



Department of Medicine

SCHOOL OF MEDICINE

UNIVERSITY OF COLORADO ANSCHUTZ MEDICAL CAMPUS

Research & Innovation Conference

Older Adult Research Specialists –

An innovation that is diversifying our research workforce and catalyzing new approaches to recruiting and retaining older adults and other underrepresented populations in clinical trials



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12- 1 pm

Acknowledgement of Funding Support

NIH/National Institute on Aging 1R24AG071459 (PI: Nearing, Kathryn)

- The goal of this 3-year research infrastructure award is to enhance capacity at the University of Colorado Anschutz Medical Campus to recruit and retain older adults in clinical trials.
- Aims focus on diversifying the workforce through encore career opportunities for older adults from diverse backgrounds (**Older Adult Research Specialists; Aim 1**) and engaging populations of older adults through innovative outreach approaches (**Research Roadshows; Aim 2**).

Need and Opportunity: Increase inclusion of older adults in research

- Older adults are underrepresented in research, with dire consequences for healthcare quality and outcomes.
- In 2019, NIH instituted a new policy (NOT-OD-18-116) requiring the inclusion of individuals across the life span.
- That same year, only 25% ($n=498$) of adult clinical trials at CU Anschutz enrolled even one subject over age 50.

“Older persons were consistently denied inclusion in clinical trials of treatments, including those particularly relevant to them”
(Chang et al. 2020:15)



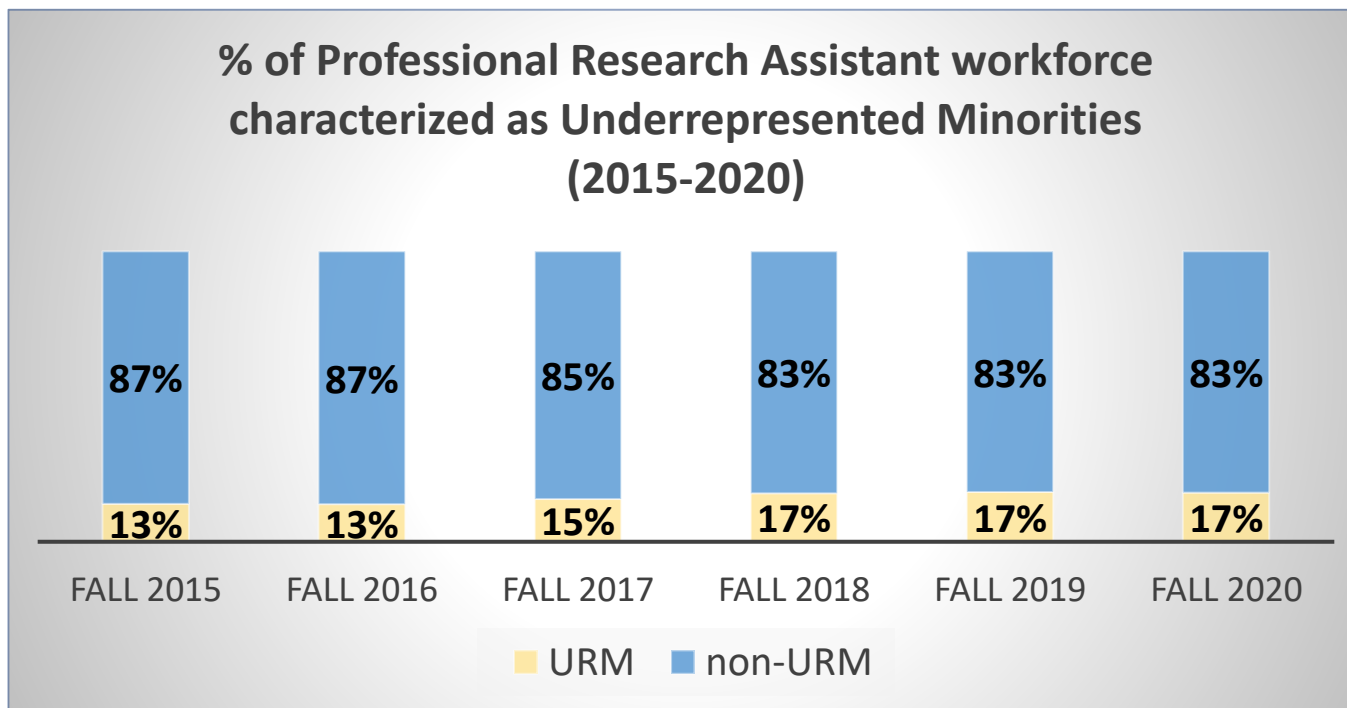
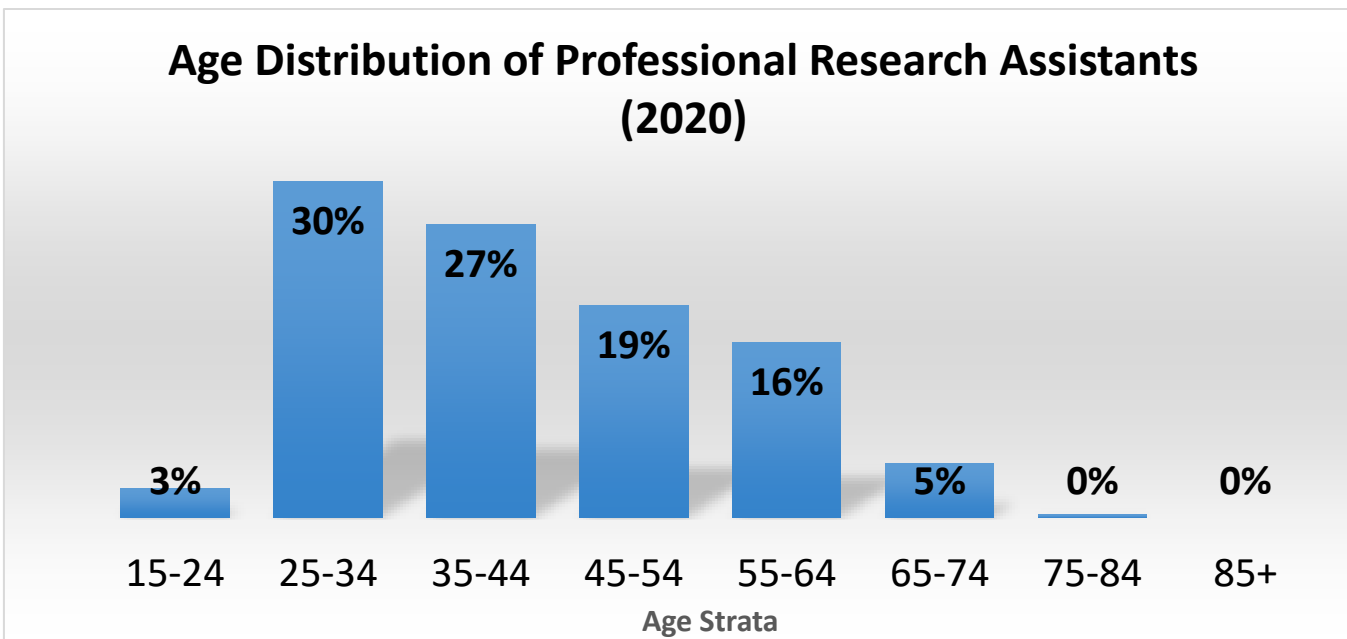
“Medications and vaccines commonly used in older adults have not been adequately evaluated in this population”
(Veronese et al 2021:4)

“Older patients [particularly those >75] remained disproportionately under-represented in clinical trials of Alzheimer’s disease”
(Chang et al. 2020:14)

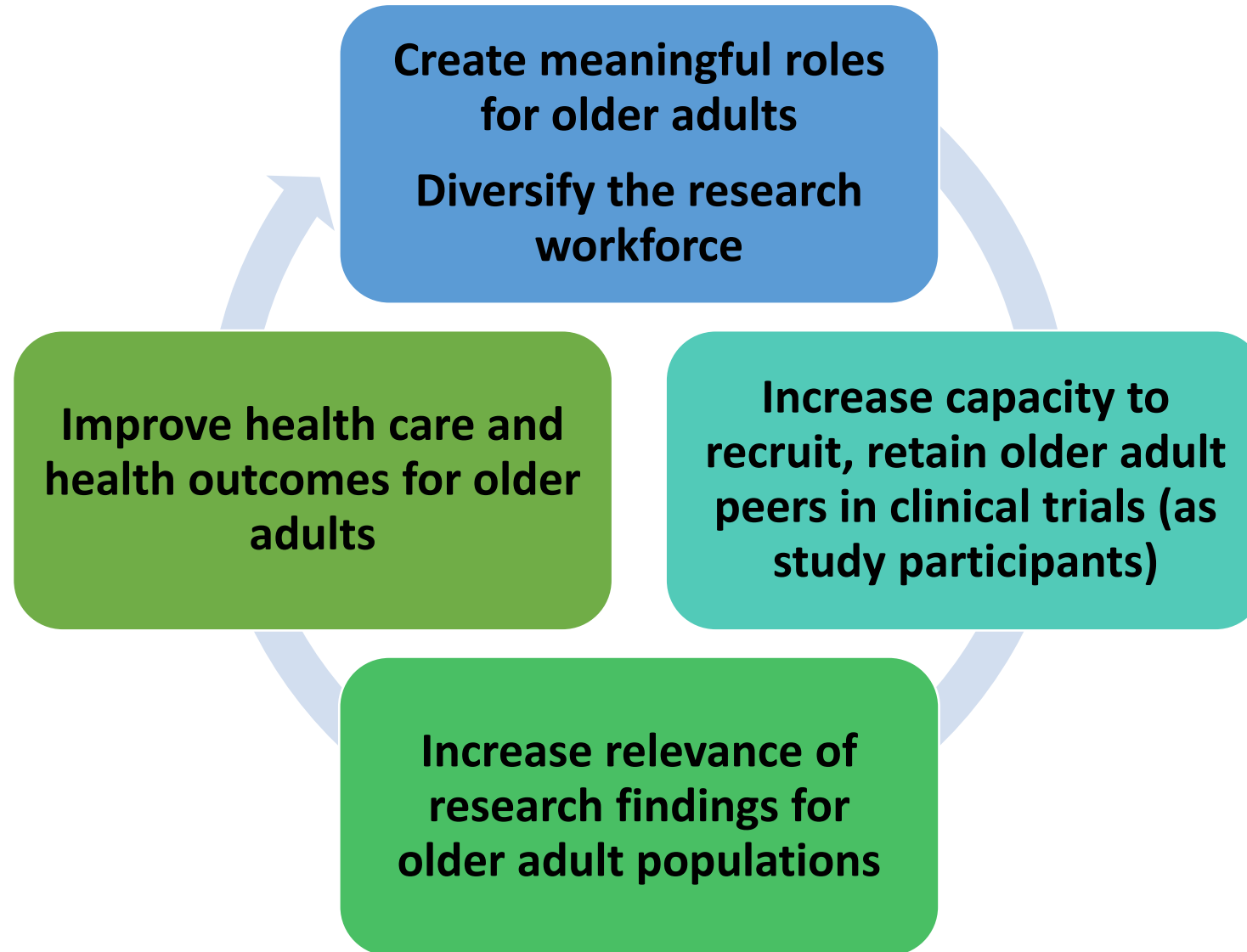


Need and Opportunity: Increase diversity of research workforce

- In March 2020, 60% of research staff were ≤ 44 .
- 83% of staff self-identified as White, not Hispanic
- Older adults may be un- or under-employed and/or seeking encore careers
- Older adults will better understand lived experience, current realities of peers



Vision: Promote Health Equity



Project Overview

Aim 1 (Yrs 1-3): Train and promote the hiring of **Older Adult Research Specialists** to increase the recruitment and retention of peers in clinical trials

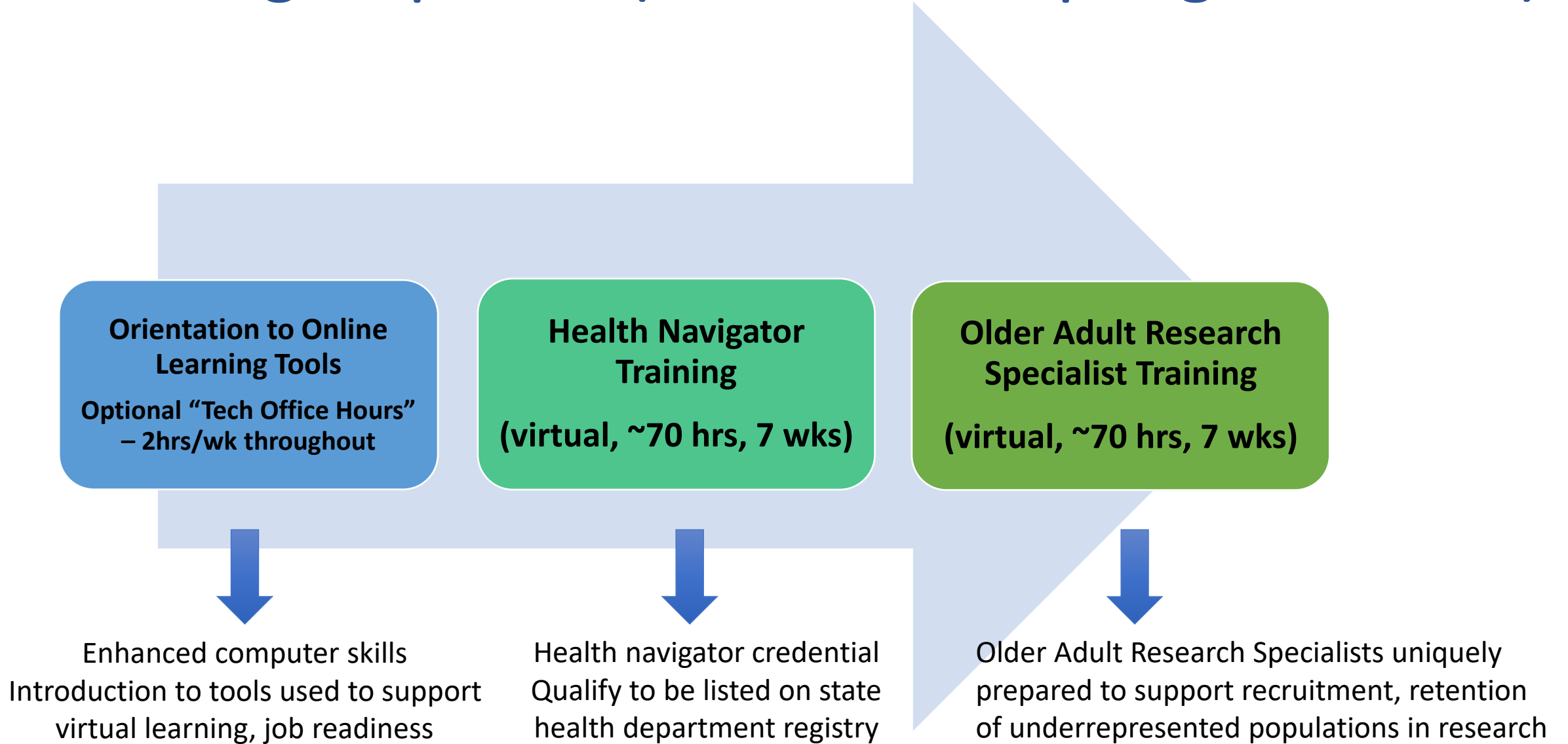
- Community outreach, engagement (**recruitment**)
- Facilitating informed consent (supports **recruitment** and better **retention** by reducing decisional conflict)
- Identifying barriers and connecting participants to needed resources (**retention**)
- Foundation: Health Navigation training
- Team-based projects address barriers to inclusion of older adults in research, catalyzing innovation and development of resources



OARS' Unique Training and Preparation



Training Sequence (offered Fall, Spring; $n= 12-15$)



Computer Literacy Training

- Supports:
 - Access to virtual training programs,
 - Job readiness (PC-based) and
 - Ability to support study subjects with technical aspects of participation
- Established curriculum delivered by computer literacy instructor with 6 years of experience training older adults
- Office Hours (1 hr, 2x/wk):
 - 1st half: participants' questions, emerging interests
 - 2nd half: didactic/demonstration



Level 1, 2 Health Navigator Training Curriculum

Level 1 – Community Impact Boot Camp → (35 self-led and instructional hours)	Level 2 – Clinical or Research Focused (35 self-led and instructional hours)
<p>Building Blocks for Level 2 and Older Adult Research Specialist Roles:</p> <ul style="list-style-type: none">● Mental Health First Aid● Motivational Interviewing● True Colors● Diversity Equity Inclusion	<ul style="list-style-type: none">● Module 1 Introduction to Health Navigation (includes Social Determinants of Health, Need for Navigators, Role and Scope of Health Navigation)● Module 2 (includes Healthcare Team Communications, Patient/Client Engagement)● Module 3 (includes Health Literacy and Cultural Competence)● Module 4 (Trauma Informed Care and Healthcare Law and Ethics)● Module 5 (Clients Needs and Barriers, Healthcare Coverage, Resources and Benefits, live practical practice)● Module 6: Introduction to Chronic Disease (self-led)

Applying Health Navigation Training to OARS Roles

Respect, Meeting People Where They Are, Building Rapport

- Respecting person's dignity, priorities, preferences, perspectives, situation, choice (No Judgement Zone)
- Demonstrating knowledge of person's culture
- Focusing on person's goals
- Communicating in responsive ways e.g., based on culture, health literacy

Draws on MI, True Colors, DEI, Cultural Competency

Partnering to Identify Barriers and Solutions

- Facilitating and partnering; not directing or telling
- Listening non-judgmentally seeking understanding
- Asking open ended questions
- Maintaining good working knowledge of resources and/or where to go to find information
- Identifying and drawing on strengths and assets



Trust

Facilitating the Informed Consent Process

Techniques health navigators use to support and check for understanding:

- "Rowing with our OARS" (using open-ended questions, affirmations, reflections and summaries)
- Teach back (How might you explain [X] to someone else?)
- Promote transparency, trustworthiness, choice

Building Relationships while Maintaining Integrity to Professional Role

- Referring clinical issues/questions to principal investigator and/or clinical experts on team
- Maintaining working knowledge of organizational/institutional guidelines, policies and requirements
- Committing to professional excellence and ongoing learning and professional development

Section	Older Adult Research Specialist Training Topics (virtual Monday, Thurs 9am- 12pm)
Exploring the Roles of Older Adult Research Specialists and Foundations	Session 1: Role of Older Adult Research Specialists (compare and contrast with health navigators and community research liaisons)
	Session 2: Community Outreach, Engagement and Recruitment (CBPR Principles, cultural adaptations)
	Session 3: Overview of Clinical Trials (Types, Phases, Life Cycle, Clinical Trial Team)
	Session 4: Inclusion, Exclusion Criteria and the 5Ts and 5Ms -- Frameworks to Promote Inclusion of Older Adults in Research
Evolution of human subjects research protections, current regulations, application through informed consent	Session 5: Evolution of Human Subjects Research Protections and Current Regulations
	Session 6: Essential Elements of Informed Consent
	Session 7: Application - facilitating informed consent (Practicum I)
	Session 8: Panel discussion with clinical research study coordinators and facilitating informed consent (Practicum II)
Team-based projects and preparing for job application process	Session 9: Panel discussion with OARS + time for team-based projects
	Session 10: “Resume Refresh” Workshop + time for team-based projects
	Session 11: Mock Interviews + time for team-based projects
	Session 12: OPTIONAL – additional time for teams to work on projects
	Session 13: Virtual Job Fair
Celebration!	Graduation: presentation of projects, conferring of certificates of completion

Diverse Teaching Team



Matt Isola



Shannon Randall, BSN



David Kaye, JD



Katie Langland, MA



JR Kuo



Ron Blidar, M.Ed., CHES



Kathy Crusan-Ford, BA



**Kathryn
Nearing, PhD**



Leslie Wright, MA



Lorenzo Ramirez



Gordon Duvall, DNP



May Tran



Cory Sedey-Seitz, MPH



**Christy
Williamson, CCRP,
CHRC**

Reach	<ul style="list-style-type: none"> • Monthly Information Sessions (<i>n</i>=142); community meetings and engaged networks to recruit increasingly diverse cohorts • Average age: 68 (54- 82) • African American <i>n</i>= 3; Hispanic <i>n</i>= 3; Asian <i>n</i>= 1 • Males <i>n</i>= 9 • Associates degree to PhD • Neurodiversity
Effectiveness	<ul style="list-style-type: none"> ✓ High satisfaction with training sessions: 4.7 average rating on a 5-point scale ✓ Low attrition: 3 individuals who have started the training did not complete
Adoption	<p>12 OARS Hires</p> <ul style="list-style-type: none"> • Geriatric Medicine <i>n</i>= 5 • Neurology <i>n</i>= 2 • Emergency Medicine <i>n</i>= 1 • ACCORDS <i>n</i>= 1 • COMIRB <i>n</i>= 1 • VA Eastern Colorado Healthcare System <i>n</i>= 2 <p>*CCTSI, CON, 1 hired as a health navigator</p>
Implementation	<ul style="list-style-type: none"> ✓ Created comprehensive 14-week, 135-hour competency-based training curriculum delivered virtually; established diverse teaching team ✓ Trained 3 cohorts ✓ 11 team-based projects ✓ 18 OARS graduates (14 OARS graduate: 5.24.23)
Maintenance	<ul style="list-style-type: none"> • OARS written into 5 grant applications (Geriatrics, Family Medicine, COSPH, School of Dental Medicine) • OARS training program served as a model for PCORI application to develop research specialists among refugee women

Older Adult Research Specialists

- Trained in recruiting and retaining older adult peers and other underrepresented populations in clinical research
- Include older adults connected to diverse communities
- Want to work on campus, willing to work flexible hours
- Pursuing these roles for these roles – *passionate about research!*
- Ready to hire! [@oars.res](https://twitter.com/oars.res) | [Linktree](https://www.linktree.com)



New Recruitment and Retention Resources Created by OARS

Having trouble recruiting and retaining study participants?

Having trouble finding and retaining staff with the right skills, community connections?

WE HAVE RECRUITMENT AND RETENTION RESOURCES!

Older Adult Research Specialists (OARS)

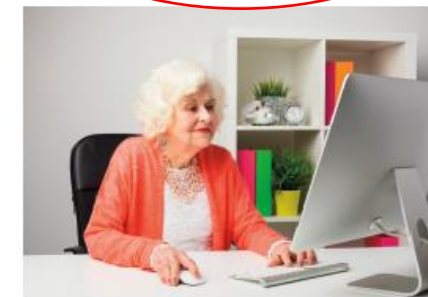
- Trained in recruiting, consenting and retaining older adults and other underrepresented populations
- Bilingual, bicultural older adults who are connected to diverse communities
- Ready for research teams to hire; seeking full-time and part-time positions
- Interested in hiring an OARS? Scan the QR code

Traveling Research Roadshows

- Join us as we bring research to geographically/culturally diverse communities across Colorado to offer accessible ways to participate in research
- Invite people to a group interview, information and pre-consenting session (as a breakout session). They will enjoy the socialization, and you can enroll, consent, and do baseline data collection while getting to know them and getting them excited about the study.
- Interested in participating in Research Roadshows? Scan the QR code or email us at olderadultresearch@cuanshuz.edu

New Consult Service

- Free consultation service, available monthly
- Staffed by Older Adult Research Specialists
- Gives researchers new ideas and resources to support recruitment and retention
- Meet with us to brainstorm solutions and get feedback to increase participation of older adults and other underrepresented populations
- Request a consult by scanning the QR code



SCAN AND LEARN
MORE AT





Should I Participate in a Clinical Trial?

A decision aid for older adults

This pamphlet contains factors to consider when deciding to participate in a clinical trial.

Key Questions

You can ask your provider for a copy of the informed consent form. The informed consent form is required to include potential risks and benefits of participating in the research clinical trial. You may want to discuss these additional questions:

- Have I discussed the risks and benefits with my primary care provider?
- Will participation affect the use of any of my medications?
- Do I need a consult with a pharmacist?
- Do I fully understand the research process?
- Do I understand my potential benefit or gain to participating?
- Are blood or tissue samples required?
- Do I fully understand the risks of participation?

- If the clinical trial is randomized, am I prepared to accept that I may be in the placebo group?
- Does participation exclude me from choosing other treatment options?
- Do I have physical limitations that cannot be accommodated?
- Do I know who to contact on the study team?
- Will I know the results of the study?

Other Factors To Consider

- Does this project align with my personal values?
- Who is funding the project? Do I have conflicts with the funder?
- Were patients like me involved in the design of the research project?
- Can I record the sessions, or bring someone with me to the visits?
- What personal data will I need to provide?
- Who else will potentially see my data?
- Am I comfortable with the confidentiality agreement in the consent form?
- What is my motivation for participating?
- Will I be compensated? What personal data is required to be compensated? Will I have to pay taxes on it? Is a W-9 required?

Travel and Timing

- How many trips will I need to make to the location?
- How long (months) is the study duration?
- What time of day are the visits?
- How long will each visit take?
- Is there adequate parking? Fees?
- Can I obtain a ride for each visit?
- Is there flexibility if my ride is delayed?

Accessibility



Are the accommodations adequate for easy access?



Will I have assistance for mobility?



Are there assistive hearing devices?



Are there visual assists?

Hidden Costs

- Will I need to purchase food during the visit?
- Is a special diet required?

Insurance and Medical Costs

- Will participation affect my insurance?
- Are there costs not covered by insurance (e.g., in case of injury or extra visits to my clinic)?

- If the research reveals I have a medical condition, do I have resources to obtain care?

Comprehension

- Do I want to ask someone to help me make the decision to participate?

Use this space for any thoughts or questions about participating.

Resources

National Institute on Aging: Benefits, Risks for Older Adults <https://www.nia.nih.gov/health/clinical-trials-benefits-risks-and-safety>

Multidisciplinary center on Aging <https://medschool.cuanschutz.edu/center-on-aging>

<https://researchstudies.cuanschutz.edu/>

<https://www.researchmatch.org/about/>

<https://www.nia.nih.gov/health/what-are-clinical-trials-and-studies>

https://www.hhs.gov/ohrp/sites/default/files/questions_full_list_v5-remediated_12222016.pdf

This document was prepared by Older Adult Research Specialists (OARS). 2022.

TRANSLATIONAL SCIENCE IS IMPROVING THE PROCESS:



Learn more at:
ncats.nih.gov



Understanding what's similar across diseases to help develop multiple treatments at a time



Developing models that better predict a person's reaction to a treatment



Enhancing the design and conduct of clinical trials so the results more accurately reflect the patient population

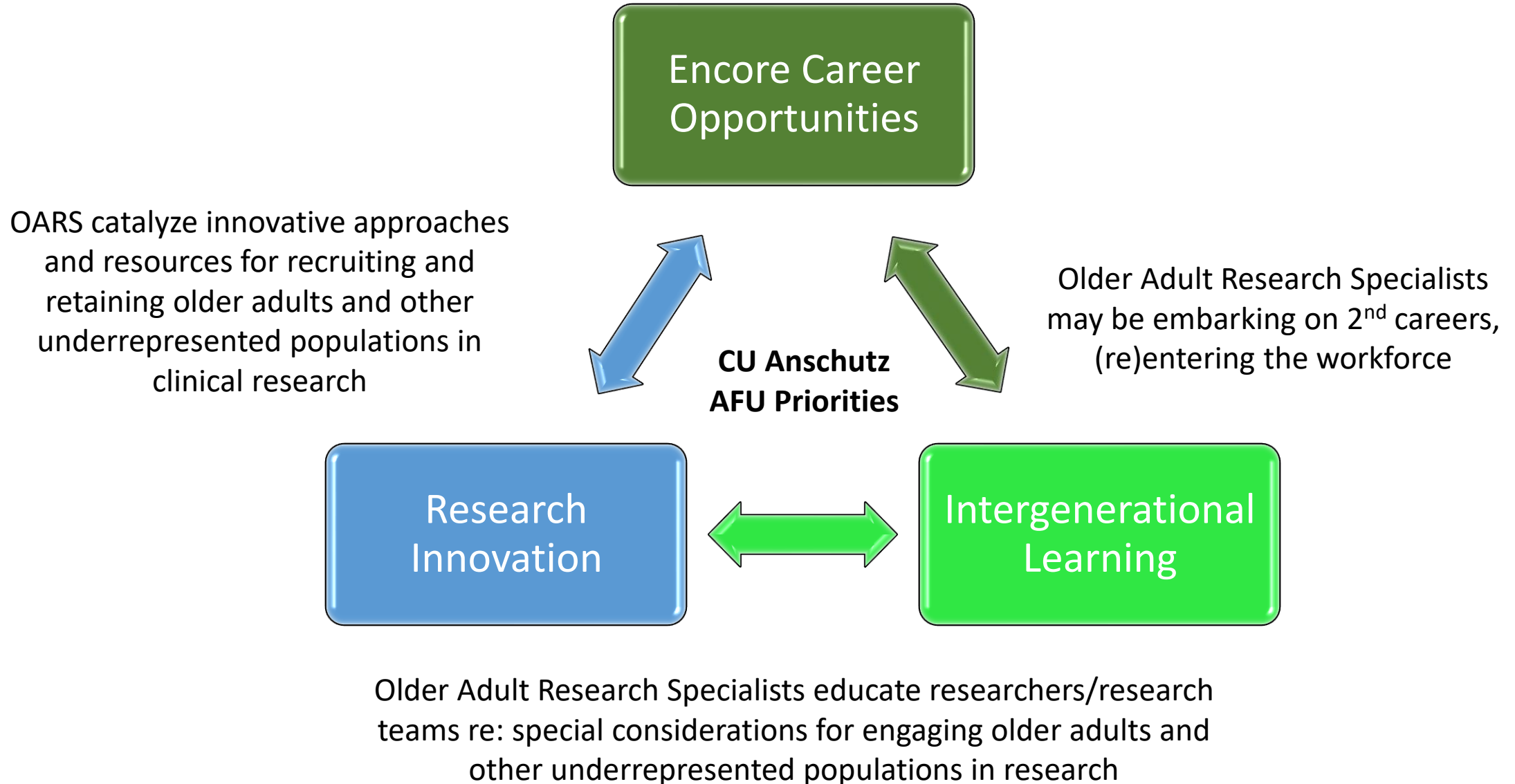


Add a new type of
Translational
Science Researcher
to your Team – hire
an OARS!

Translational Science Researchers search for ways to break down barriers in the translation process [to] ultimately deliver more treatments to more patients more quickly. (<https://ncats.nih.gov/training-education/skills>).

OARS can be a key resource to help recruit and retain more diverse study participants, thereby increasing the generalizability of research results for improved healthcare and health outcomes.

OARS and Age-Friendly University Priorities



Having Trouble Recruiting and Retaining Older Adults and other Underrepresented Populations in Your Research?

We have new Resources for You!



- **Hire an Older Adult Research Specialist (OARS)**
 - Older adult peers from diverse backgrounds specifically trained to support recruitment, retention
 - Seeking part-time, full-time work on clinical trials
 - Willing to work flexible hours; desire to work on campus, as part of teams
- **Free Consult Service staffed by OARS (available monthly)**
 - Brainstorm new solutions to recruitment, retention challenges with those who share similar backgrounds as potential study participants
- **Traveling Research Roadshows - Join us!**
 - Opportunities to recruit engaged community members at locations across the state



Acknowledgement of Partners

- Vice Chancellor of Research, **Dr. Tom Flaig**
- Vice Chancellor for Diversity, Equity, Inclusion and Community Engagement, **Dr. Regina Richards**
- Associate Vice Chancellor for Regulatory Compliance, **Dr. Alison Lakin**
- Colorado Clinical and Translational Sciences Institute, **Dr. Ronald Sokol, PI**
- The Cancer Center, **Dr. Christopher Lieu**, Chair, Clinical Cancer Research
- Division of Geriatric Medicine, **Dr. Cari Levy**, interim head
- Center for Inclusive Design and Engineering, **Dr. Cathy Bodine**, Executive Director
- Community Engagement Pillar, CCTSI: **Dr. Don Nease**, Director; **Montelle Taméz**, Deputy Director; **Community Research Liaisons**



University of Colorado **Anschutz Medical Campus**

THANK YOU