



Center for
Scientific Review

SRO Training at CSR

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CSR New SRO Training and Development Coordinator

CSR Advisory Committee

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Who do we train? : The SRO Workforce

- **Scientific Review Officer (SRO)**
 - Manager of the peer review process
 - **Designated Federal Official (DFO)**
- **Career transition to become a peer review manager**
 - **Challenge** of moving from “advocate” to “honest broker”
- **Scale: ~ 250 full time SROs at CSR**

What is the focus of SRO Training?

- **“Who we are”** : Role of the SRO
- **“Why we do it”** : Principles and policy
- **“What we do”** : Operational process
- **“How we do it”** : Best practices

New SRO Training: “On-the-Job”

- **The Chief of an Integrated Review Group (IRG)**
 - **Primary responsibility for training of a new SRO**
 - “One-on-one” individual training
- **“Shadow observation” of CSR study section meetings**
- **CSR New SRO Training Course**
 - **“SRO Bootcamp”**: Intensive (13 weeks)
 - Focus on policy and process

Continuing SRO Training: Update and Refresher

- **CSR SRO Workshop Series**
 - Monthly, topics in review policy and best practices
- **CSR “All Hands” Guidance**
 - Review policy and practice highlighted for each review cycle

CSR Managed Reference Resources

- **CSR SRO Handbook**
 - **Unique resource:** single-source for
 - Rules and regulations governing peer review
 - SRO / DFO responsibilities
- **CSR Best Practices Committee**
 - Practical guidelines, not detailed S.O.P.s

CSR Training Team

- **4 CSR Training Coordinators**
 - New SRO Training and Development
 - SRO Workshop Training
 - SRO Handbook and Policy
 - CSR QVR (review electronic tools)
- **SRO Training Committee**
- **CSR Best Practices Committee**
- **CSR Chiefs of the 24 Integrated Review Groups**

What is the CSR Training Plan? : Summary

- **SRO Training is a progressive process**
- **SRO Training integrates multiple learning modalities**
- **CSR maintains comprehensive training resources**

CSR is heavily committed to the training and development of our SRO staff.