Purpose

This study, using Delphi methodology, aimed to establish a set of competencies that all successful IRB/HRPP administrators should possess and determine if those competencies are inherent or teachable.

Methodology

Data Collection and Analysis

Round 1:

54 characteristics/competencies were identified

Round 2:

33 characteristics/competencies met the cutoff criteria

Criteria > 4

Round 3:

20 characteristics/competencies met the cutoff criteria

13 were determined to be teachable and 7 were determined to be inherent

Criteria > 4

Results

Teachable:

4.86 Knowledge of 45 CFR 46
4.82 Institutional Human Subject Research Guidelines
4.76 Knowledge of Subpart B, C and D of the Common Rule
4.68 Research ethics knowledge
4.50 Written communication skills
4.45 Articulate complex regulatory, contract, and compliance issues
4.43 Ability to discern issues that are significant/major risks/issues versus more minor ones and respond appropriately
4.37 Knowledge on Human Subjects Research State Regulations
4.30 Customer service skills
4.26 Ability to make administrative/procedural decisions and judgements
4.13 Problem solving
4.08 Being able to operate in a “gray area”
4.01 Knowledge of the Belmont Report

Inherent:

4.86 Possess high ethical standards
4.44 Detail oriented
4.33 Desire to learn
4.30 Ability to be consistent
4.24 Critical/Analytical thinking
4.23 Responsible
4.08 Work with minimal supervision