Supplemental Figure 1: Mayo Clinic Clinical Research Orientation schedule

Day 1	Day 2	Day 3	Day 4	Day 5
--Welcome --Overview of a clinical research process --Overview of a study protocol	--IRB & ancillary committees --Informed consent --Contracts	--Budgets --Research billing --Recruitment plan	--IT systems --PTrax --Remuneration	--Study set-up: Pharmacy, biospecimens, study operations, subject visit checklist
Afternoon job shadow within unit				
Day 6	**Day 7**	**Day 8**	**Day 9**	**Day 10**
--Study set-up: Regulatory files --Site initiation/training	--Simulation center --Screening --Consenting & subject advocacy	--Subject management	--Study management	--Teamwork --Study team panel --Study publication & closure --Wrap-up
Afternoon job shadow within unit				

Supplemental Figure 2: Penn State University College of Medicine Clinical Research Orientation schedule

DAY 1 Idea Generation & Study Development	DAY 2 Study Startup and Conduct	DAY 3 Study Conduct	DAY 4 Study Conduct	DAY 5 Study Closeout and Dissemination
•Expectations/Goals •Research process •Concept/Proposal development •Grant, contract & budget development	•Research protocol •IRB & HRPP •Study operations •CTSI resources	•Recruitment & retention •Grant, contract & budget Management •Consenting	•Responsible conduct of research •Reporting •Research administration and regulatory topics •Data	•Study closeout •Dissemination •Communication styles

Supplemental Figure 3: University of Mississippi Medical Center Clinical Research Orientation schedule

Day 1 - Study Assessment and Activation	Day 2 - Study Conduct and Closure
Welcome, Introductions, and Overview	Recruitment: a General Overview
Completion of Confidence Questions	Unconscious Bias in Recruitment
Acronyms/Terms	Informed Consent
Teamwork and Communication	Consenting Simulation
Clinical Trial Process Overview	E-Consent Overview
Study Initiation and Confidential Disclosure Agreements	Regulatory and Other Study Documentation
Protocol Review	Lab Draws and Processing
Feasibility/Recruitment Plan	Research Billing
Contracts and Budgets	Study Closeout
IRB, RSO, and BSO Submission, Review, and Approval	Study Team Panel
Coordinator Basics	Wrap-Up/Q&A
Velos Training	Completion of Confidence Questions

Supplemental Figure 4: Penn State University College of Medicine
Sample Clinical Research Orientation agenda

SMaRT ORIENTATION

Day 1 – Idea Generation & Study Development

TIME:	TOPIC:
9:00-9:15 am	Welcome
9:15-9:45 am	Ice Breaker/Get-to-know Participants Activity
9:45-10:00 am	SMaRT Orientation Expectations & Goals
10:15-10:45 am	Overview of Research Process
10:45 am-12:00 pm	Concept & Proposal Development
12:30-2:00 pm	Grant, Contract, & Budget Development
2:00-2:15 pm	Day 1 Recap/Q&A

Day 2 – Study Startup and Conduct

TIME:	TOPIC:
9:00-9:15 am	Day 1 Recap; Day 2 Learning Goals
9:15-10:00 am	Overview of Research Protocol
10:15-11:30 am	IRB & HRPP
12:00-1:15 pm	Study Operations
1:15-1:45 pm	CTSI resources
1:45-2:00 pm	Day 2 Recap/Q&A

Day 3 – Study Conduct

TIME:	TOPIC:
9:00-9:15 am	Day 2 Recap; Day 3 Learning Goals
9:15-10:15 am	Recruitment & Retention
10:30 am-12:00 pm	Grant, Contract, & Budget Management
12:30-1:45 pm	Consenting
1:45-2:00 pm	Day 3 Recap/Q&A

Day 4 – Study Conduct

TIME:	TOPIC:
9:00-9:15 am	Day 3 Recap; Day 4 Learning Goals
9:15-10:30 am	Responsible Conduct of Research
11:00-11:30 am	Reporting
11:30 am-12:15 pm	Research Administration & Regulatory Topics Panel
12:45-2:15 pm	Data
2:15-2:30 pm	Day 4 Recap/Q&A

Day 5 – Study Closeout and Dissemination

TIME:	**TOPIC:**
9:00-9:15 am	Day 4 Recap; Day 5 Learning Goals
9:15-9:45 am	Study Closeout
9:45-10:45 am	Dissemination
11:00 am-12:00 pm	Communication Styles
12:30-1:00 pm	Day 5 Recap/Q&A/Additional Resources
1:00-2:00 pm	Orientation Program Evaluation and Closing

Supplemental Figure 5: University of Mississippi Medical Center
Sample Clinical Research Orientation agenda

UMMC CREW

Day 1 - Study Assessment and Activation	Times
Welcome, Introductions, and Overview	8:30 - 9:00
Unconscious Bias in Recruitment	9:00 - 10:15
Break	10:15 - 10:30
Acronyms/Terms	10:30 - 10:40
Teamwork and Communication	10:40 - 10:50
Clinical Trial Process Overview	10:50 - 11:05
Study Initiation and Confidential Disclosure Agreements	11:05 - 11:30
Protocol Review	11:30 - 12:00
Lunch	12:00 - 1:00
Feasibility/Recruitment Plan	1:00 - 1:30
Contracts	1:30 - 2:15
Budgets	2:15 - 3:00
Break	3:00 - 3:15
IRB, RSO, and BSO Submission, Review, and Approval	3:15 - 4:00
Day 2 - Study Start-Up/Conduct	**Times**
Research Resources (IDS, CRTU, tech info)	8:30 - 9:30
Coordinator Basics	9:30 - 10:15
Break	10:15 - 10:30
Recruitment	10:30 - 11:30
Consenting plus simulation	11:30 - 12:00
Lunch	12:00 - 1:00
Breakout for group consenting simulations	1:00 - 1:30
Group consenting presentations	1:30 - 2:00
Break	2:00 - 2:15
Regulatory and other study documentation	2:15 - 4:00
Day 3 - Study Conduct and Closure	**Times**
Lab Draws and Processing	8:30 - 9:00
Research Billing	9:00 - 10:00
Study Closeout	10:00 - 10:30
Break	10:30 - 10:45
Study Team Panel	10:45 - 11:15
Wrap-Up/Questions	11:15 - 12:00