GUIDANCE:
Clinical Research C.A.R.E. Award Recipient Characteristics

* Criteria for specific awards:

- **Rising Star Award**
  - Continued demonstration of a high level of professionalism
  - Continued enthusiasm and engagement in clinical research
  - Outstanding dedication to the field of clinical research
  - Excellent communication and interpersonal skills
  - Interested in continuing to pursue a professional career in clinical research

- **Leading Edge in Clinical Research Award**
  - Exemplifies inventiveness and ingenuity within realm of clinical research
  - Tirelessly working to develop new or innovative procedures to improve clinical research processes
  - Constant thinking “outside the box” attitude
  - Willingness to assume leadership roles
  - Goes above and beyond to be creative and resourceful in approach to clinical research

- **Lifetime Achievement Award**
  - Wide array of clinical research experience over the course of their career
  - Tremendous experience in clinical, regulatory and/or financial aspects of the clinical research profession
  - Consistently superior contributions of outstanding significance to the field of clinical research at Penn
  - Clear understanding of the complex and diverse world of clinical research

* Additional potential award recipient qualifications:

- **Organization and Project Management**
  - Exhibits strong and innovative problem solving skills and identifies potential solutions
  - Displays the multi-faceted skills needed to assist in protocol development, implementation and completion
  - Develops working relationships with research subjects and displays individualized attention and care
  - Demonstrates effective communication skills to build and foster relationships
  - Displays flexibility in his/her personal schedule to ensure subject compliance, satisfaction and safety
  - Collaborates with others to build partnerships and achieve mutual goals
➢ **Human Subject Protections & Regulatory Compliance**
  ▪ Promotes the protection of human research subjects by ensuring that the research is conducted according to the highest ethical standards
  ▪ Maintains accurate study documentation and regulatory compliance with ICH GCP, federal regulations, institutional policies, and the sponsoring agency
  ▪ Cooperates with all University compliance and monitoring efforts
  ▪ Adheres to University policies and procedures instituted to safeguard protected health information (PHI)

➢ **Research Subject Interactions & Patient Care**
  ▪ Demonstrates a caring nature for the subjects/patients in her/his care
  ▪ Exhibits good judgment when assessing subjects/patients needs
  ▪ Communicates clearly and effectively
  ▪ Accessible, adaptable, and flexible

➢ **Technical Skills**
  ▪ Demonstrates ability to use individualized skills in an effective and productive manner
  ▪ Possesses unique capabilities that lends value to the research environment

➢ **Interpersonal Skills**
  ▪ Open and forthright
  ▪ Clear, direct, and purposeful communication
  ▪ Accepting of differing values and perspectives
  ▪ Consistent in terms of actions and reactions
  ▪ Builds credibility through cooperation, dependability, and honesty

➢ **Leadership**
  ▪ Sets clear goals and expectations
  ▪ Motivates others, maintains positive attitude and fosters enthusiasm
  ▪ Addresses study issues in an efficient and appropriate manner
  ▪ Develops strategies to overcome adversity
  ▪ Encourages continuing education and professional development for self and others
  ▪ Demonstrates strong initiative by actively participating on various committees, work groups, and boards
  ▪ Demonstrates a commitment to the research community
  ▪ Volunteers as a mentor and a resource for other clinical research professionals