Designing RCR Training Programs that Emphasize Knowledge Application Rather than Knowledge Acquisition

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Case Study

Pierre is finishing up his postdoctoral fellowship and is hoping to secure a scientist position at a pharmaceutical company. He is preparing to present his work at a national meeting where he’s been told a representative from the company will attend. He includes measurements from his cellular assays in a graph on one slide but is concerned that some of the data points are questionable. He considers leaving the data points out. After all, he’s not submitting a paper for publication and he’s sure his conclusions are valid, plus he really wants to impress the company representative.
Questions

How effective is RCR training on actual decision-making?

Are RCR programs designed to help Pierre make the right decision in a crisis situation?

Traditional RCR Training Objectives

• Meet NIH and institutional requirements

• Introduce RCR topics

• Facilitate the understanding of federal and institutional policies and guidelines

• Provide best practice examples
Instructional Design Methodology

- Assess → Getting Started
- Design → Mapping It Out
- Develop → Assembling the Pieces
- Deliver → Conducting the Training
- Evaluate → On-Going Review

Proposed Solution

By integrating knowledge application strategies in RCR instruction

Knowledge Acquisition → Knowledge Application

Transformation of knowledge
facts, concepts, definitions

Putting new knowledge into practice
Conversion to useful information
outreach, networking, behavior change
Moving Towards Knowledge Application: Course Design Strategies

- Include faculty and RCR champions on agenda
- Promote interactions - networking, socializing
- Establish a positive, nonjudgmental learning environment
- Reduce lecture time, include interactive activities/exercises
- Avoid “information dumping”, provide resources/contacts
- Encourage post-instruction relationships - ethics partners, “buddies”
- Tailor topics to foster professional development, incorporate best practices

Summary

Content ➔ Lay ethical foundation

Format ➔ Build relationships
Desired Outcome

Culture Change

Paradigm Shift

Thank You!

Questions?

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