



TERRA PROGRAM OVERVIEW

EDUCATIONAL PROGRAM SUMMARY

- The **Training to Enhance Researcher Resilience and Adaptability (TERRA) program** focuses on developing evidence-based tools for **biomedical research trainees, faculty, and training program directors** to enhance their well-being, career self-efficacy, resilience, adaptability, and mentoring effectiveness.
- The program is designed specifically for the **biomedical research environment** and integrates research-informed strategies with practical application.

NEEDS ASSESSMENT AND RATIONALE

- In response to **interviews and focus groups with NIH T32 Program Directors and managers at UCSF and from across the U.S.**, we identified a critical need for **evidence-based guidance** in the following areas:
 - Best practices for program assessment and well-being evaluation
 - Supporting faculty mentors in compassionately mentoring and supporting trainees' mental health
 - Time management skills for trainees and faculty
 - Normalizing failure as part of the training and research process
 - Creating a culture where faculty and trainees feel safe asking for help

PROGRAM STRUCTURE

- The TERRA program consists of:
 - **Six online modules** with corresponding **summary handouts**
 - **Three facilitator guides**
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MODULE 1: FOUNDATIONS OF WELL-BEING

- Provides an overview of conceptual models and assessment measures, as well as core drivers of burnout and well-being in biomedical scientists
 - **Target audience:** Participants can engage in one of two module versions designed for their specific role
 - Foundations of Well-Being for Biomedical Researchers: Trainees, faculty
 - Foundations of Well-Being for Biomedical Research Program Leaders: Program directors and leaders
 - Includes a facilitator guide to encourage small group discussion
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MODULE 2: MENTORING AND SUPPORTING TRAINEES' MENTAL HEALTH

- Provides evidence-informed guidance from the literature and clinical psychologists and psychiatrists across four institutions who work with biomedical trainees
 - Guides program directors and faculty mentors around communication practices and programmatic infrastructure that can create a safe learning environment to support trainees' mental health
 - **Target audience:** Faculty, program directors and leaders
 - Includes a facilitator guide to encourage small group discussion
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MODULE 3: SPONSORSHIP

- Presents current research on sponsorship and its role in career advancement in academia
 - **Target audience:** Trainees, faculty, program directors and leaders
 - Provides guidance for establishing best practices for both sponsors and sponsees, and integrating sponsorship conversations into existing annual review meetings
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MODULE 4: NORMALIZING FAILURE

- Provides guidance on interventions that can normalize failure and create a culture where struggle and perseverance are championed and success can be redefined
 - **Target audience:** Trainees, faculty, program directors and leaders
 - Includes a facilitator guide to encourage small group discussion
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MODULE 5: TIME MANAGEMENT

- Provides tools for time management strategies that are applicable to both faculty and trainees
 - **Target audience:** Trainees, faculty, program directors and leaders
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MODULE 6: ASSESSMENT AND IMPLEMENTATION TOOLS FOR WELL-BEING

- Summarizes validated measures for assessing the well-being of faculty and trainees, along with a step-by-step framework for implementing well-being initiatives
- **Target audience:** Program directors and leaders
- The program is designed specifically for the **biomedical research environment** and integrates research-informed strategies with practical application.

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