of the programs, and for the ICTR to present those data at future meetings.**

- Currently overhauling evaluation system for all programs educational programs
  - Assess how many are engaged in CTR, total publications, grants received, new positions, etc.
  - Using annual assessments, implementing a more automated system such as Flight Tracker

# Responses to 2024 EAC

**The EAC would like to know what methods are used to assess each offering on a yearly basis. If participants fill out surveys, how have the data been used to make adjustments in the programs?**

**Are any survey questions designed as institutional climate assessments to assess whether trainees feel that Einstein provides an inclusive environment?**

## **CRTP**

- Course Evaluations
- Program evaluations

## **PCI & K Programs**

- Regular WIP sessions to assess if each trainee is progressing on their research; feedback provided
- Scholarly Advisory Committee & Scholarly Oversight Committees respectively
- Associate Director for Student/Scholar Support

# Translational Science Career Advancement and Networking Development Program (TRANSCEND)



- ~50 junior faculty seeking career development in clinical and translational research
- A “**networking**” group to help these scholars find solutions to common issues:
  - How can I find support services?
  - What should I do to get promoted?
  - What “tricks of the trade” will help me be successful when applying for grants?
- **Complements** individual and departmental career development support with a broad support network

## Accomplishments

- Conducted **needs assessment** of current TRANSCEND members
- Changed date/time to align with K scholar’s WIP to increase attendance
- Expanding topics covered to include
  - Coaching vs Mentoring
  - What is a Working Accountability Group and facilitating creation of such groups
- Expanding to include individuals who are submitting grants

# Reach for the 1<sup>st</sup> R01 Workshop

*Directors: Marcel Yotebieng MD, PhD, MPH*

*Michelle Larsen, PhD*

*Julia H. Arnsten MD, MPH*

- Competitive selection of up to 6 junior investigators
  - Departmental support
  - Target NIH institute and application date
  - Evolved draft of specific aims
  - Competitive CV
- 7 bimonthly meetings with structured goals designed to assure timely completion of the grant
- 2–3 faculty oversee each session, providing feedback on ongoing drafts

## Accomplishments

- 28 participants since 2021
- ~1/3 have obtained NIH grant funding
  - R01, R21, R25, R03
- Additional funding obtained
  - Department of Defense
  - Foundation grants

# Einstein Mentor Training



- Einstein Mentor Educators (Facilitators)
- Two facilitators each run 6-hour interactive training sessions consisting of 3 modules:
  - Maintaining Effective Communication
  - Aligning Expectations
  - Fostering Independence

## Accomplishments

- **To date ~150 trained**
  - 13 Facilitators
- **Future Trainings Scheduled**
  - March 2026
  - May 2026
  - November 2026
- **Shaping Professional Advancement through Research mentoring and Knowledge (SPARK)**
  - LifeSci Microgrant
  - Trained graduate and postdoctoral mentors who directly work with undergrad and graduate students using CIMER-based curriculum

# Science Communication Training

## Alan Alda Center for Communicating Science®

 AT STONY BROOK UNIVERSITY

- **Creating Connections:** introductory workshop held annually in February
- **Advanced Modules for ~20 participants**
  - The Essentials
  - Small Group Coaching
  - Science Through Narrative

## Accomplishments

- **Creating Connections February 2025**
  - Registrants: 228
  - Attendants: 110
- **Advanced modules**
  - Two sessions (January and February 2025)
  - Pre-Post Survey administered for each session as well as a 3-month follow-up
  - Preliminary analyses show increase in knowledge, skills and confidence
  - Abstract submitted (TS 2026) and manuscript in preparation

# Einstein Discover Research Program

*Program Leads: K. Zoe Tsagaris, MS, OTR/L (ICTR)  
Kristina Ames, PhD (MECCC)*



**Montefiore Einstein**  
Comprehensive Cancer Center



**LEHMAN**  
COLLEGE

An NCI-Designated Comprehensive Cancer Center

- Students enrolled in **Lehman's Master of Science in Biological Science** program invited to apply.
- **Conduct hypothesis-driven research over a 15-month period** as foundation for their Master's thesis.
- Participate in **weekly didactical and professional development workshops** to support their lab experience.
- Students receive \$12,000 stipend, and host labs receive \$5,000 to offset training related expenses.

## Accomplishments

- **9 students enrolled to date; 2 current**
- **Obtained R25 funding** for Building Bridges in the **Bronx: Montefiore Einstein Explore Translational Science Program (Bronx-MEETS)**



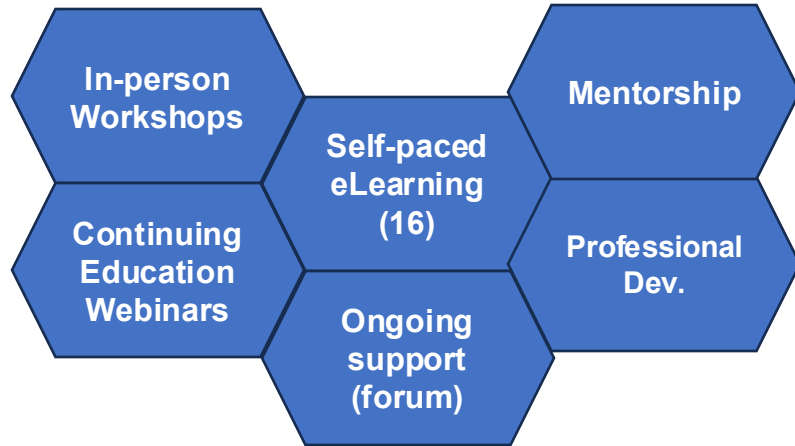


# Bronx-MEETS

*Program Leads: Aileen McGinn, PhD, Anne Bresnik, PhD. K. Zoe Tsagaris, MS, OTR/L, Kristina Ames, PhD*

- **Bronx: Montefiore Einstein Explore Translational Science Program (R25)**
  - Goal: to inspire and encourage participants from the Bronx to pursue further study and careers in clinical and translational research.
  - Incorporates a 10-week Translational Science curriculum offered during summer months
    - Participants: Discover Master's students and interested undergraduates
    - Provides opportunities to conduct research across the translational research spectrum
- Participants will be integrated into a **multi-level translational science mentoring network**
- **Continuous Quality Improvement (CQI)** framework that will incorporate participant and mentor feedback to consistently assess and enhance the curriculum and mentoring paradigm

# Research Coordinator Training



Workshops	2025
Total # of unique attendees	24
Attendees by Workshop Type	
Regulatory Considerations	22
Informed Consent Process	27
Reportable Events	23
Best Practices	22

## 2025 Webinars

- ★ Overview of Study Design
- ★ Recruitment Resources
  - Velos CRMS: Managing your Study
  - Study Visit Documentation
- ★ Research Billing Compliance
  - External Interim Monitoring Visit & Dealing with Difficult Monitors
  - Common Audit Findings & How to Avoid Them
- ★ Reportable Events in Research
  - Informatics
  - Introduction to Sample Processing
  - Atlas Training (focus on feasibility)

**Unique Registrants:**

**2023-2024: 118**  
**2025: 140**

**Avg. Attendees: 28**

**Min. 18, Max 48**

**Overall 2025 Engagement:**

**~54% of coordinator workforce**

# Collaborations Across ICTR

- By design the WFD Core has **many collaborations** across the ICTR
  - Many WFD programs engage **BERD** faculty teach within our programs
  - CRTP Electives developed with collaboration from **HI** (Real World Data) and **Qualitative Core**
  - Coordinator Training webinars (content & delivery) in collaboration with **BioR, BERD & HI**
  - Support of Pathway Programs in collaboration with **CCC**
- **Ongoing initiatives**
  - Improve components of applications for WFD programs and **Pilot Programs** by engaging **HI, CCC** and **BERD** cores to review applications for opportunities to enhance engagement with these cores
  - Incorporate lessons learned from **Element E** into WFD programs by incorporating seminars into PCI/K/CRTP

# Dissemination

- **Science Communication (Alda)**
  - Abstract submitted to ACTS
  - Publication in preparation
- **SPARK Program**
  - Publication of training framework and lessons learned in preparation
- **Coordinator Training**
  - Collaborating with TRICON network to disseminate select courses
- **Publications**
  - Over 30 manuscripts in past year from CRTP scholars

Overall, the WFD programs provide **high quality, rigorous training** for individuals across the research community

- ▷ **Research Coordinator Training** (>50% of workforce engaged)
- ▷ **Mentor training** of faculty (via CIMER training) and post-docs (via SPARK training)
- ▷ **Clinical Research Methods**
  - Seminar series open to all
  - Electives in CRTP open to K, PCI and others
- ▷ **Scientific Communications** – all comers

# Innovations and Unique Capabilities

- **Bronx-MEETS (R25)**
  - Translational Science curriculum can serve as basis for development of new certificate programs
  - Expands mentoring opportunities to those in the PCI, CRTP, K scholars (peer mentors)
- **Science Communication**
  - Evaluation of Alda programs
- **Translational Science Training Strategies**
  - Bronx-MEETS
  - Incorporation of mapping TS principles to scholars/trainees' research projects
  - Evolve into basis of certificate program

# Planned Initiatives Year 4

- Implement rigorous participant **tracking** for all WFD programs
- Roll-out **Bronx MEETS** (R25)
- **Develop** certificate program(s) in Translational Science
- **Initiate** tuition costs for CRTP (and certificate programs)
  - ▷ Internal candidates – no out-of-pocket costs currently
  - ▷ External candidates – how and where to advertise

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