

2019 PaRC Retreat Summary Report

PaRC Retreat: November 4th, 2019

Participant Feedback:

- The retreat activities fostered creativity and facilitated participation by all attendees.
- Participants left the retreat with a better understanding of group strengths and weaknesses and a sense of identity as PaRC investigators.
- Future meetings should begin with specific goals and end with concrete action items.
- The group should plan to meet once a month for one hour to address near-term priorities.
- Longer retreats should be held annually to discuss long-term PaRC goals.

External Goals:

- Research impact
- Revenue
- Recruitment
- Mentoring
- Reputation

Internal Goals:

Topic	Short Term Goals	Status
Identity	Co-create a mission and vision statement	complete
	Research other centers & determine PaRC's niche	
	Determine benefits, expectations, & value of PaRC membership	
Collaboration	Set up regular faculty meetings & social events to grow the PaRC culture	complete
	Set up PERCOLATE meetings & social events for PaRC faculty & mentees	
	Continue communication with Advisory Board for feedback and guidance	
Mentoring	Develop repository of mentee resources shared across the group	
	Strategize ways to share mentorship duties	
Recruitment & Retention	Hire a PhD-trained research scientist & mid-career faculty researcher	
	Explore growth & development opportunities for PhDs	
	Explore possibilities and interest in developing a mid-career peer group	
Training Support	Determine next steps for a T32 or R25 in palliative care	
	Explore opportunities to support a post-doc training group	
Sustainable Support	Brainstorm pilot award ideas using Center funds	
	Brainstorm Center grant ideas	
	Meet with VA leadership to develop potential collaboration	

Area	Long Term Goals	Status
Identity	Establish & market the PaRC niche to the HPM research world	
Collaboration	Facilitate organic collaboration within & outside of PaRC	
Mentoring	Create a sustainable infrastructure for mentoring diverse trainees	
Recruitment/Retention	Recruit personally & professionally diverse investigators	
Training Support	Apply for T32 and pilot funding opportunities	

Sustainable Support		Apply for a Center grant	
Topic	Strengths	Opportunities	Weaknesses
Identity	<ul style="list-style-type: none"> - Supportive faculty - DGIM investment - Impactful research topics - Reputation 	<ul style="list-style-type: none"> - Grow group culture - Diverse investigators - Emerging areas of strength 	<ul style="list-style-type: none"> - Limited group activities - Separation between clinical & research enterprise - No shared mission
Collaboration	<ul style="list-style-type: none"> - UPMC infrastructure - Diverse expertise - Advocating the clinical utility of patient focused research - Large research university 	<ul style="list-style-type: none"> - Integration w/other depts. - Research collaboration within the group 	<ul style="list-style-type: none"> - Impact could be excluded by exclusivity - Diverse research questions harder to collaborate with larger groups
Mentoring	<ul style="list-style-type: none"> - Strong mentoring culture - Time/availability - Opportunities for mentees 	<ul style="list-style-type: none"> - Mentoring at different levels - Shared mentorship - Pipeline of mentees/junior investigators 	<ul style="list-style-type: none"> - Extending growing research skills - Over-extended mentors
Recruitment/Retention	<ul style="list-style-type: none"> - New recruits - Pittsburgh is an attractive location 	<ul style="list-style-type: none"> - Mid-career peer group - Different opportunities to give non-faculty research experiences 	<ul style="list-style-type: none"> - Development opportunities for PhDs - Small # of late- and mid-career faculty - Recruitment outside of Gen Med
Training Support	<ul style="list-style-type: none"> - Training grants available - Strong research support in Gen Med 	<ul style="list-style-type: none"> - T32 in palliative care - Post-doc training group 	<ul style="list-style-type: none"> - No specific palliative care training opportunities
Sustainable Support	<ul style="list-style-type: none"> - Money from grants - Increasing federal funds 	<ul style="list-style-type: none"> - VA collaboration - Private donors - Local foundation funding 	<ul style="list-style-type: none"> - Indirect return - Pilot award opportunities - No endowed support

Strengths, Weaknesses, & Opportunities:

PaRC Mission Statement:

The mission of the Palliative Research Center (PaRC) is to promote the field of palliative care by building the scientific evidence base, exploring ethical dilemmas, fostering transdisciplinary collaborations, and mentoring a diverse generation of emerging palliative care research scientists.

PaRC Vision Statement:

We generate rigorous, innovative palliative care research and support a diverse community of researchers committed to improving the lives of people with serious illness and their families.

PaRC Importance/Difficulty Matrix

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Have more money than we know what to do with

Build a culture that rewards people who enrich & contribute to the mission of PaRC

Create a sustainable, equitable & valued structure for person-centered mentoring @ all levels

Grow a culture & leverage infrastructure that facilitates organic collaboration to solve the biggest, most impactful PC challenges

Have the best resources of any PC research centers for developing personally & professionally diverse trainees

Address impactful issues by celebrating our differences & uniting around a common set of values

Difficulty

Importance

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