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JRP Joint Research Practices

Spring/Summer 2025

Our commitment: Making it easier for you to conduct fair and accessible research

While 2025 has brought new and unexpected challenges, the JRP is poised to overcome these hurdles. Through our work, we have built not only a catalogue of resources but also a community of researchers that support one another and support our mission. The JRP remains steadfast in our commitment to helping you make accessible research a little bit easier.

In this newsletter, we will share recognition for the JRP from the University and our Penn Medicine community, highlight new resources and opportunities to connect with the JRP, and say farewell to three JRP members headed to graduate school in the Fall.

Missed our prior newsletters? Read them [here](#).

JRP Recognized with Models of Excellence Award

We are proud to announce that the Joint Research Practices Working Group received a Models of Excellence Award from the University this Spring!

The [Models of Excellence Program](#) celebrates the extraordinary achievements of full- and part-time staff across the University of Pennsylvania's schools and centers. The Model of Excellence Award specifically recognizes staff member accomplishments that reflect initiative, leadership, increased efficiency, and a deep commitment to service.

The JRP is one of three groups and four individuals who received this prestigious award—in a year that received a record-high number of nominations—for their work that exemplifies the University's principles and practices.



JRP Members receiving their awards on stage with Penn President J. Larry Jameson.

Read these excerpts from the nomination!

The JRP approaches challenges with an unusual combination of pragmatism and unrelenting hope, offering practical solutions and pushing all of us to do better every day.

Everyone says that their study design is much improved after a JRP consult.

They have been tenacious in their pursuit of change.

They exude positivity. They have a 'can-do' attitude. They approach hurdles with humor. They are smart, talented, creative people.

Read more [PAIR Center >>](#) & [CHIBE >>](#)

JRP in the PM Report Year in Review



We also celebrated the JRP for their recognition as a Top Story of 2024 by The PM Report.

As part of The PM Report's 2024 Year in Review, the JRP was nominated as a top story within the theme, "Lead with Humanity in Everything We Do." This theme represents one of the five elements of the Penn Medicine Strategic Plan.

The Penn Medicine community voted the JRP as the Top Story of 2024 within this theme. The story features JRP Faculty Lead **Dr. Rachel Kohn** and JRP Operational Lead **Adina Lieberman** discussing our manuscript and toolkit of resources.

[Read the story >>](#)

New JRP Guidance

We are excited to share two additions and one update to our toolkit of resources!

Guide to Paying Research Participants

Table: Comparison of payment methods

Payment Method	Pros	Cons	Best For
Cash	Immediate payment, no bank fees	Not secure, difficult to track	Small amounts, immediate payment
Check	Secure, easy to track	Delayed payment, bank fees	Medium amounts, record keeping
Direct Deposit	Fast, secure, easy to track	Requires bank information	Large amounts, regular payments
Gift Card	Immediate, no cash needed	Not all participants have access	Small amounts, immediate payment
Online Payment	Fast, secure, easy to track	Requires internet access	Medium amounts, record keeping

At Penn, multiple methods exist to pay study participants. This guide outlines methods that may be available at Penn and considerations for choosing methods.

[Read more >>](#)

Disseminating Findings to Research Participants



This blog post shares guidelines on what information to share with participants, dos and don'ts for communicating, and options for creating study videos.

[Read more >>](#)

Inclusive Language Guide

The goal of this guide is to promote the use of inclusive and non-discriminatory language in scientific communications. We acknowledge that language is continuously changing and that these guidelines will need to be updated. Thus, we have integrated feedback on the *Race and Ethnicity* section of the guide, specifically to include a definition for **granular ethnicity**. We hope that this guide provides a starting point for ongoing discussion and acknowledgement that the language we use matters.

[Read more >>](#)

Payment Preferences Survey

The JRP Payment and Incentives project group continues to offer the **Payment Preferences Survey**. This survey aims to elicit feedback from Penn study participants about their experience receiving payment for research participation in order to inform best practices for future payments.



Want to be part of the survey?

The JRP is partnering with clinical trials occurring at Penn that are supported by **Way to Health** to administer this survey to research participants. If you are interested in partnering with the JRP on this project or have any questions, please contact us at JRP@pennmedicine.upenn.edu.

Resources and Learning Opportunities

How To: Language Interpretation Services

in-Progress meeting on navigating [CyraCom](#). They shared step-by-step instructions for how to set up and use the telephonic language interpretation service. Want to learn more? [Contact the JRP to discuss your study's language access needs >>](#)

Mitigating Scientific Racism

In a seminar for the Center for Public Health, **Drs. Diana Montoya-Williams, MD, MSHP** and **Kate Wallis, MD, MPH** presented: “How to Design an Anti-Racist Study to Mitigate Scientific Racism.” Drs. Montoya-Williams and Wallis have been influential co-learners with the JRP, pushing forward innovative work in anti-racist research practices. [Read about their research and access their guide >>](#)

Navigating the Future of Equitable Research

Members of the JRP came together with students in the Penn MPH program for a fireside chat on navigating the future of equitable research. **Arleen Lopez Cruz, MPH** Student and JRP Member, moderated the session with JRP panelists, **Dr. Rachel Kohn, Adina Lieberman**, and **Emma Britez Ferrante**. Interested in learning more about the JRP's impact? [Check out JRP resources >>](#)

Fair Compensation for Research Participants

Drs. Holly Fernandez Lynch, JD, MBe (of MEHP) and **Emily Largent, PhD, RN** (of CHIBE/MEHP) published an open letter on fair compensation for research participants in the *American Journal of Bioethics*. Their letter shifts the conversation around compensation from “is this payment too much?” to “is this enough?” Signatories on the letter included **Scott Halpern** (PAIR Center/MEHP), **David Heagerty** (Penn IRB), and **Steven Joffe** (MEHP). [Read the letter >>](#)

Disseminating Research Results to Participants

For Department of Medicine Research Day 2025, JRP Members **Brigit Joseph, Sarah Mitchell**, and **Jonathan Richards** presented a poster on behalf of the JRP Dissemination project group. Their poster provided important considerations, tools, and tips for sharing results back to study participants, as well as example content. Did you miss the poster session? [View the poster here >>](#)

Interested in having the JRP present for your group? [Contact us!](#)

[Email JRP](#)

Thank you to our departing JRP members!

Nirali Patel, BS, BA

Nirali has been a Clinical Research Coordinator at the PAIR Center since May 2022 and joined the JRP in October 2023. During her time with the JRP, Nirali has contributed to resources for paying research participants and using the CyraCom interpretation service, posters and presentations on the work of the JRP, and operational needs.

We wish Nirali all the best as she begins at the University of Pittsburgh School of Medicine this Fall!



Sara Riaz, MSc

Sara joined Dr. Aaron Schwartz's team as a Project Manager in June 2022 and has since worked across MEHP, CHIBE and the Parity Center. She joined the JRP in March 2023, bringing her expertise in bioethics, trials, and health policy to make thoughtful contributions to the JRP's community engagement resources and promote learning on clinical trial diversity within the group.

We are excited for Sara to embark on her next journey at Michigan State University's College of Osteopathic Medicine!



Romee has been a student worker with the PAIR Center since May 2023, when she joined the team as an LDI GEAR-UP Scholar. She quickly took an interest in the work of the JRP and has been contributing to our work over two years, including our *JGIM* manuscript, Roybal Retreat presentation, and forthcoming dissemination guide.

We congratulate Romee on her recent graduation from the University of Georgia and her next step in the Masters in Management program at Northwestern University's Kellogg School of Management.



Publications from CHIBE and the PAIR Center

[Paying Research Participants] Abadie R, et al. [Pursuing Fair and Just Compensation for Research Participants: An Open Letter to the Research Ethics Community](#). *Am J Bioeth.* 2025.

[Stakeholder Engagement] Auriemma CL, et al. [Stakeholder Perspectives on Categorizing Care Settings for Measures of Hospital- and Institution-free Days](#). *Ann Am Thorac Soc.* 2024.

[Stakeholder Engagement] Bahti M, et al. [Prioritizing attributes of approaches to analyzing patient-centered outcomes that are truncated due to death in critical care clinical trials: a Delphi study](#). *Trials.* 2025;26(1):15.

[Recruitment & Retention] Bleakley A, et al. [Theory-Based Message Design for Recruitment of Underrepresented Racial/Ethnic Groups Into Alzheimer's-Focused Research Registries](#). *Health Education & Behavior.* 2024;0(0).

[Algorithmic Equity] Coots M, et al. [Racial Bias in Clinical and Population Health Algorithms: A Critical Review of Current Debates](#). *Annu Rev Public Health.* 2024.

[Stakeholder Engagement] Hart JL, et al. [Community-Engaged Development of Equitable and Scalable Mobile Health Tools for Tobacco Treatment](#). *CHEST Pulmonary.* 2025.

[Representativeness] Kohn R, et al. [Who Are We Missing Reporting of Ethnicity, Race, and Sex-Specific Populations in Clinical Trials](#). *J Am Heart Assoc.* 2025;14(1):e037375.

[Recruitment & Retention] Patel N, et al. [A series of randomized trials of behavioral economic interventions to increase racial and ethnic diversity of research participants: Rationale and design of ITERATE](#). *Am Heart J.* 2025;286:80-87.

[Recruitment & Retention] Ryu E, et al. [What motivates participants: a qualitative analysis of gamification and financial incentives to increase physical activity](#). *BMC Public Health.* 2025;25(1):1804.

[Representativeness] Sanyi A, et al. [Measuring Representativeness in Clinical Trials](#). *Circulation.* 2025;151(5):318-330.

Need assistance? Request a PERKS Call!



We're dedicated to supporting research teams in **real-time** to conduct studies that are inclusive and accessible. This is why we offer **PERKS Calls: Practicing Equitable Research and Knowledge Sharing**. We use PERKS Calls to address your questions, implement equitable strategies, and connect you to relevant resources.

Schedule a PERKS Call with us **today!**

[Request a PERKS Call](#)

Calling all readers: Share with us!

- Have you...
- **Learned lessons** about accessible research practices from your work?
 - Created or discovered a **helpful resource** that could benefit others in promoting fairness in their research?
 - Recently **published or presented** on an issue related to the work of the JRP?
- [Tell us about it](#) to be featured in our next newsletter!

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