

**Training and Career Development Core (TCDC)**  
**Co-leaders: Drs. Ilka Ríos and Elizabeth Travis**

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The overall goal of the TCDC is to produce a critical mass of Hispanic oncologists and cancer researchers to address the burden of cancer health disparities in underrepresented minorities and underserved communities by providing an integrated program of research and didactics. This will be accomplished through research experiences at both MDACC and UPRCCC and a new Cancer Education Core that will enhance and expand the experiences of trainees in Puerto Rico.

| Inputs  | Aims  |  | Short-term  | Outcomes -- Impact  |   |
|---|---|--|---|---|---|
|   | Aims  | Activities   | Intermediate  | Long-term   |   |
| <ul style="list-style-type: none"> <li>• MD Anderson Cancer Center (MDACC)</li> <li>• UT Graduate School of Biomedical Sciences</li> <li>• UPR System (11 campuses)</li> <li>• UPR Comprehensive Cancer Center (UPRCCC)</li> <li>• Faculty</li> <li>• Students</li> <li>• Mentors</li> <li>• BEBiC</li> <li>• NCI Program Director</li> <li>• Internal Advisory Committee (IAC)</li> <li>• Program Steering Committee (PSC) members</li> <li>• Other funds [Collaboration with other NIH funded programs, such as MARC-Mayaguez and RISE-Humacao] (already initiated), U54 Ponce School of Medicine]</li> </ul> | <ol style="list-style-type: none"> <li>1. Increase the number of Hispanic undergraduate and graduate trainees pursuing careers in cancer research and population sciences.</li> <li>2. Increase the number of Hispanic physicians, physician scientists and other health professionals who pursue careers in cancer medicine.</li> <li>3. Strengthen the faculty development program, targeted to maximize each individual's advancement potential, in order to engage and retain:               <ol style="list-style-type: none"> <li>a. Junior faculty</li> <li>b. Senior faculty transitioning their focus to cancer</li> </ol> </li> </ol> | <ol style="list-style-type: none"> <li>1. Student's Recruitment Tour visiting UPR campuses with sciences program, such as: Bayamon, Rio Piedras, Mayaguez, Cayey, Ponce, Medical Sciences and Humacao [Aims 1 &amp; 2]</li> <li>2. Mentor's Recruitment from UPR system and CCC roster [Aims 1 &amp; 2]</li> <li>3. Offer training and research skills development to the recruited trainees using diverse methods (didactics, research experiences, web-based and seminar series) for example:               <ul style="list-style-type: none"> <li>• Course curriculum in cancer [Aims 1 &amp; 2]</li> <li>• Summer Research Program [Aims 1 &amp; 2]</li> <li>• Biochemistry Exchange Program [Aim 1]</li> <li>• Semester Research Program [Aims 1 &amp; 2]</li> <li>• Quarterly Seminars in cancer topics [Aims 1 &amp; 2]</li> <li>• Postdoctoral Training -PhDs [Aim 1]</li> <li>-MDs [Aim 2]</li> </ul> </li> <li>4. Assure that each U54 trainee has Mentor and support to develop their cancer research career. [Aims 1 &amp; 2]</li> <li>5. Assure that each junior faculty has at least one mentor, develops a career development plan and foster the development activities included in the plan. [Aim 3]</li> </ol> | <ol style="list-style-type: none"> <li>A. Visit annually at least for 4 campuses of the University of Puerto Rico. [Aims 1 &amp; 2]</li> <li>B. Recruit at least 4 undergraduate students per year to pursue a career in Cancer Research or Medicine and commit to take the new curricular cancer courses sequence, 2 research rotations and other enrichment activities/cancer training pipeline. [Aims 1 &amp; 2]</li> <li>C. Recruit at least 2 medical students to participate in the Summer Research Program (Biomedical or Clinical) at MDACC. [Aim 2]</li> <li>D. Recruit at least 1 dental student to participate in the Summer Research Program at MDACC. [Aim 2]</li> <li>E. Recruit 2 students per year to pursue a dual degree MD/PhD. [Aim 2]</li> <li>F. Offer at least two seminars in Cancer Research to the trainees, each semester. [Aims 1, 2 &amp; 3]</li> <li>G. Guided by the selected mentor, each junior investigator will structure an individual Career Development Plan by the end of the first year. [Aim 3]</li> <li>H. Conduct a needs assessment survey among the faculty to update the topics for preparing and scheduling a faculty development program and activities. [Aim 3]</li> </ol> | <ol style="list-style-type: none"> <li>A. Develop a plan for each recruited student (Student development plan) to guide their progress and follow up with the mentors, by the end of the first semester that the trainee joins the Program. [Aims 1 &amp; 2]</li> <li>B. Establish a trainees' database 2001 to present (with the support of the Evaluation Core). [Aims 1, 2 &amp; 3]</li> <li>C. Recruit one PhD student to continue postdoctoral studies/research in Cancer at the partner institution. [Aim 1]</li> <li>D. Recruit new mentors and create a database to match them with the students. [Aims 1 &amp; 2]</li> <li>E. Recruit one Resident to pursue a subspecialty clinical fellowship in Cancer at the partner institution. [Aim 2]</li> <li>F. At least one medical trainee will go into a residency program, clinical or research fellowship each year. [Aim 2]</li> <li>G. Offer at least one or two days Faculty Development Program annually, based on the needs identified. [Aim 3]</li> </ol> | <ol style="list-style-type: none"> <li>A. Establish a pipeline of trainees from undergraduates to faculty, and will be the basis of a visible, identifiable community of cancer researchers, oncologists and cancer prevention researchers in Puerto Rico. [Aims 1, 2 &amp; 3]</li> <li>B. Development of a new cadre of Hispanic clinical researchers and physicians in cancer and minority health disparities research through training, skills and career development and educational programs. [Aims 1, 2 &amp; 3]</li> </ol> |
| <b>Process Evaluation</b>   |   | <b>Outcome Evaluation</b>  |   |   |   |