Creating Strong Research Teams
Objectives

• Describe advantages of a team approach for clinical research

• Define roles and responsibilities of the mentor, principal investigator, team leader and staff nurses in research teams

• Identify strategies to address key barriers to research team work

• Discuss strategies to maintain momentum during the research process
Advantages Of A Team Approach

• More brain power to allow for a variety of conceptual and creative contributions to enhance the overall product

• Ability to capitalize on the expertise of individuals

• More people to spread the word to talk up the project

• Increased ability to support within the team during the slow phases of the project to keep up morale

• More people to share the workload
Who Will Plant the Wheat?

Research process requires teamwork!

- Planting
- Harvesting
- Threshing
- Milling wheat into flour
- Baking flour into bread…

Duke Translational Nursing Institute
Who Will Plant the Wheat?

Research is a process…
• Planting
• Harvesting
• Threshing
• Milling wheat
• Baking flour into bread…

Takes time, teamwork!
⇛ IRB submission
⇛ Data collection
⇛ Data cleaning
⇛ Analysis
⇛ Dissemination of results
Who Should Be On A Research Team?

- Mentor or Facilitator
- Principal Investigator/Team Leader
- Staff Nurse participants
- Administrative Staff
What Are Mentor/Facilitator’s Responsibilities?

• Provide research process expertise
• Oversee protocol design and development including:
  – Procedures for data collection
  – Analysis
  – Presentation
• Assist (Advise) investigators of potential roadblocks
• Maintain timeline and encourage momentum throughout the research process
What Are Principal Investigator’s Responsibilities?

• Establish the meeting schedule and timeline, amenable to group members

• Facilitate the meetings

• Delegate work assignments

• Oversee the research process
What Are Team Leader’s Responsibilities?

• Clarify goals for next meeting
• Use incentives
• Provide support
• Communicate team activities (within team, outside team)
What Are **Staff Nurse** Responsibilities?

- Consent, screen and enroll subjects
- Collect data
- Monitor data to ensure completeness and accuracy
- Facilitate mechanisms for communication
- Write and edit protocol
- Train data collectors
- Participate in presentation of results
What Are DTNI Administrative Staff Responsibilities?

• Create forms for consent and data collection

• Assemble enrollment packets

• Oversee availability of data form
“People Types”

Stubborn

Undecided

Needy

Agreeable

“Chatty”

Undecided

“Needy”
People Types

- Creative/Conceptual
- Objective/Analytical
- Detail Oriented
- Goal Oriented
- Starter
- Finisher
Match People Types With Responsibilities

Creative/Conceptual

• Characteristics
  – Risk-taker
  – Outgoing
  – Open
  – Imaginative/Inventive

• Examples in the Workplace
  – Chaos at the bedside doesn’t influence this individual’s ability to work effectively

• Roles and Responsibilities
  – Topics generator = Principal Investigator
  – Team leader role
  – Public relations role
Match People Types With Responsibilities

Objective/Analytical

• Characteristics
  – Realistic
  – Perceptive
  – Mentally active “thinker”
  – Discriminating
  – Concrete

• Examples in the Workplace
  – Works best in a neat, orderly environment
  – Distracted by clutter

• Roles and Responsibilities
  – Mentor/Facilitator
  – Study design role
  – Form development
  – Data collector
Match People Types With Responsibilities

**Detail Oriented**

- **Characteristics**
  - Accurate
  - Particular/Exacting
  - Scrupulous
  - Concrete/ Factual

- **Examples in the Workplace**
  - Documentation is always impeccable, even if this requires staying late

- **Roles and Responsibilities**
  - Study design role
  - Form development
  - Data collector = Staff nurse
Match People Types With Responsibilities

Goal Oriented

• Characteristics
  – Active/busy
  – Pragmatic
  – Assertive
  – Strong willed

• Examples in the Workplace
  – Patient care is always priority, documenting the specifics of that care, such as frequent vitals or hourly output, takes a back seat

• Roles and Responsibilities
  – Team leader
  – Facilitator
Match People Types With Responsibilities

**Starter**

- **Characteristics**
  - Tenacious
  - Self-starter/Independent thinker
  - Leader
  - Courageous

- **Examples in the Workplace**
  - Always ready to start a new project, not always tuned in for the “long haul”

- **Roles and Responsibilities**
  - Study developer/design
  - Public relations role
Match People Types With Responsibilities

**Finisher**

- **Characteristics**
  - Detail oriented/precise
  - Systematic/orderly
  - Concrete

- **Examples in the Workplace**
  - Committed to achieving closure of completion of a project. Does whatever it takes to complete tasks for the shift

- **Roles and Responsibilities**
  - Data collector = Staff nurse
  - Writing/publications = Principal investigator, Mentor
  - Director = Team leader
  - Editor = Mentor
  - Data monitor = Staff nurse
How to Use Teams to Overcome Barriers

What Are Barriers To Research?

• Time
• Skills Set
• Knowledge
That Big, Bad, Barrier...Time

- Time constraints
- Information needs
- Computer access
- Data process design
- Data process integration
- Data entry
- Data cleaning
Why Make Time To Do It?

Focus on the Goal!

• So that care is based on science and meets patient needs…

• To improve clinical outcomes!
How to Begin to Save Time?
Maximize Opportunity in Your Practice Question

- We would be collecting data on these issues anyway!
- Use these as an opportunity for research using nurse sensitive indicators to evaluate outcome.
Integrate Data Collection Into Usual Care

- Consider usual patient flow
- Design enrollment and data collection to be seamless
- Ensure round-the-clock staff representation on your study team
## Use Timelines

**Remind, Reinforce, Repeat**

<table>
<thead>
<tr>
<th>ACTIVITY</th>
<th>Target Dates</th>
<th>Planned Dated</th>
<th>Date Completed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Submit clinical questions to Leadership</td>
<td>16 wks prior</td>
<td>1/1/2011</td>
<td></td>
</tr>
<tr>
<td>Proposal Development: CONTACT Team Members and Consultants to secure commitment</td>
<td>16+ wks prior</td>
<td>1/1/2011</td>
<td></td>
</tr>
<tr>
<td>Contact DTNI to enlist help</td>
<td>16+ wks prior</td>
<td>1/1/2011</td>
<td></td>
</tr>
<tr>
<td>SUBMIT Rough Draft to DTNI and schedule Timeline Planning Meeting with DTNI</td>
<td>16 wks prior</td>
<td>1/1/2011</td>
<td></td>
</tr>
</tbody>
</table>
Establish Communication Plans and Groups

• Email listserve
• Meeting minutes posted
• Phone tree
• Cellular reminders
• Text message systems
Use Resources to Find Information Fast to Overcome the Skill-set and Knowledge Barrier!

- **National standards / guidelines**
  - Centers for Disease Control and Prevention (CDC)
  - Agency for Healthcare Research and Quality (AHRQ)
  - Professional organizations
    - Position statements
    - Procedure manuals

- **Literature review resources**
Moving Forward….
Review, Discuss and SHARE!

• We have a wealth of knowledge and experience among our own staff members – nurses just like you
• Many projects have been completed; ask your co-workers what they have done
• Attend workshops and conferences; read professional journals
• Working together we will move forward along the research road to excellence!
Disseminate and Translate to the Healthcare Team

- Attending Physicians
- Physical & Occupational Therapists
- Chaplain
- Respiratory Therapists
- Dietician
- Interns & Residents
- Patient Visitor Relations
- Pharmacists
- Patient Resource Manager
Frequent Reports Ensure That Administrative Support is Strong!
Keep the Ball Rolling During the Doldrums…

• Completing the process is long and requires perseverance
  – Encourage team members
  – Kudos at monthly staff meetings
  – Coffee klatch improves communication
  – Celebrate! Just because (for no reason)
Presenting at National Critical Care Conference
Publish Group’s Work
Enlist the Help of Expert

- DTNI: email dtni@mc.duke.edu
  919-668-2344
- DUSON ORA:
  919-684-5376
- DUHS Research Nurse Scientist:
  919-613 6406