



Functional Development of a Competency-Based Self-Assessment Tool for Clinical Research Professionals

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Introduction: Development of clinical research competencies result in higher quality research and enhanced health outcomes. Clinical research workforce development programs look to identify the educational needs of clinical research professionals to ensure the quality of study performance and outcomes. The objective of this project was to understand, develop, and organize the functionality of an online competency based self-assessment tool.

Methods: This project was designed to map out a functionality flow diagram using the Joint Task Force (JTF) Clinical Research Competencies as a guide. The JTF core competency framework consists of 8 domains and 49 statements, with each statement expressed at “Fundamental”, “Skilled” and “Advanced” levels. A framework was developed by creating questions that align with each JTF core competency statements. Correct responses to questions prompt the user to report their educational and professional experiences with tasks related to that question. A scoring algorithm is developed for each question accounting for both knowledge and experience at each level.

Result: The flow diagram uses standardized symbols and steps to demonstrate functionality from beginning to end. It starts with Domain 1, Question 1.1. “Fundamental level”. After correctly answering each question, there is an education and professional task completion question. If the fundamental level question is answered correctly, users move to the “skilled” then “advanced” levels for that question. After finishing all three levels, all responses are included in an algorithm for a final assessment score for question 1.1, users receive the score along with a recommendation of training/education. If users are unable to answer the fundamental level question, they earn a score of 0 on the final assessment for the entire question and are recommended full training and education.

Discussion: A software functionality blueprint is the next step in the development of TRAIT tools.

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Introduction
 Development of clinical research competencies and related tools result in higher quality research which contributes to enhanced patient care and health outcomes. The objective of this project was to understand, develop and organize the functionality of an online competency based self-assessment tool.

Methods

- Used Joint Task Force Clinical Research Competencies as a guide. Which include 8 Competency Domain and 49 core competency statements.
- Each statement were expressed at Fundamental, Skilled and Advanced levels. Question were build using core competency statements.
- Each question were followed by a competency Education and Professional assessment. A scoring system was created after each level and question.

Assessment Functionality

Flowchart for Question # 1.1:
 Question # 1.1 Fundamental Level
 Answer (Correct, n1.1, Equal) → Question 1.1 Repeat for Skilled Level → Question 1.1 Repeat for Advanced Level → Final Score Assessment for Question 1.1 = FS=SS+AS → Assigned Training/Education/Recommended → Go to Question 1.2

Conclusions

Assessment Tools: A Sampling

- Education (Self-assessment, Self-Agency)
- Train (Train, Train, Train)
- Collaborate (Collaborate, Collaborate, Collaborate)
- Operate (Operate, Operate, Operate)
- Assess (Assess, Assess, Assess)
- Lead (Lead, Lead, Lead)
- Share (Share, Share, Share)
- Change (Change, Change, Change)
- Engage (Engage, Engage, Engage)
- Build (Build, Build, Build)
- Provide (Provide, Provide, Provide)
- Share (Share, Share, Share)
- Learn (Learn, Learn, Learn)
- Develop (Develop, Develop, Develop)
- Improve (Improve, Improve, Improve)
- Support (Support, Support, Support)

This Competency- Based Self-Assessment tool is intended to standardize competence standard for clinical research workforce and to promote professional growth throughout the career life cycle of all professionals.

Acknowledgments
 Supported by the New Jersey Alliance for Clinical and Translational Science Grant UL1TR003017 and the NIEHS P30 Center ES005022

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