State of the Alliance

October 2, 2023

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Jenna Hicks, PhD, Assistant Director

https://www.healthra.org/hra-strategic-plan/
HRA’s Strategic Goals

Drive Institutional Learning to Increase Member Organizations’ Effectiveness
Increase the acquisition and dissemination of information, including resources, best practices, strategies, and metrics.

Empower HRA Through a Solid Base
Identify and secure the resources necessary to achieve the goals detailed in the Strategic Plan, enabling progress toward achieving HRA’s mission.

Improve the Scientific Research Process
Resulting in research that leverages diverse ideas and experiences; is open, inclusive, and accessible; and increases the public’s respect for science.

Foster HRA Community
Support collaborations, networking, and increase the capacity of individuals within HRA member organizations.

Strategic Plan Objective: Enhance HRA’s value to HRA members
Goal 1: Improve the Scientific Research Process

1. Enhance HRA members efforts in the DEI space,
2. Enhance members’ efforts to develop and implement Open Science practices,
3. Increase effectiveness in communicating the science they fund as well as its impact.
Goal 1: Improve the Scientific Research Process

1. Enhance HRA members efforts in the DEI space

DEI Learning Community
- Sindy Escobar Alvarez
- Zoë Fuchs
- Lindsay Redman Rivera
- Kelly Chavez Rose

Bias Training Working Group
- Jessica Biddinger
- Kim Lezak
- Kevin Sia

Inclusive Grantmaking Initiative (JSMF, Rita Allen, DDF Grants)
- Jenna Hicks, Project Lead

Bias Mitigation in Peer Review Training for Program Staff
Goal 1: Improve the Scientific Research Process

2. Enhance members’ efforts to develop and implement Open Science practices

Open Science Learning Community
- Al Towers
- Kristin Eldon Whylly

Exploring the Value of Open (EVO)
- "Birds of a Feather" sessions
- Data Sharing: Best Practices, Policy Landscape, Monitoring Compliance
- HRA member Open Science Policy Inventory

HRA Open (with NLM)
- Enables OA policies
- ORCiD integration
- 4 new organizations participating (19 total)

Open Science Partnerships
- NASEM Roundtable (see Toolkit Key Idea)
- Year of Open Science
- Center for Open Science
- Incentivizing Collaborative Open Research
- Open Research Funders Group
Goal 1: Improve the Scientific Research Process

3. Increase effectiveness in communicating the science they fund as well as its impact

Program Evaluation Learning Community
- Heather Calderone
- Brent Dolezalek
- Orna Ehrlich

Spring Members Meeting
- Strategic approaches to communicate the value of your research
- Processes and metrics used to identify and select outstanding candidates

Fall Members Meeting
- Using HRA Analyzer
- Approaches to track and highlight the successes of our grantees

Community Calls & Members’ Meeting Sessions

- HRA Analyzer Lunch & Learn
- Going beyond bibliometrics: A system to track the progress and impact of biomedical research funded by Susan G. Komen

10/24: Strategies for Communicating your Organization’s Impact:
(1) Organizational Leadership, (2) Policymakers, (3) Practitioners, (4) Researchers, and (5) the Public
Goal 2: Drive Institutional Learning to Increase Member Organizations’ Effectiveness

1. Enhanced listserv capacity serves the needs of members with diverse roles for information regarding specific issues, and listserv conversations are used to identify and prioritize new learning opportunities.
2. A variety of HRA member meetings/webinars are developed and organized so that participants with diverse organizational roles are engaged.
3. Structures, policies, and procedures are developed that strengthen the use of learning communities, and other initiatives or programs to meet member needs.
4. The value of HRA’s website to HRA member organizations is enhanced.
Goal 2: Drive Institutional Learning to Increase Member Organizations’ Effectiveness

1. Enhanced listserv capacity serves the needs of members with diverse roles for information regarding specific issues, and listserv conversations are used to identify and prioritize new learning opportunities.

**Listserv Use Instructions on the Website**
- subscribe to listservs
- Instructions for accessing archives
- [healthra.org/members/members-only-information/accessing-the-listserv/](http://healthra.org/members/members-only-information/accessing-the-listserv/)  

**HRA Resources: Listserv Summaries**
- Summaries of listserv responses by “poster” or HRA staff
- Access under Resources for Members

**Broaden Listserv Usage**
- Two New listservs: Jobs & RFA/RFP
- Wide variety of topics: HRA/external events, resources, challenges, policy issues PLUS HR, IP etc

Outcomes: Formation of AI/LLM and Misconduct & Ethics Learning Communities
Goal 2: Drive Institutional Learning to Increase Member Organizations’ Effectiveness

2. A variety of HRA member meetings / webinars are developed and organized so that participants with diverse organizational roles are engaged.

Members Meeting Task Force
- Joe Cotter
- Kristen Mueller

Members Meetings Feature Varied Perspectives
- October ‘23 meeting will feature HRA member speakers plus speakers from government, venture capital, industry and academia
- healthra.org/events/fall-2023-hra-members-meeting-chicago-il/

Continued Virtual & In-Person Members Meeting Access
- Remote moderators and Q&A via Slido will facilitate the virtual meeting experience
- Considering options for virtual networking - be sure to fill out the post-meeting survey!

- Additional meeting structures (e.g., HRA-hosted national meetings, regional, topic-focused, or tied to other meetings)
- Increase value of virtual meetings
- Broaden participation in HRA meetings
Goal 2: Drive Institutional Learning to Increase Member Organizations’ Effectiveness

3. Structures, policies, and procedures are developed that strengthen the use of learning communities*, and other initiatives or programs to meet member needs.

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**Learning Community Guidelines**
Revised and sent to learning community co-chairs at the beginning of year to help set goals for the coming year

**Recognize Co-Chair Contributions**
- Co-chairs present updates to the Board
- Highlight contributions in HRA updates & reports

**Explore Communication Platforms**
- Piloting Handzin with the Members Meeting Program Committee
- Priority area for 2024

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*AI/LLM, Comms (inactive), DEI, Drug and Other Therapy, Funder Institution Task Group (inactive), Grants Admin, Misconduct & Ethics, Open Science, Program Evaluation, Registry & Biorepository, Research Workforce, and Clinical Trials Interest Group
Goal 2: Drive Institutional Learning to Increase Member Organizations’ Effectiveness

4. The value of HRA’s website to HRA member organizations is enhanced.

Event and Resource Info Plus

- **Upcoming Events** & **Resources for Members** pages allow searching and filtering
- Members’ Only google (and other) docs
- Google analytics

Newsletters Highlight

- Recent/Upcoming Events
- HRA Happenings newsletter emails link to website content
- Past [HRA Happenings](#) emails are archived on the website

Grants Administration Handbook

- Christy Hudson
- Eileen Melnick (former)
- Sonia McStay
- Donna Dang (former intern)

[Grants Admin Handbook](#)
1. There is enhanced learning, collaboration, and networking at a variety of HRA convenings including semiannual, regional, or targeted member meetings.

2. New relationships and collaborations are built due to members connecting and engaging based on shared characteristics and interests.

3. Engagement in HRA activities increases the capacity of individuals in member organizations to be more effective in their careers.
Goal 3: Foster HRA Community

1. There is enhanced learning, collaboration, and networking at a variety of HRA convenings including semiannual, regional, or targeted member meetings.

Members Meeting Task Force
- Joe Cotter, chair
- Kristen Mueller, chair
- Megan Allen
- Heather Calderone
- Brent Dolezalek
- Amy Laster
- Judy Quong

Leverage Regional Meetings
- Pilot regional meetings around national conferences (e.g., SfN/DC, ABRCMS/Phoenix both Nov 2023)
- Email maryrose@healthra.org if going to SfN, ABRCMS, or if you’d like to host a regional meeting!

Enhance Virtual Members Meetings
- Experiment with one in-person/hybrid meeting, one totally virtual meeting per year
- Collect feedback to inform Members Meeting structures for subsequent years
2. New relationships and collaborations are built due to members connecting and engaging based on shared characteristics and interests.

**CEO Roundtables**
- 3 calls scheduled for 2023
- **26 CEO** participated in 2023

**Book Club**
- Krissa Smith, chair
- “Empire of Pain” (6/2023)
- What’s next?

**Artificial Intelligence & Large Language Models (AI/LLM) Learning Community**
- Jennifer Hall
- Al Towers

**DEI in Clinical Trials Interest Group**
- Andrew Ciupek
- Michelle McLeod
- Samik Upadhyaya
- Shanada Monestime
3. Engagement in HRA activities increases the capacity of individuals in member organizations to be more effective in their careers.

Onboard New Members
- “Getting the Most” calls to orient new members
- 8 orientation calls in 2023 (organization-specific and open)
- Onboarding materials are publicly shared

HRA Professional Development Program
- Members Meeting Session: “Managing Conflict & Challenging Conversations at Work”
- Peer Circles Program

Facilitate Connections
- Organizational directory
- Individual directory in Airtable is in the works
- Buddy system for first-time attendees @ Members Meetings
Goal 4: Empower HRA Through a Solid Base

1. An expanded breadth and depth of perspectives represented by HRA member organizations.
2. Shared services that members use and find valuable are provided to HRA members.
3. HRA’s capacity to develop additional programs of value has been enhanced by expanding and diversifying both staff and financial resources (including and beyond membership dues).
4. HRA members have access to resources to analyze grant funding data for a wide variety of purposes.
5. The voices of HRA members’ individual and collective voices are amplified, multiplying their impact on areas of importance to the biomedical research community.
Goal 4: Empower HRA Through a Solid Base

1. An expanded breadth and depth of perspectives represented by HRA member organizations.

110 Members Feb 2023
Added 5 New Members

Individual Directory: Who is engaged with what?
2. Shared services that members use and find valuable are provided to HRA members.

HRA’s Website and Listserv for Resource Creation and Repository
- Searchable / filterable resource list
- Information about HRA Analyzer, HRA Open, ORCiD Consortium
- Members-Only Docs

HRA Analyzer
- Diane Saunders, HRA Analyzer Liaison
- Lunch & Learn session (June 2023)
- HRA Analyzer Program Evaluation Learning Community session at the October Meeting

ORCID Consortium (powers HRA Open)
- ORCID Consortium for HRA Members
- ORCID integrated into HRA Open
3. HRA’s capacity to develop additional programs of value has been enhanced by expanding and diversifying staff and financial resources.

**Goal 4: Empower HRA Through a Solid Base**

- Jenna Hicks, IGI Project Lead, Assistant Director
- Jamie Garcia Research Workforce, Misconduct & Ethics Intern
- Marina Triplett Peer Circles Intern
- Mandy Truelock AI/LLM, MM, MMTF Intern
- Diane Saunders HRA Analyzer Liaison
- Kristen Ratan Open Science Consultant

**Grants Received in 2023**
- Doris Duke Foundation
- James S. McDonnell Foundation
- Rita Allen Foundation
Goal 4: Empower HRA Through a Solid Base

4. HRA members have access to resources to analyze grant funding data for a wide variety of purposes.

*Based on Research, Condition, and Disease Categorization
5. The voices of HRA members’ individual and collective voiced are amplified, multiplying their impact on areas of importance to the biomedical research community.

- Identify priority areas for members
- Participate in national conversations
- Collaborate across sectors
- Serve as a convener
- Allocate resources to address needs (such as developing HRA open to enable open access policies)
- Highlight HRA members’ influence (as we did in the Grantmaking report, and Nature Med commentary)
Questions & Discussion

● Have you found any of these strategies more or less valuable?
● What strategies may be missing?
● How can HRA measure its value to members?
● Is HRA being sufficiently accountable and transparent to its membership?
● How should the membership be included in the process of reviewing and revising the strategic plan?