

Project Status Report

OCTOBER 2020

PROJECT YEAR TWO, Q1 (JULY, AUGUST, SEPTEMBER)

Summary: In Y2Q1, we consolidated our remote work rhythms, shared early drafts of Module One content with a wide range of reviewers, continued to grapple with university procurement and hiring policies (with a few small victories, including full receipt of all production equipment), and conducted additional pilot tests of curriculum elements. We are positioned to complete a full draft of Module One this coming quarter and seek reviews such that we could start complete module pilots (in some remote form still being imagined) in the next quarter. We are recognizing that the project scope and timeline may need to be adjusted, and have an incomplete understanding of possible implications at present. The process of engaging actors and finalizing appropriate IP arrangements for interviews and scene creation is an ongoing challenge.

Progress Overview

Tasks advanced or completed this period include:

- Content development for Module One: iteratively aligning content and story arc
 - Continuing to refine the module's overarching narrative, including story arc and cast of characters
 - Early scripts written, table reads of two scenes with actors distributed for pilot testing, review, revision
 - First draft of early portions of Module One Professional Logbook produced and distributed for feedback
 - Actors cast for initial table reads pending final contract documents
- Content development for Module Two
 - First draft of Module Two One Pager Overview completed/sent to collaborators for feedback
- HHMI partnership continues to be robust and interactive
- Work continued with consultants; continuing interactions with collaborators at Carl R. Woese Institute for Genomic Biology (IGB)
 - Adding consultants Crystal Wiggins Newman, Ann Briggs Addo, Janet Stemwedel
 - Materials out for review
 - iREDS Second Demo Discussion (Data Management) piloted with Amy Wagoner Johnson lab, August 19, 2020
- Ongoing research and data collection, including:
 - Literature reviews to align data collection and instructional evaluation
- Administrative/project management:
 - Alignment of the roles and responsibilities of team members
 - Secured green screens and microphones for improving pandemic-changed filming plans
 - In concluding phase of establishing Wrapbook to handle administrative and media production service support on all media productions

NCPRE Core Team Status

- Research Program Coordinator, Sebastian Wraight, resigned July 24, 2020; duties assumed by Project Associate, Sarah Mustered and others internally
- Project Associate, Max Sowlat, started August 24, 2020; general project support
- Project Associate, Natasha Mazumdar, started September 21, 2020; graduate student/scientist perspective

LABS THAT WORK FOR EVERYONE

An Intentional Leadership Curriculum Tailored for Researchers at HHMI and Beyond

- Initiating search for a Presentation and Teaching Lead (has been reclassified, again, by university HR in collaboration with statewide review board)

HHMI Interactions, Feedback

- Ongoing project coordination with Erin Jones
- Conversation with David Asai on coordinating with Gilliam Fellows mentorship, BLM content, July 8, 2020
- Proposed approach for serving as witnesses for Hanna Gray Fellows, contributing to HHMI DEI initiatives for lab-based researchers
- Conversation with Erin Jones, Judith Glaven, Lucy Moorehead, Sonia Zarate, about Hanna Gray Lived Experience Forum, July 9, 2020
- Ongoing interactions and conversations with Luke Lavis and Vivek Jayaraman on Module One content/science, audiences
- Discussion with Erin O'Shea, David Clapham, Erin Jones, July 20, 2020
- Initiated review process with four Hanna Gray Fellows, September 2020
- Call with Judy Glaven, Erin Jones re Hanna Gray Fellows for feedback on project, Sept 14, 2020
- Call with Judy Carroll re SOMs Sept 17, 2020
- Presentation of current materials to LMNOP board, September 30, 2020
- Arranged for iREDS data management pilot with Wilfred van der Donk (HHMI Investigator) lab

Collaborating Partners and Consultants; Subject-Matter Experts

- Visual Thinking Strategist/Graphic Recorder Sherrill Knezel added as consultant to produce test animated illustration for videos for online curriculum variety, interest (pilot test underway with introduction to iREDS protocols and background)
- Crystal Wiggins Newman, adding as SME/consultant
- Ann Briggs Addo, adding as SME/consultant
- Janet Stemwedel, adding as SME/consultant
- Incorporation of Dena Plemmons, UC Riverside, to main working group for weekly curriculum development meetings, to integrate the iREDS (institutional Re-engineering Ethical Discourse in STEM)
- Case study examples on data mismanagement and authorship from The Center for Scientific Integrity/Retraction Watch created for integration with the iREDS exercises; feedback on the working script, continued collaboration ongoing, including sketching out plans for video interview contributions to curriculum/pilots
- Cross-enrichment with AGU sexual harassment project advanced through parallel forms of two scenes: Poster Session Debrief, A Sympathetic Ear
 - ITW table reads provided to four AGU advisory committee members, including Clif Poodry, for Fall semester classroom piloting and feedback (initially shared at AGU Advisory Board meeting July 8, 2020)
- Ongoing feedback on drafts of Module One cast of characters and scenarios with consultants and other subject-matter experts for review and input, including initial table reads and Professional Logbook
 - Clif Poodry, Crystal Wiggins Newman, Amy Wagoner Johnson, George Langford, Billy Williams, Maria Jones (informal advisor to organization for female scientists from India on Illinois campus), Chris Lehmann (Research Integrity Officer at Illinois), Michael Loui (engineering ethics educator, longtime NCPRE collaborator), selected HHMI scientists and staff, AGU/Sloan project Advisory Committee (for the AGU versions of scenes), Janet Stemwedel, four HG Fellows

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- Active search for/engagement with HHMI volunteers for internal piloting of episodic content as it's being created

Instructional and Visual Design Development

- Criteria rubric established for further LMS Platform exploration; ongoing review of platforms underway
- Thinkific LMS platform tested with another program that was moved from in-person to online; lessons learned for development of LTW online program include:
 - Individual segment length pilots underway
 - Strengths and weaknesses noted for LTW, including interface
 - Piloted the use of a workbook for participants
 - Collecting and assessing usage ongoing
- Online leadership cohorts on other projects being used as test beds for possible approaches with investigators, Lab Leads
 - Several possibilities described for HHMI
- Testing animated short videos and graphic illustrator to round out modules, given filming limitations and for variety
- Continued development on Labs That Work project-wide branding
- Graphic Design Templates for Professional Logbook and print materials in development
- Ongoing collaboration with Nicholas Vasi, Director of Communications and Engagement at the Carl R. Woese Institute for Genomic Biology (repository of data & media created for HHMI team) and the marketing team at HHMI to gather media to enhance online content
- Revisions to LTW website with further enhancements pending

INTERNAL REFLECTION, LEARNING, AND ADJUSTMENT

- Successes
 - Positive reception for drafts of story arc, cast of characters, scripts, table reads produced to date
 - Ongoing adaptation to changed circumstances; continued progress notwithstanding
- Challenges
 - Working in virtual environment for foreseeable future: internal working arrangements, lost interactions (interviews, face-to-face material presentation, pilots, etc.) with HHMI personnel, including Janelia professionals, Investigators, fellows, etc.
 - Waiting for completion of university contract with actor contracting agency causing delays in filming more table reads
 - Lack of completion of IP arrangements in clear, accessible format approved by both HHMI and Illinois legal; media release compliance with HHMI requirements
 - Developing delivery mechanisms that are engaging, time-effective, available to all HHMI personnel
 - Determining whether and, if so, how much to adjust emphasis of Module One story arc to encompass more racial justice issues
 - Dawning recognition that a much more extensive set of facilitator/instructor support materials will be needed in new environment than originally anticipated or budgeted
 - Delays in development and production (later-than-anticipated full staffing of media team; pandemic-related) effects on overall timeline, budget, project scope
- Planned adjustments
 - Continuing adaptation of specific work flow processes in light of virtual work and prospects for near-term future
 - Creating sample episodes (scene plus content) through online LMS to assess its suitability for this project
 - Experimenting with focused webinars for HHMI lab leaders around specific topics to replace in-person delivery

NEXT PERIOD GOALS

1. Complete script for all three acts of Module One
2. Complete full content draft of journal guide for Module One
3. Integrate feedback from reviews of Module One first draft content
4. Devise, pilot strategy for delivering content to lab leaders
5. Identify experts for content interviews; Zoom or in studio
6. Record table reads for Module One, pending completion of university contract with actor contracting agency
7. Select LMS platform to mount a pilot

RELATED INFORMATION

External Events, Meetings, Lectures, Seminars

- Think in Color 2020 Workshops, Thinkific, July 14-16, 2020
- “Sharing the Screen: Best Practices for Virtual Event” eCornell, July 29, 2020
- National Postdoc Association: “Research Development: A Career for Planners, Strategists and Figure-it-outers” Aug 5, 2020
- Latinas in Engineering and Tech, General Assembly & Techqueria, August 6, 2020
- [Creating Inclusive Classrooms Training](#), Office of the Vice Chancellor for Diversity, Equity, & Inclusion, August 17, 2020
- Race Really Matters with Dr. David Asai, HHMI, Society for the Advancement in Biology Education Research (SABER) Seminar, August 27, 2020
- National Postdoc Association: "Did They Really Just Say That?! Responding to Bias at Work" NPA live webinar, September 2, 2020
- Story Collider Workshop September 2020 Workshop Series, September 7-September 18, 2020
- “Actionable Steps Toward Equity in STEM,” Speakers: Star Sharp, Penn State University; John Matsui, PhD, UC Berkeley, Society for the Advancement in Biology Education Research (SABER) Seminar, September 10, 2020
- AAMC Workshop: Beyond Climate Surveys: Achieving Inclusion Excellence in Research and Clinical Settings, September 23, 2020