Comprehensive Competency Review:
Appendix C.i.i.: Competencies Not Yet Achieved—Template and Instructions

From these five competencies, choose three that you feel you have not yet fully acquired: Oral Communication, Written Communication, Ethics and Professional Norms, Multidisciplinary Teamwork, and Management. Write a short reflective statement about why you have chosen these competencies. The written reflection must include an action plan for acquiring these three competencies. Review the Master’s Thesis Rubric http://www.icre.pitt.edu/cbe/MSrubric.pdf for descriptions of each competency and indications of levels of competence.

When thinking about and describing your action plan for achieving the competencies, consider the following points. Students should come to the CCR meeting prepared to field questions about any of the 11 competencies.

- What have you learned?
- Why is this learning important?
- What is there still left to work on within this competence? How will you do that?
- What about this competency has been difficult to acquire?
- Why do you think this competency is important for clinical research?
- How do you feel about deepening your mastery of this competency?

An example of how one of your colleagues has answered this question for the Management competency is pasted below. (Used with permission.)

Competency 11: Management

Reflective Statement

Being an effective manager is crucial to running a research team and is a skill that I think is sometimes difficult to learn and frequently not explicitly taught. I have had the opportunity to serve as group leader/manager in multiple ICRE classes which has been helpful, especially in the context of competency #10 and multidisciplinary teams. I found the course on best practices in clinical research very helpful in learning managerial aspects of leading a research team.

At this stage of my career I have not had many opportunities to develop this competency; however, I have managed funds as a T32 fellow. I have used these funds for tuition reimbursement, travel expenses, and statistical support.

To further develop this competency, I plan to enrolled in CLRES 2077 (Managing your Career in Clinical and Translational Science), which covers core management issues in research.