

# Save the Date!

## ACCORDS & CCTSI Community Engagement Showcase

April 4, 2025

### Krugman Conference Hall

11:00pm-1:00pm MT

Zoom (presentation); in person (networking)



Colorado Clinical and Translational  
Sciences Institute (CCTSI)

UNIVERSITY OF COLORADO DENVER | ANSCHUTZ MEDICAL CAMPUS

Receive advice and guidance on your research project from experienced community members and academics

# CCTSI/ACCORDS Community Engagement Consultations

Email Kaylee: [Kaylee.Gordon@cuanschutz.edu](mailto:Kaylee.Gordon@cuanschutz.edu) for more information or to request a consult.

<https://www.cuanschutz.edu/cctsi/community/programs>



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# ICYMI: watch previous Community Engagement Forums

<https://cctsi.cuanschutz.edu/community/programs>



Stay updated by joining our mailing list:  
[https://ucdenverdata.formstack.com/forms/pact\\_mailing](https://ucdenverdata.formstack.com/forms/pact_mailing)

# Application Coming Soon: Colorado Immersion Training in Community Engagement Program

Applications will soon open for this program.  
Check the website for more information

CCTSI Colorado Immersion Training: <https://cctsi.cuanschutz.edu/community/cit>



# What is ACCORDS?

Adult and Child Center for Outcomes Research and Delivery Science

ACCORDS is a 'one-stop shop' for pragmatic research:

- A multi-disciplinary, collaborative research environment to catalyze innovative and impactful research
- Strong methodological cores and programs, led by national experts
- Consultations & team-building for grant proposals
- Mentorship, training & support for junior faculty
- Extensive educational offerings, both locally and nationally



# ACCORDS Upcoming Events – mark your calendars!

February 5, 2025 AHSB Room 2002	<b>Transforming and Advancing a Learning Health System: Multiple Perspectives for Mutual Gain</b> The Case of Value in Learning Health Systems Presented by: Katy Trinkley, PharmD, PhD; Mark Gritz, PhD; Liza Creel, PhD
March 5, 2025 AHSB Room 2002	<b>Transforming and Advancing a Learning Health System: Multiple Perspectives for Mutual Gain</b> Building Synergy Across Academic and Operational Programs in a Learning Health System Presented by: Sunil Kripalani, MD, MSc
April 2, 2025 AHSB Room 2002	<b>Transforming and Advancing a Learning Health System: Multiple Perspectives for Mutual Gain</b> Next Steps for Learning Health Systems in Colorado Presented by: Jean Kutner, MD, MSPH
May 12, 2025 AHSB Room 2200/2201	<b>Emerging Topics in Digital Health &amp; Clinical Informatics</b> Real World Augmented Supportive Care: Tech to Touch Presented by: Matt Loscalzo, MSW
Annual Conference June 4-5, 2025 9:00-3:30pm MT	<b>Colorado Pragmatic Research in Health Conference</b> Future of Pragmatic Research: Building Multidisciplinary Teams for Innovation and Impact





Multidisciplinary Center on Aging  
UNIVERSITY OF COLORADO ANSCHUTZ MEDICAL CAMPUS

# Older Adult Research Specialists – A Great Addition to any Research Team

Kathryn Nearing, PhD MA

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# Need and Opportunity: Increase inclusion of older adults in research

- Older adults are underrepresented in research, with implications 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 person 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)



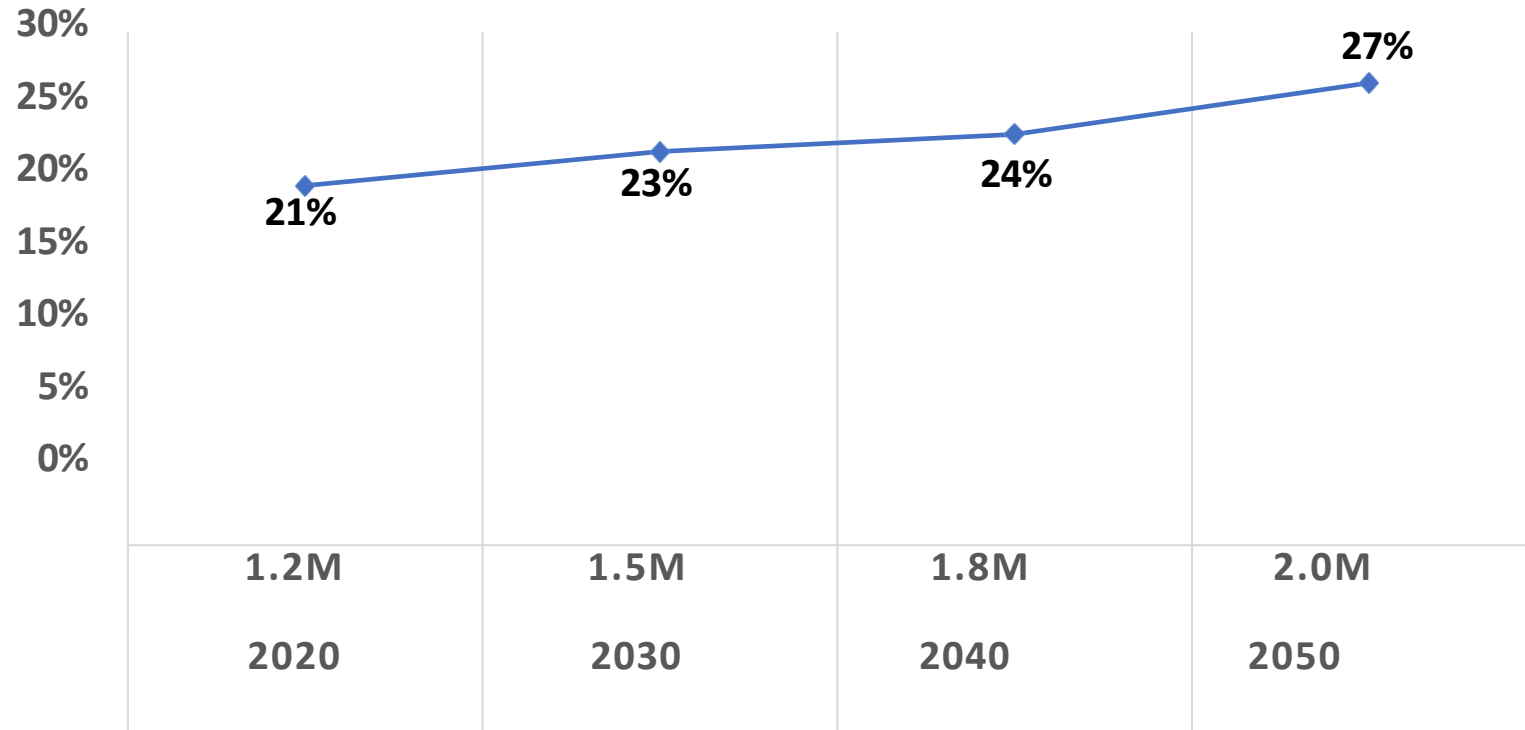
“Medications and vaccines commonly used in older adults have not been adequately evaluated in this population”  
(Veronese et al 2021:4)

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





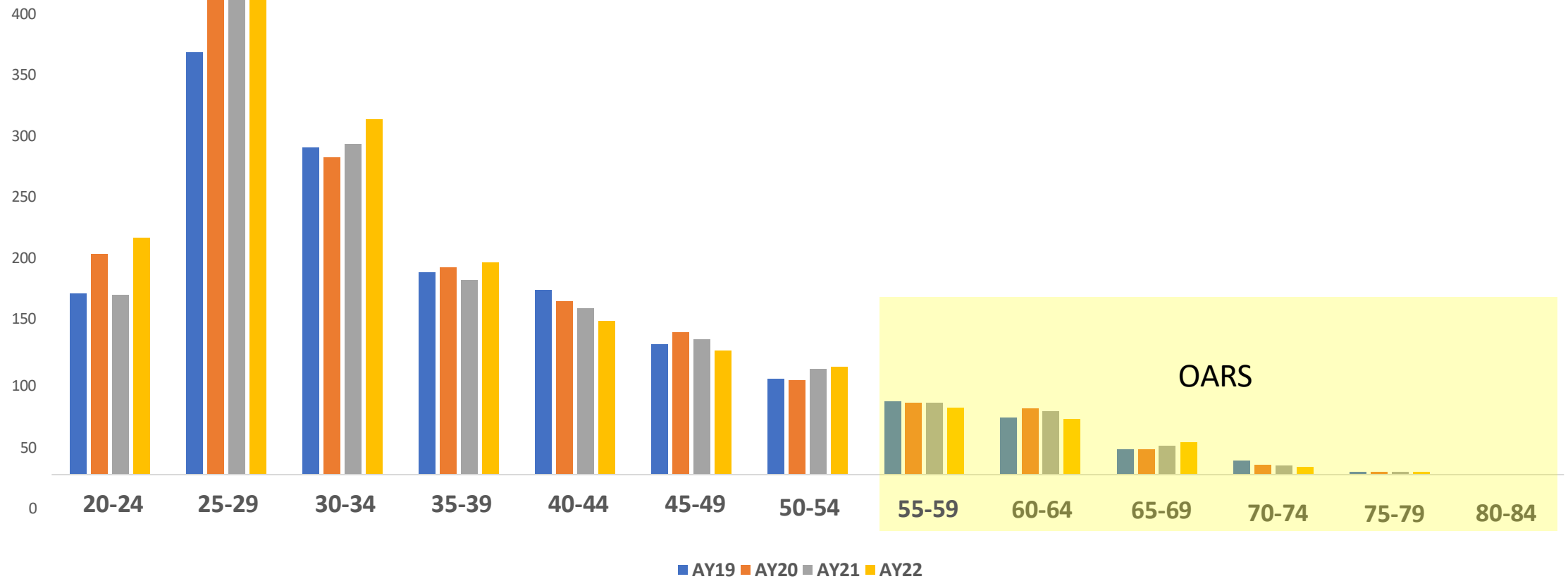
# 60+ Population by Decade in Colorado



Source: 2021 Colorado State Demographer Office

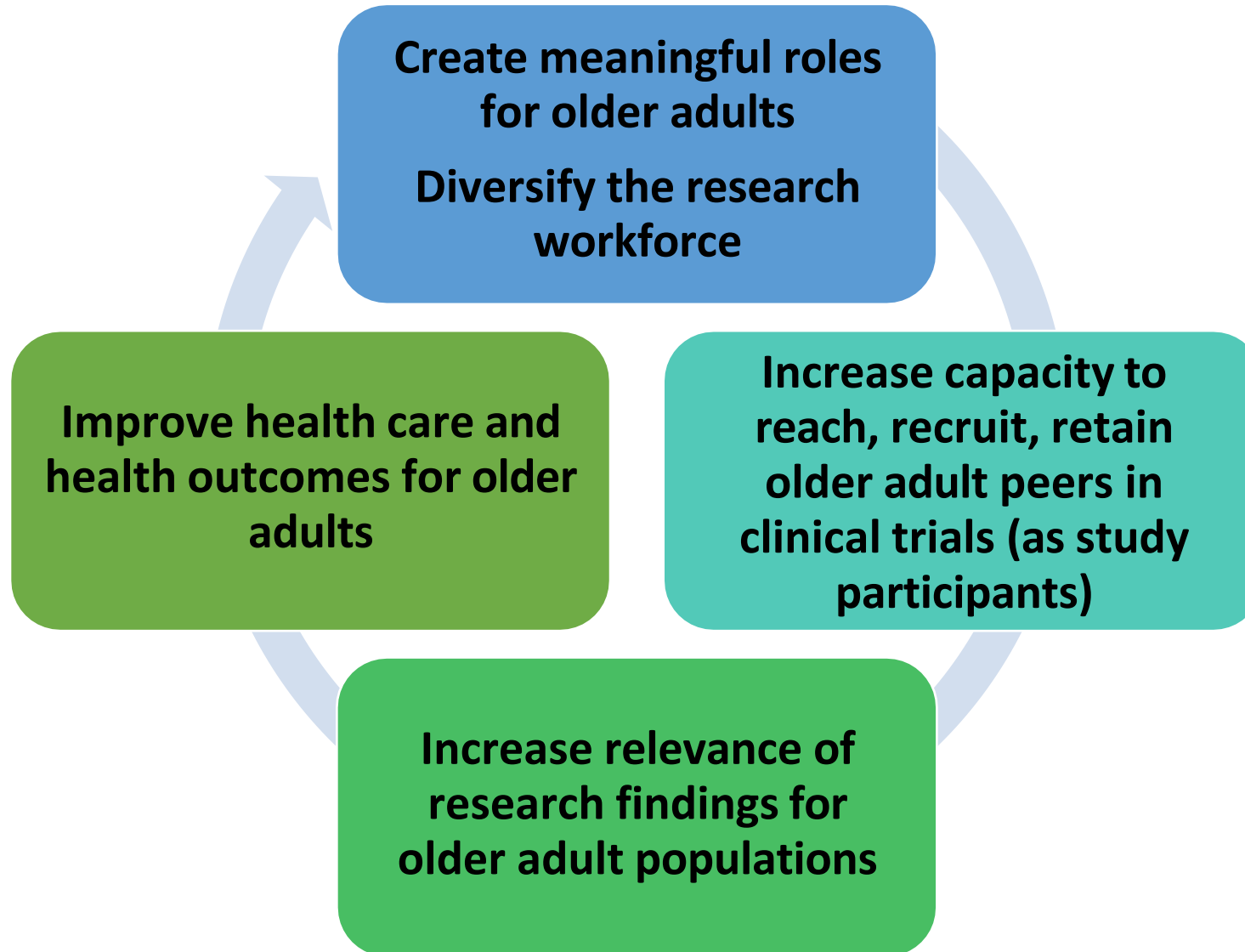
- Last decade, Colorado was the state with the 2<sup>nd</sup> fastest growing 65+ population.
- By 2034, there will be more people 65+ in our state than under 18.

# Age Distribution of CU Anschutz Research Workforce AY 19-22



**Less than 2% of CU Anschutz research workforce is 65-79.**

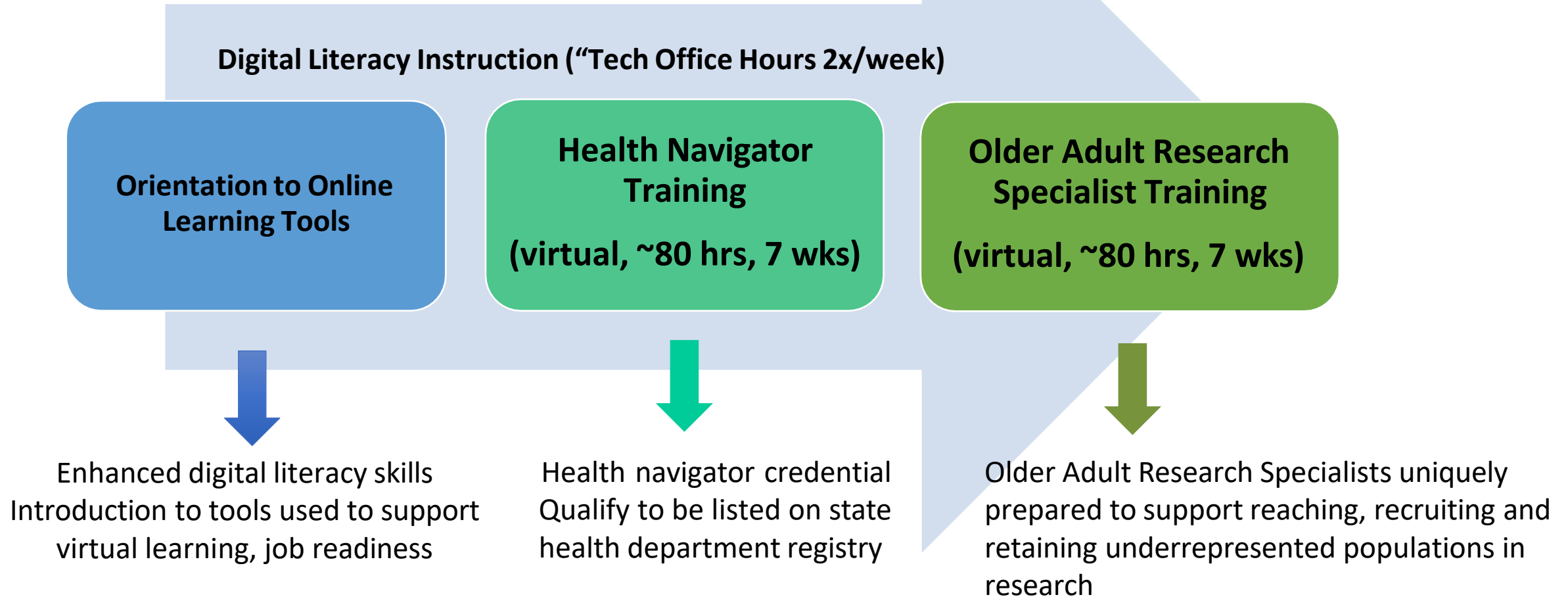
# Vision: Promote Health Equity



## National Institute on Aging R24 (research infrastructure award)

- **Aim 1:** Train and hire **Older Adult Research Specialists** to support reaching, recruiting and retaining peers in clinical trials
- OARS (research navigator) roles can include:
  - Community outreach, engagement 
  - Facilitating informed consent 
  - Addressing barriers to research study participation (retention) 
  - Education and training of research staff 
  - Catalyzing innovation and positive change 
- Health navigation training is the foundation

# Training Sequence (14 weeks, Fall and Spring)



# Older Adult Research Specialists are uniquely prepared and qualified

- Shared lived experience with those we most need to include in clinical research
- Transferable professional skills
- Unique training/preparation for roles
  - **Mental Health First Aid Certified**
  - **Motivational Interviewing**
  - **Cultural Competence**
  - **Health Literacy, Research Literacy, Digital Literacy**
  - **Social Determinants of Health**
  - **Training on available resources to address social needs (day-long, scenario-based)**
  - Clinical trials, research ethics, current regulations, informed consent, frameworks to support designing for inclusion
  - Problem-based, solution-focused projects

# Older Adult Research Specialists – Not a Job, A Calling

## 60 OARS Graduates (5 cohorts)

- Average age: 68 (56-82)
- African American n= 5; Hispanic n= 4; Asian n= 1
- Males n= 12
- Associates degree to PhD
- Veterans, older adults from military families

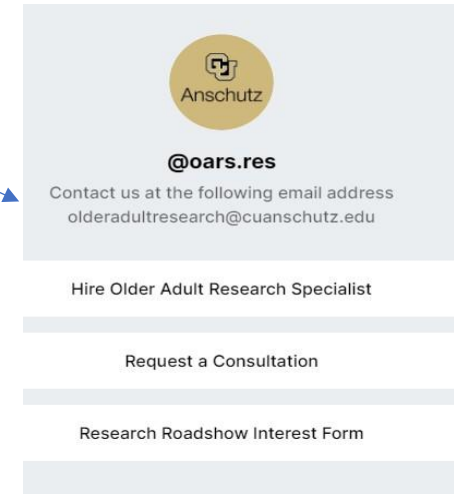


## OARS at CU Anschutz (n= 20 current employees)

- Geriatric Medicine n= 7
- Physical Medicine, Rehabilitation Science n= 2
- I KNOW Care (PALTC research network) n= 2
- Rocky Mountain Regional VA Medical Center n= 1
- Neurology n= 5
- Center for Bioethics n= 2
- Center for Inclusive Design, Engineering n= 1

# Having Trouble Reaching, Recruiting, Retaining Underrepresented Populations?

*We have new resources for you!*



- **Hire an Older Adult Research Specialist (OARS)**
  - Seeking part-time, full-time work on clinical trials
  - Willing to work flexible hours; desire to work on campus, as part of teams
- **Free OARS Consult Service (2<sup>nd</sup> Fridays: 9:30- 10:45 am)**
  - Brainstorm new solutions to recruitment, retention challenges with those who share similar backgrounds as potential study participants
- **Traveling Research Roadshows - Join us!**
  - Opportunities to engage community members from across Colorado in research



# Information for posting position

“The salary ranges for the associated **Community Engagement Research Services positions within the School of Medicine have been established at \$45,702- \$58,133.**”

## Minimum Qualifications

- Bachelor’s degree in any field
  - A combination of education and related technical/paraprofessional experience may be substituted for the bachelor’s degree on a year for year basis.

## Preferred Qualifications

- **Completed Health Navigation and Older Adult Research Specialist training available through the Multi-disciplinary Center on Aging at the University of Colorado Anschutz Medical Campus**
- Bachelor’s degree in science or health-related field
- Clinical research or related experience
- Bi-lingual

Useful resource for published competencies and interview questions:

[ACRP Hiring Guidelines for Entry Level Clinical Research Coordinators™ - ACRP \(acrpn.net.org\)](https://www.acrpnet.org/ACRP_Hiring_Guidelines_for_Entry_Level_Clinical_Research_Coordinators)



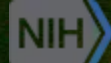
# Acknowledgement of Partners

- Vice Chancellor of Research, **Dr. Tom Flaig**
- Vice Chancellor for Access and Engagement, **Dr. Regina Richards**
- Associate Vice Chancellor for Regulatory Compliance, **Dr. Alison Lakin**
- Colorado Clinical and Translational Sciences Institute, **Dr. Ronald Sokol, PI**
- Assistant Director, Dissemination and Implementation, Office of Community Outreach and Engagement, **Dr. Jan Lowery**, UC Cancer Center, Professor, Community and Behavioral Health, Colorado School of Public Health
- Division of Geriatric Medicine, **Dr. Cari Levy**, head
- Director, Talent Acquisition, **Lindsey Fouquette**, CU Anschutz Medical Campus
- Director, Strategic Partnerships & Programs, **Jodi Waterhouse**, CU Anschutz Multidisciplinary Center on Aging
- Community Engagement Pillar, CCTSI: **Dr. Don Nease**, Director; **Montelle Taméz**, Deputy Director; **Community Research Liaisons**

**Kathryn Nearing, PhD, MA**  
[Kathryn.Nearing@cuanschutz.edu](mailto:Kathryn.Nearing@cuanschutz.edu)

**Thank you!**

**NIH/National Institute on Aging 1R24AG071459**

 National Institute on Aging

**Next50 Initiative**



# 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 (45 self-led and instructional hours)
<p><b>Building Blocks for Level 2 and Older Adult Research Specialist Roles:</b></p> <ul style="list-style-type: none"><li>• <b>Mental Health First Aid</b></li><li>• <b>Motivational Interviewing</b></li><li>• <b>True Colors</b></li><li>• <b>Diversity Equity Inclusion</b></li></ul>	<ul style="list-style-type: none"><li>• <b>Module 1 Introduction to Health Navigation</b> (Foundations of Health Navigation, Panel with Health Navigators)</li><li>• <b>Module 2</b> (Healthcare Team Communications, Patient/Client Engagement)</li><li>• <b>Module 3</b> (Health Literacy and Cultural Competence)</li><li>• <b>Module 4</b> (Trauma Informed Care; Healthcare Law and Ethics)</li><li>• <b>Module 5</b> (Healthcare Coverage Basics + role play/practice)</li><li>• <b>Module 6: Finding Resources</b> (full-day, live practice)</li><li>• <b>Introduction to Chronic Disease (self-led)</b></li></ul>

# 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 Motivational Interviewing, 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 project lead 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

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

# Older Adult Research Specialists (OARS) Consult Service

We Help Recruit and Retain Older Adults and other Underrepresented Populations in Research

“Anytime we can consider the perspectives of the target population (e.g., older adults) is an opportunity to gain greater insight into the issue being researched.”

-Principal Investigator



100%

of study teams gave the OARS Consult Service the highest rating when asked how helpful the service was to their research.

## What are researchers saying about OARS Consult Service?

- "This is by far the most useful and comprehensive recruitment service we have received."
- "From the get-go, the ideas were on target. [OARS] were really looking to work with the team to address recruitment issues."
- "The Consult Team worked to make it participant centered."
- "Wonderful diverse group who provided actionable advice!"

## Staffed by OARS:

- Barbara Davis: Previously led initiatives at University of Maryland to enhance the Patient Experience
- Jerrie Dansky: Working on a caregiver-focused, NIA-funded study; also part of Research Roadshow team
- Douglas (Bucky) Dilts who brings his marketing savvy and innate ability to connect with people
- Al Dorsey who brings decades of experience reviewing grant applications

# OARS Support Achieving Age-Friendly University Priorities

