

Authors:
Alyssa H. McKinley
Nicole S.Cobb
Kacey J. Strickland

HRPP/IRB Administrator Competencies: A Delphi Study

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

qualtrics^{XM}

Round 1:
n=26

Open ended
question

Round 2:
n=17

Degree of
importance

Round 3:
n=11

Degree of
importance and
teachable or
inherent

Degree of importance:
1 being least important
and 5 being
most important

Inherent - involved in
the constitution
or essential character of
something;
belonging by
nature or habit

Teachable - Capable of being
taught

Data Collection and Analysis

Round 1:

54 characteristics/
competencies
were identified

Round 2:

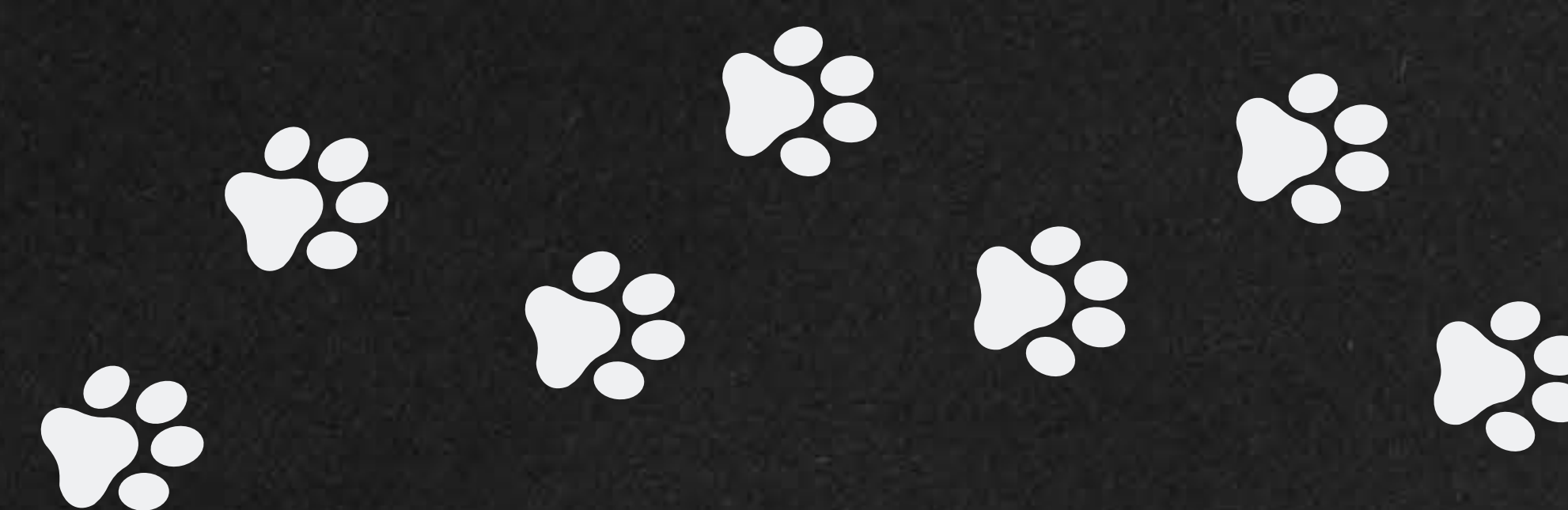
33 characteristics/
competencies met the cutoff
criteria
Criteria > 4

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