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### Background

#### The Challenge

- Rehabilitation Medicine struggles to provide strong scientific evidence for our treatment methods and protocols.
- There is a lack of strong research culture in our specialty.

#### Our Response at Montefiore:

- Institute and encourage a research proactive program and infrastructure
- Design and implement an organizational research rubric and paradigm

### Interventions

#### Our Paradigm to Promote Research

- 1) Designate Research to be a priority
  - Prioritization clear to faculty, residents, therapists
- 2) Identify Research Leadership – appoint a Director
  - May default to Program Director
    - But Dedicated Research Director increases resident research productivity by 92%

### Interventions

- 3) Identify resources: personnel, equipment, facilities, funding
  - Departmental
  - Institutional
  - Within Specialty: AAP, RMSTP
  - Within GME: AAMC
  - Federal or national: NIH, Stanford Online 4)
- 4) Create a participative governance structure
- Stakeholders include:
  - Research and Program Directors
  - Research Mentors,
  - Residents, fellows, therapists and nursing
- 5) Schedule regular committee meetings
  - determine processes and protocols aligned with institutional and federal stipulations
  - monitor resident research activity
  - identify barriers and potential solutions
  - monitor outcomes related to solutions
- 6) Facilitate good communication and develop professionally meaningful relationships between team members

### Interventions

- 7) Educate
  - institute a formal research curriculum
  - Curricular structures include didactics, workshops, dedicated rotations, journal club and Lab meetings
  - advertise the available research infrastructure and ease of access
  - This lays a foundation for potential researchers, promotes scholarly activity and addresses multiple ACGME competencies
- 8) Hold an annual research day Showcase all research activities
- 9) Plan for the future and evolve the research program and agenda
  - Recruit and develop research-oriented leaders with research expertise and skill
  - Incentivize excellence in research, “ Best paper”, etc.; fund presentations at national meetings

### Conclusions

#### Our experience shows the benefits of a well-founded research program

- Develop and advance critical and analytic thinking skills of participants
- Provide a means to explore professional interests
- Contribute to the evolution of Psychiatry
- Create new knowledge
- Provide an opportunity to develop a network of resources and mentors
- Satisfy ACGME mandates for training programs
- Increase resident studies and participation

Results: Number of new Projects	At baseline	At 6 months
Resident led projects	0	7
Faculty led studies	3	6
Therapist led projects	0	3
Projects in development	2	6

