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Research Coordinator Leadership: Growing a Research Program from the Ground Up

Lori Linke
UW Kidney Research Institute

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Session Map

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graph LR; A[Hear a Case Study] --> B[Learn About RC Role in Establishing a New Research Institute]; B --> C[Define RC Leadership Skills];
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The first responsibility of a leader
is to define reality.

The last is to say thank you.


In between, the leader is a servant.

~Max DePree



Coordinators have **always** played an **important** role. Those before us have laid the **foundation** for research today.


Kidney Research Institute:
A Case Study



History


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A life-changing discovery in 1960



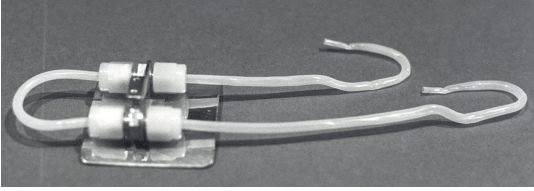
Dr. Belding H. Scribner, first director of UW's dept. of nephrology, worked with his colleagues to develop a blood access device for hemodialysis.

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A life-changing discovery in 1960


The Scribner shunt provided a lifeline to patients with kidney failure.



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**NORTHWEST
Kidney Centers**
Live. Learn. Hope.



Dr. Scribner founded **Northwest Kidney Centers**

- 1st outpatient dialysis program in the world
- Made Seattle an international center for advances in kidney disease

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The Coach House



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The Coach House



- Research Dialysis Facility affiliated with UWMC
- Established in the early 1970s
- 5 station unit housed in the Coach House apartments near U-Village

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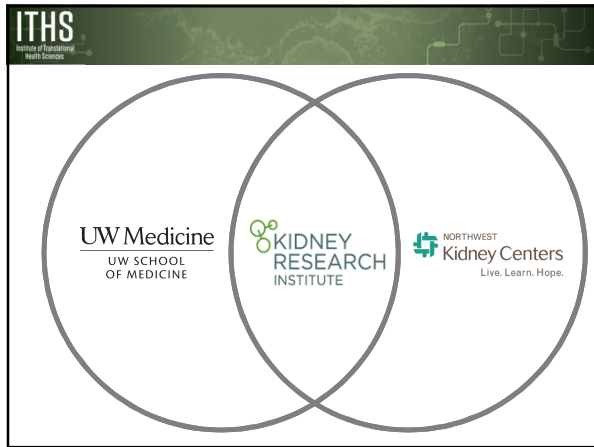
The Coach House



- Over many years, the Coach House had many studies.
- One of the studies with the most impact was the development of bicarbonate dialysis.



Partnerships





KIDNEY RESEARCH INSTITUTE

An institute just for kidney research. . .

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**KIDNEY
RESEARCH
INSTITUTE**

Leadership from UW, Northwest Kidney
Centers and the community pioneered a
2003 task force to establish a research
institute dedicated solely to kidney disease.

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**KIDNEY
RESEARCH
INSTITUTE**

KRI opened its doors in 2008, proud to build
on 50 years of history in Seattle.

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**KIDNEY
RESEARCH
INSTITUTE**

MISSION

To conduct research that improves the
lives of those with kidney disease.

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**KIDNEY
RESEARCH
INSTITUTE**

GOAL

To establish a leading clinical research endeavor focusing on early detection, prevention and treatment of kidney disease and its complications.

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**KIDNEY
RESEARCH
INSTITUTE**

VISION

Every eligible patient with kidney disease is informed about, participates and benefits from our research.

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**KRI as a
Model for Leadership
in Research Coordination**

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Strong leadership



Dr. Jonathan Himmelfarb, KRI Director

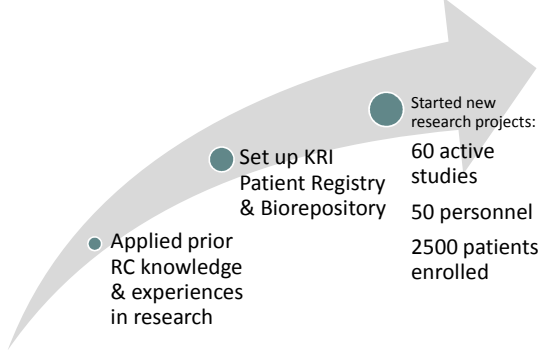
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KIDNEY RESEARCH INSTITUTE

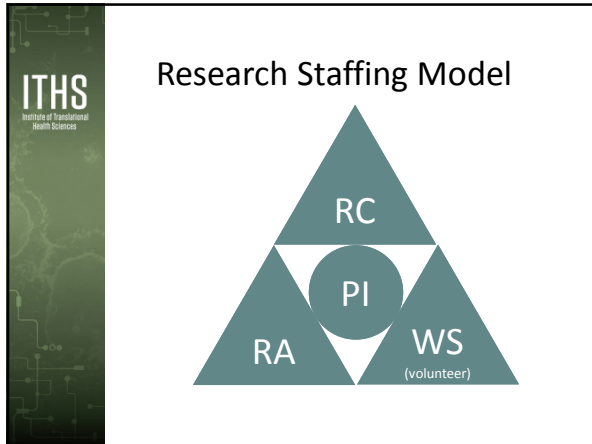
Strong Leadership

First RCs at KRI Linda Manahan Noah Citron Hope Bell	RCs working with UW Nephrology PIs Laura Curtin Lori Linke
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- Applied prior RC knowledge & experiences in research
- Set up KRI Patient Registry & Biorepository
- Started new research projects:
 - 60 active studies
 - 50 personnel
 - 2500 patients enrolled





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Key coordinators oversee research at KRI sites

- Linda Manahan
HMC
- Laura Curtin
UWMC
- Lori Linke
NKC
HD-related studies

We cross-train to cover one another's studies

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Together, we...

Bring research under one roof

Manage daily work

Form new community partnerships

Wear many hats

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Together, we...

Set up lab and processing areas

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Together, we...

- Set up new NKC space
- Expanded at UWMC

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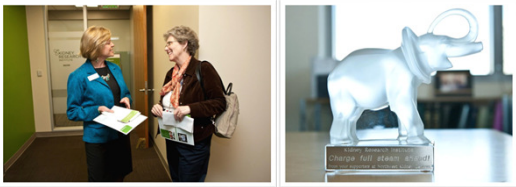
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**Research Coordinator
Leadership Skills**

**Forge Positive
Relationships**

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Forge Positive Relationships
Change minds on how research could be done.



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Forge Positive Relationships

Build relationships in the community & within the UWMC system.



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Forge Positive Relationships

Participate in community outreach events.



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Forge Positive Relationships

Know your stakeholders, from admin to lab.



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Forge Positive Relationships



Make sure others know who you are and the work you do

- Go to meetings with the PI's

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Forge Positive Relationships

We work with new Nephrology Fellows to help them take the next step in their research careers.



Develop Strong Skills

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Develop strong skills
Pursue goals for personal growth

Behind every fear
is a person
you want to be.
~ Unknown

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Develop strong skills
Pursue goals for personal growth

KRI examples:

- Phlebotomy and CRC certifications
- Formal education (RN, masters degree)
- Expand expertise about kidney disease


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Develop strong skills
Never say 'NO' to a challenge!



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Develop strong skills



- New studies bring new roles and responsibilities
- 'Cross-train' with your colleagues
- Be ready to grasp exciting opportunities to jump into another role

Communication

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Communication

It's what makes us successful!

We have an environment where it's ok to pick up the phone, talk to one another and ask questions!



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Communication

If you don't get it, ASK!

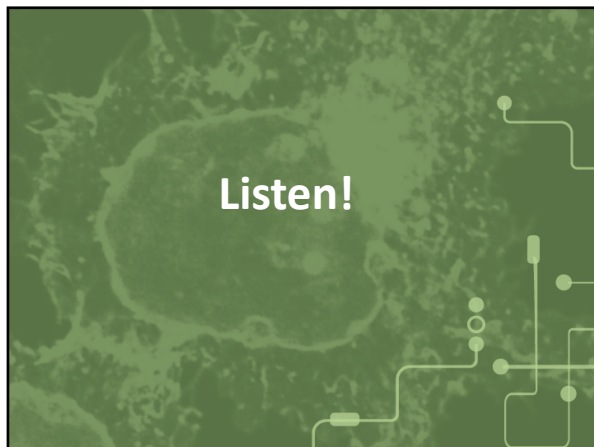


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Communication

We have PI's that we can reach all the time by phone, email and text, always keeping them in the loop of our progress.






Listen!

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Listen!

- We all bring in different skill sets.
- Be open to feedback.
- Listen to what others have to say.
- Learn from others.



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Listen!

There is no respect
for others without
humility in one's self
~ Henri Frederic Amiel

Mentorship

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Mentorship

Find a mentor or an advocate in your group, or better yet, become one!



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Mentorship

- If you are just starting out or want more responsibility, tell your supervisor.
- Identify a couple of examples of new responsibilities you might be looking for.

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Mentorship

To decide, to be at the level of choice, is to take responsibility for your life and to be in control of your life.

Abbie M. Dale

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Mentorship

As an experienced coordinator:

- Let those new in this field know that you want them to learn and grow.
- Communicate what you know so others can learn from your experiences.
- Inform mentees of opportunities that would benefit them in their daily work.

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Mentorship

Encourage others to take initiative, to contribute to the process beyond their responsibility.

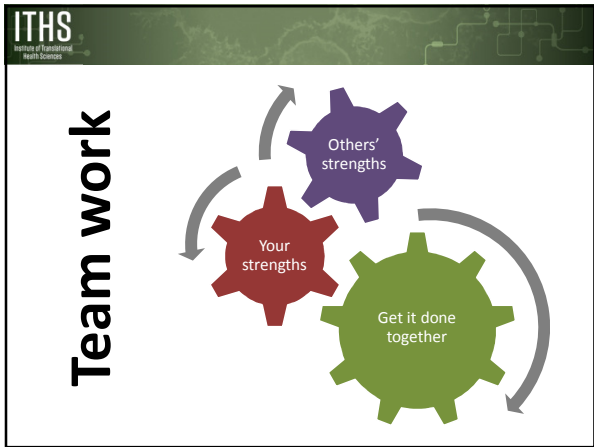
Examples		
Producing Training Videos	Creating Training Materials	Organizing Meetings & Events

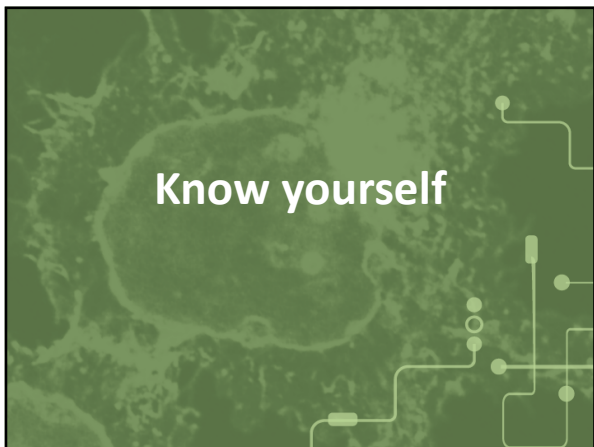
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Be a Mentor

A diagram illustrating the components of being a mentor. On the left, there are two circles: a yellow one labeled 'Role-Model' and a blue one labeled 'Leadership Skills'. A plus sign is between them, and an arrow points to a large green circle on the right labeled 'Watch your mentees grow'.







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Know yourself


The question isn't
who's going to let me;
it's who is going to stop me.

~ Ayn Rand

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Research Coordinator Leadership Skills

- Forge positive relationships
- Develop strong skills
- Communication
- Listen
- Mentorship
- Team work
- Know yourself



That's all Folks!

Questions or comments?
