Accelerated integration of iTHRIV Scholars program in virtual learning space

Program Vision: Create a community of practice and learning for early career faculty with potential to lead the next generation of clinical and translational research teams and mentor future translational scientists

iTHRIV Scholars Program @ UVA
- Launched in 2017 at University of Virginia (UVA)
- Two-year, Mentored career development program
- Junior faculty - clinical and translational researchers drawn from multiple schools and centers at UVA
- In-person, cohort-based learning community
  - Weekly 4-hour “flipped classroom” sessions
  - Monthly mentoring community luncheons
- July 2020: Planned integration with Virginia Tech Carilion (VTC – 100 miles away)

New and Enhanced Resources
- Zoom video conferencing
  - Breakout rooms
- Mozilla Hubs
- Virtual Mentoring Community
- Incorporation of session facilitators from VTC

Engaging and Encouraging Scholar Pivots Into
- Covid-19 research
- New recruitment methods
- Writing papers and workshopping ideas
- Learning new skills/methods/techniques
- New parenting roles/new work styles

The Pandemic Pivot: March 2020
- Virtual format allowed experimentation with program integration before July 2020
- Shifted weekly sessions to virtual with decreased session time
  - Scholars and faculty with shifted work duties
  - School and childcare shut downs: children at home
  - Zoom fatigue
- Shifted curriculum to support resilience and scholar pivots
  - Incorporate check-ins
  - Identified remote work best practices
- Converted applicant interviews to virtual
- Accommodated institutional needs (financial uncertainty)
  - Silver Lining: Zoom from home/own computer (rather than from conference rooms at different institutions) created level playing field for Scholars in the integrated cohort

Supporting Resilience
- Welcomed children and pets to weekly sessions
- Focused on professional and personal support
- Encouraged open, regular conversation
- Dedicated sessions to pivoting science
- Discussed new COVID-related promotion & tenure rules
- Guided conversations on career uncertainty

iTHRIV Scholars Program @ VTC & UVA: “iTHRIV”ing together in the Virtual World
- Fully integrated, virtual program for UVA and VTC
- 1st all-virtual symposium w/virtual poster session
- Community of practice and learning with pandemic bond

Scholars’ Academic Success During Pandemic
- Continued Publishing
- Received CTSA Supplement in COVID research
- Received NIH R01, K23, and LRP
- Received institutional funding in COVID research
- Continued submitting for pilots, institutional funds, and other non-COVID-related awards
- Continued submitting for NIH K and R funding

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