



CMSR Strategic Plan Town Hall Meeting December 7, 2018

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Purpose of Town Hall

- Review progress on the Strategic Plan and update the CMSR community
- Solicit interim feedback from the CMSR community
- Invite CMSR community engagement and participation in implementation of the Strategic Plan



Timeline of CMSR Strategic Planning



Results from CMSR Survey & Retreat June 8, 2018: 4 Goals

1. Build a culture of leadership, transparency, collaboration, and effective communication
2. Top-notch recruitment, training, and retention of Investigators
3. Increase and maintain grant and endowment funding
4. Obtain and maintain state of the art equipment



CMSR Senior Executive Committee (SEC) Membership Qualifications

Full Professors & Tenured *Associate Professors, or *Associate Professors who are CMSR Core Directors.

*Associate Professors must also have at least 3 years membership in the Center.



CMSR SEC Members

Cheryl Ackert-Bicknell

Jennifer Anolik

Hani Awad

Danielle Benoit

Brendan Boyce

Laura Calvi

Catherine Kuo

Ed Puzas

Chris Ritchlin

Paul Rubery

Eddie Schwarz

Lianping Xing

Xinping Zhang



Responsibilities of the SEC

- Build a culture of leadership, transparency and effective communication
- Solicits feedback from CMSR community and meets monthly to review key issues including implementation of the Strategic Plan
- Develop the Strategic Plan and works collaboratively to ensure that it remains current and relevant to the state of science
- Responsible for implementation of the Strategic Plan
- Provide ongoing advice to Senior Leadership regarding CMSR finances



CMSR Mission

To be world leaders in musculoskeletal research and education focused on discovery and translation of innovations that improve human health



CMSR Vision

1. Achieve scientific breakthroughs that lead to novel diagnostics and treatments and improved standards of care.
2. Train the next generation of leaders in musculoskeletal investigation.
3. Sustain preeminence as a top-funded center in musculoskeletal research.



CMSR Values

1. Collaboration, Collegiality & Team Science
2. Innovation
3. Diversity & Inclusion
4. Education & Training
5. Integrity & Transparency



Major CMSR Strategic Goals

1. Build a culture of leadership, transparency, collaboration and effective communication.
2. Top-notch recruitment, training and retention of investigators.
3. Increase and maintain grant and endowment funding.
4. Obtain and maintain state of the art equipment.



Tactics: 5 New CMSR Committees will be responsible for Activities and Accountability

1. Training & Education Committee
2. Mentoring Committee
3. Clinician Engagement Committee
4. Cores Users Committee
5. Advancement Committee



**MSKI Director
Paul Rubery**

**CMSR
Director, Eddie Schwarz
Assoc. Dir. Hani Awad**

Senior Executive Committee

Ackert-Bicknell, Anolik, Awad, Benoit, Boyce, Calvi, Kuo, Puzas, Ritchlin, Rubery, Schwarz, Xing, Zhang

**Training & Education
Committee**

**Mentoring
Committee**

**Clinician Engagement
Committee**

**Cores Users
Committee**

**Advancement
Committee**

Trainee Council

Trainee Selection &
Progress Committee

Training Curriculum
Committee

Neuman Seminars &
Symposium Committee



How are Committees formed and how do they work?

- **Establishment:** Need is presented to SEC by CMSR member for approval
- **Membership:** SEC identifies the Chair, who facilitates broad representation from across the CMSR with a goal of $n=4$
- **Term:** Committee proposes term to SEC. Aim for ~3yr term, and overlapping terms for continuity
- **Operations:** autonomous with regular reports to SEC. SEC maintains budget



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Trainee Selection &
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Committee

Neuman Seminars &
Symposium Committee



CMSR Training & Education Committee

Committee Membership:

Chair: Hani Awad (PI of T32)

Members: Laura Calvi, Danielle Benoit, and 1 member of the Trainee Council

Responsibilities:

- Oversight of 4 sub-committees
- Guidance on key issues
 - training program priorities
 - expenditures and budgetary issues
 - allocation of resources for the various training initiatives



CMSR Training & Education Committee: Trainee Council

Committee Membership:

Co-Chairs: Anne Nichols & Richard Bell

Members: TBN volunteers – please contact Anne or Richard

Responsibilities:

Serve as critical liaison between trainee constituency and the following CMSR committees (1 PhD student and 1 postdoc level trainee per committee): Curriculum Committee, Seminars and Symposia Committee, Advancement Committee, and Core Users Committee. In addition, the committee can choose to coordinate other trainee-specific activities based on interest.



CMSR Training & Education Committee: Trainee Selection & Progress Committee

Committee Membership:

Chair: Laura Calvi

Members: Cheryl Ackert-Bicknell, Brendan Boyce, Mark Buckley, Jennifer Jonason, Eddie Schwarz & Lianping Xing

Responsibilities: The committee is charged with issuing calls for applications for T32 seats, reviewing applications (recruiting additional faculty reviewers as necessary) and selecting students for T32 seats. The committee also reviews progress of students and their contribution to the CMSR. The committee reviews the tools for selection and review (application forms, Review score card) on a yearly base and as needed to ensure that they remain relevant.



CMSR Training & Education Committee: Trainee Curriculum Committee

Committee Membership:

Chair: Danielle Benoit

Alayna Loiselle (Foundations Course Co-Instructor)

Ed Puzas (Liaison with Mentorship and Professional Development Committee)

Chris Ritchlin (Liaison with Clinician Engagement Committee)

Roman Eliseev (Journal Club Chair)

Ananta Paine (WIP Chair)

Richard Bell (Ph.D. student)

Anne Nichols (postdoctoral fellow)

Responsibilities:

1. Overseeing the weekly Wednesday Work-In-Progress lab meeting schedule
2. Development, enhancement, and execution of the 3-part course in Foundations of Musculoskeletal Science Curriculum
 - Art of Science
 - Foundations in Musculoskeletal Science
 - Techniques in Musculoskeletal Research
3. Journal club organization (e.g., manuscript selection, administration)
4. Administration of the Pre-Baccalaureate Musculoskeletal Science Track



CMSR Training & Education Committee: Neuman Seminars & Symposium Committee

Committee Membership:

Chair: Hani Awad

Members: Alayna Loiselle, Roman Eliseev, Mark Buckley, Cheryl Ackert-Bicknell, Ben Frisch, Lianping Xing, and Catherine Kuo

Responsibilities:

1. Soliciting Speaker nominations for Neuman Lectureship
2. Soliciting nominations for CMSR Symposia Keynote Speaker
3. Review scientific abstracts and assemble referees for the CMSR Symposium for the Rosier Award Presentations and Best Poster presentations awards
4. Coordinate the logistics of the above events



Professional Development and Mentoring Committee

Committee Membership

Chair: Ed Puzas,

Members: Laura Calvi, Xinping Zhang & Catherine Kuo

Responsibilities

Establishment of a mentoring team and plan for early stage faculty

- How to evaluate research relevance and significance (role of Friday PI meetings)
- Responsibilities associated with training students and fellows (role of Wednesday meetings)
- Formation of a tenure and promotions committee to monitor progress of early stage faculty
- Methods for preparing successful grant applications and dealing with critiques
- How to spend research money and build and maintain a team
- How to balance research, teaching and institutional service
- Work/life balance; how to manage the stresses of your job, family, outside interests, etc.



Clinician Engagement Committee

- Co-Chairs: Paul Rubery & Chris Ritchlin
- Clinician-Scientist dyads established
- Yearly Orthopaedics Grand Rounds presentation by CMSR faculty- accomplished
- Website summary of CMSR PI interests for clinician review (under development)
- “Clinician-Researcher Date Night”- in the Spring
- Clinical Research PI meeting (in discussion)



Cores Users Committee

Chair: Cheryl Ackert-Bicknell

Members: Lianping Xing & Xinping Zhang

Membership composition: 6 members - 1 Professor, 1 Associate Professor, 1 Assistant Professor, 1 Research Assistant Professor, 1 Postdoctoral Fellow, 1 PhD Student

Tasks include: providing CMSR Core directors feedback from users, new equipment needs



Advancement Committee

Chair: Eddie Schwarz

Members: Mike Maloney & Dianne Moll

Tasks include:

Introduction to Dianne Moll and CMSR Benefactors

Develop a "deep bench" with elevator presentation to potential donors.

Develop best practices for stewardship to stay engaged with CMSR Benefactors



Questions?

