

# Mobilizing Computable Biomedical Knowledge (MCBK) Training Online Pilot Class December 15, 2021 to January 6, 2022 Funded by IMLS Grant RE-250159-OLS-21 Dr. Deborah Swain, Project Director

# Instructors and Speakers Information

Program Director: Dr. Deborah Swain (dswain@nccu.edu)

Co-Program Director: Dr. Christopher Cunningham (chris.cunningham@nccu.edu)

### Speakers:

U of Michigan: Charles Friedman (12/15), Nancy Allee (12/16), Kathleen Young (12/20), Joshua

Richardson, T&P Workgroup, RTI (12/22), Rachel Richesson (1/3)

<u>U of Arizona:</u> Jerry Perry (12/23) <u>UNC-CH</u>: Javed Mostafa (12/27)

U of South Carolina: Feili Tu-Keefer (12/28),

U of California at San Francisco: Chris Shaffer (12/30)

MCBK: Jodyn Platt (Michigan), T&P Workgroup and Gabe Rios (Indiana), S&I Workgroup

# **Mentors Information**

- 1. Jodi Philbrick (UNT)
- 2. Suliman Hawamdeh (UNT)
- 3. Robin Ann Yurk, MD, MPH
- 4. Shannon Jones (Charleston, SC)
- 5. Ana Cleveland (UNT)
- 6. Kim Mayo (NCCU, retired)

### **Course Description**

The purpose of the course is to train educators and professionals in Library and Information Science (LIS) to find tools and utilize searches for Computable Biomedical Knowledge (CBK). Professionals, clients, authors, and users of healthcare may be unfamiliar with the technology and electronic publication format being applied to Mobilizing Computable Biomedical Knowledge (MCBK). MCBK publications include, in addition to text and graphics, "dynamic knowledge" with encodable prediction models and computable code. Such computable knowledge can provide readers, for example, a diagnosis or a tool to compute a risk score for infection from data. Learning how to support publications and collections with computable knowledge is the primary learning objective for this pilot class. Students will review sample materials, explore tools, interact with knowledgeable speakers, and provide feedback and suggestions for developing Open Educational Resource (OER) materials to be available after the course.

### **Resource Materials**

Research: All classes will be recorded to provide data for analysis and Open Educational Resource (OER) development in 2022 to sustain the MCBK training.

Articles, documents, posters, video links, *and* slides posted on the class website. See <a href="https://www.nccu.edu/mcbk-home">https://www.nccu.edu/mcbk-home</a> and "Class Materials: Articles, Posters, Slides" page.

- 1. MCBK Manifesto
- ICKM2020 Friedman slides
- 3. LHS Article (invited early reading): https://doi.org/10.1002/lrh2.10244
- 4. Author instructions Learning Health Systems (LHS) journal
- 5. Background articles on MCBK and Trust (for December 22)
  - a. Do You Trust the Medical Profession? A growing distrust could be dangerous to public health and safety. NY Times. Jan. 2018. See:
     https://www.nytimes.com/2018/01/23/upshot/do-you-trust-the-medical-profession.html
  - Building and maintaining trust in clinical decision support: Recommendations from the Patient-Centered CDS Learning Network. Dec. 2019. See:
     <a href="https://onlinelibrary.wiley.com/share/JMBHDCYUQ6IU7Q9P92CF?target=10.10">https://onlinelibrary.wiley.com/share/JMBHDCYUQ6IU7Q9P92CF?target=10.10</a>

     02/Irh2.10208
  - c. Poster: Examining the Theories of "Knowledge Commons" and Applications in Learning Health Systems. MCBK Conference 2019. See: <a href="https://medicine.umich.edu/sites/default/files/content/downloads/Poster%20C">https://medicine.umich.edu/sites/default/files/content/downloads/Poster%20C</a> <a href="https://medicine.umich.edu/sites/default/files/content/downloads/Poster%20C">https://medicine.umich.edu/sites/default/files/content/downloads/Poster%20C</a>
     ombined 0.pdf (scroll to poster #14)
  - d. **(optional)** Hess, Charlotte and Ostrom, Elinor, "A Framework for Analyzing the Knowledge Commons: a chapter from Understanding Knowledge as a Commons: from Theory to Practice." (2005). Libraries' and Librarians'

Publications, 21, See:

https://surface.syr.edu/cgi/viewcontent.cgi?article=1020&context=sul

- 6. "Coded Bias" video (MIT): via YouTube at: https://www.youtube.com/watch?v=xu6rwo Y1vQ.
- 7. 5 background articles on Bias and Algorithmic Justice (highest to lowest priority):
  - a. Hemphill C. Responsible AI: leveraging data and technology to counteract bias. STAT. Aug. 2021. See: <a href="https://www.statnews.com/2021/08/06/leverage-responsible-ai-counteract-bias-health-care/">https://www.statnews.com/2021/08/06/leverage-responsible-ai-counteract-bias-health-care/</a>.
  - b. Christensen D et al. Medical algorithms are failing communities of color. Health Affairs Blog. Sept. 9, 2021. See: https://www.healthaffairs.org/do/10.1377/hblog20210903.976632/full/.
  - c. Panch T et al. Artificial intelligence and algorithmic bias: implications for health systems. Journal of Global Health. 9(2) Dec. 2019. See: <a href="https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6875681/pdf/jogh-09-020318.pdf">https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6875681/pdf/jogh-09-020318.pdf</a>.
  - d. McCradden MD et al. Ethnical limitations of algorithmic fairness solutions in health care machine learning. The Lancet: Digital Health. May 2021. See: <a href="https://www.thelancet.com/journals/landig/article/PIIS2589-7500(20)30065-0/fulltext">https://www.thelancet.com/journals/landig/article/PIIS2589-7500(20)30065-0/fulltext</a>.
  - e. Obermeyer Z, et al. Dissecting racial bias in an algorithm used to manage the health of populations. Science. 366(6464):447-53 Oct. 25, 2019. See: <a href="https://www.science.org/doi/10.1126/science.aax2342">https://www.science.org/doi/10.1126/science.aax2342</a>.
- 8. [Article on Publication Access Through Tiered Interaction & Exploration (PATTIE).]
  - a. [Background on New Tools for entrepreneurs]
- 9. AHRQ Poster: <a href="https://drive.google.com/file/d/1ASTW2Rx-zUctDq8qJm5">https://drive.google.com/file/d/1ASTW2Rx-zUctDq8qJm5</a> rK 9H7HTAft/view. (or poster authored by Dr. Krautscheid and Ed Lomatan, #10 from this list: <a href="https://mobilizecbk.med.umich.edu/news-events/annual-meetings/2021-meetings">https://mobilizecbk.med.umich.edu/news-events/annual-meetings/2021-meetings</a>.)
- 10. Systematic Reviewing, PRISMA, PICO, and scoping reviews:
  - a. https://www.youtube.com/watch?v=IHVO4FC2 Is
  - b. <a href="https://guides.mclibrary.duke.edu/sysreview/types">https://guides.mclibrary.duke.edu/sysreview/types</a>
  - c. http://www.prisma-statement.org/
  - d. http://www.prisma-statement.org/PRISMAStatement/Checklist
  - e. http://www.prisma-statement.org/PRISMAStatement/FlowDiagram
  - f. <a href="http://www.prisma-statement.org/Extensions/ScopingReviews">http://www.prisma-statement.org/Extensions/ScopingReviews</a>
- 11. Also from Dec. 28: Chung, et al., Journal of Hand Surgery, 2006: col. 31a
- 12. Posters and articles from Gabe Rios (for teams or partners from Dec. 30):
  - a. Posters from MCBK meeting:

Poster #6: Leveraging CBK to Support Learning Health Systems and Their Efforts to Realize the Quintuple Aim, Jerome A. Osheroff

[see models and the "patient journey illustrating desired future state"] <a href="https://docs.google.com/presentation/d/1Q1F-8ZyzAvGAJ001HFgrH20V64mQTYBr96Ozmo3dzNE/edit#slide=id.ge4a18bb09e 0 289">https://docs.google.com/presentation/d/1Q1F-8ZyzAvGAJ001HFgrH20V64mQTYBr96Ozmo3dzNE/edit#slide=id.ge4a18bb09e 0 289</a>

Poster #10: AHRQ CEPI Evidence Discovery and Retrieval (CEDAR), Peter W. Krautscheid [CEDAR is a system that provides unified search of multiple AHRQ Center for Evidence and Practice Improvement (CEPI) repositories]

https://drive.google.com/file/d/1ASTW2Rx- zUctDq8qJm5 rK 9H7HTAft/view

Poster #12: A public repository to mobilize computable biomedical knowledge artifacts, Güneş Koru [a repository where users can create and maintain CBKs via web-browser interface; API supports automation]

https://docs.google.com/presentation/d/1 2gR72PWX fMgaRIs9DXN7NQcDBo673v1cjtYsxeyb M/edit#slide=id.ge289e3db1a 0 43

Poster #15: Towards Providing Clinical Context for a Diabetes Risk-Prediction Use Case via Usercentered Explainability, Shruthi Chari {real-world example of how CBK is used] <a href="https://docs.google.com/presentation/d/168AbbvGpQtp1PiWhwzVX5cpQcbWLuD4gBN7MQLrz0A/edit#slide=id.ge3f6e9ca0a\_30\_0">https://docs.google.com/presentation/d/168AbbvGpQtp1PiWhwzVX5cpQcbWLuD4gBN7MQLrz0A/edit#slide=id.ge3f6e9ca0a\_30\_0</a>

Poster #21: A FHIR Framework to Ignite Biomedical Knowledge Management, Muhammad Afzal [FHIR-based KMS may increase mobilization of CBK with many smaller units for finding the precise data for predicting benefits and harms regarding a health care decision] <a href="https://www.dropbox.com/s/mvu4w9dk0q5tgrw/MCBK-Poster.pdf?dl=0">https://www.dropbox.com/s/mvu4w9dk0q5tgrw/MCBK-Poster.pdf?dl=0</a>

### b.Papers from *LHS* journal:

The University of Alabama at Birmingham COVID-19 Collaborative Outcomes Research Enterprise: Developing an institutional learning health system in response to the global pandemic, Jami L. Anderson, Rebecca A. Reamey, Emily B. Levitan, Irfan M. Asif, Monica S. Aswani, Faith E. Fletcher, Allyson G. Hall, Kierstin C. Kennedy, Dustin Long, David Redden, Alia Tunagur ... https://onlinelibrary.wiley.com/doi/full/10.1002/Irh2.10292

Developing real-world evidence from real-world data: Transforming raw data into analytical datasets

Lisa Bastarache, Jeffrey S. Brown, James J. Cimino, David A. Dorr, Peter J. Embi, Philip R.O. Payne, Adam B. Wilcox, Mark G. Weiner https://onlinelibrary.wiley.com/doi/full/10.1002/lrh2.10293

- 13. [Resources from Chris Shaffer] See White Paper in email.]
- 14. [Resources from Rachel Richesson]
- 15. Observational Health Data Sciences & Informatics (OHDSI) slides from Juan Bando (12-4-20)
- 16. [NLM information]

# Course Learning Objectives and Outcomes

Learning how to find tools, utilize searches, and support publications and collections with computable knowledge is the primary learning objective for this class.

Goals and Objectives	Student Learning Outcomes	Measurement
	(Students will be able to)	
Find tools and utilize searches for CBK: LIS professionals can help design more effective data archives and repositories to improve healthcare information accessibility for professionals, patients, and researchers.	Design MCBK archive repository for healthcare papers or articles with code, data, algorithms.	Present guidelines for an MCBK archive repository
Review the technology and electronic publication format for CBK: Competency with electronic journals to provide "dynamic knowledge" that readers can validate immediately. For example, for data, programming code or encodable prediction models in healthcare, readers can provide feedback and contribute to faster	2. Identify accessibility requirements for readers to evaluate code, data, algorithms.	2. Document directions for authors and users to access data to evaluate healthcare device or procedures in electronic articles

development of diagnosis treatments or tools to compute risk of coronavirus infection		
Provide feedback and	3. Plan for OER resources	3. Students provide
suggestions for developing	based on pilot classes and	feedback for dynamic,
<b>OER:</b> Based on the pilot class	MCBK: Cheryl Casey's	interactive learning
and a community of practice	toolkit and guidelines	resources OER (Open
(CoP) from universities,	(Arizona), Will Cross (NC	Educational Resources);
libraries, and medical	State), and Josh Bullock	pilot class reviews OER
schools, sustainable open	(Kansas)	toolkit and recommends
educational resources (OER)	4. Create CoP dist list from	legal approach
will be developed with online	collaborative partners	4. Test dist list with email;
materials for future use.	and pilot class	update webpage
(2022)		

# **Course Structure**

Students are expected to attend 2 orientations and 9 classes in Zoom meetings. The two 2-hour orientations are 10:30am-12:30pm, and the nine 4-hour online classes are 12-4pm EST for a total of 40 hours of training. Classes have a speaker and/or discussion topic. There will be breakout sessions with 2 mentors for each student cohort during most classes. On Dec. 28 and Jan. 5 a full class discussion in a "knowledge café" format will be held instead of breakout sessions. A total of 15 students will be enrolled and receive up to \$1500 as stipend in 2022.

The learning methodology depends on interactive participation in Q&A with speakers, breakout sessions with mentors, and full class discussions (knowledge café). In an online course, participation is generally defined as active contributions to discussions, and completing assignments, assessments, polls, and feedback.

### Schedule:

December 15 – Opening Orientation (2 hrs)

Dec 16 – class 1 (4 hrs)

Dec 20 – class 2 (4 hrs)

Dec 22 - class 3 (4 hrs)

Dec 23 - class 4 (4 hrs)

Dec 27 – class 5 (4 hrs)

Dec 28 – class 6 (4 hrs)

Dec 30 - class 7 (4 hrs)

Jan 3 – class 8 (4 hrs)

Jan 5 – class 9 (4 hrs)

# **Communication Policies**

Students will be expected to communicate any issues or concerns to Dr. Deborah Swain (<u>dswain@nccu.edu</u>) or Dr. Cunningham (<u>chris.cunningham@nccu.edu</u>). If attendance is a problem for a class, students should communicate at least 24 hours in advance. Cohorts are encouraged to communicate with each other and their mentors.

Regularly check and exchange emails with fellow students and mentors. Note web page updates at <a href="https://www.nccu.edu/mcbk-home">https://www.nccu.edu/mcbk-home</a>.

Virtual Office Hours: Online students will have access to email and cell phone of Program Director: <u>dswain@nccu.edu</u>; 919-906-2684.

# **Technical Support**

Posting contact information and a link to Information Technology Services (ITS) support and NCCU and at Zoom.

# Learning Modules & Content Organization

Note that a "Conference Program" may be provided later.

Learning Objectives & Activities Alignment to be individually listed for each class

Class	Student Learning Outcome Subject	Activities
1- Thurs., Dec. 16	Open Access to Data, Research, and Scholarship	Follow-up to orientation: slides and video Review Sample article Survey from UVa
2- Mon., Dec. 20	Publishing	Discuss Author Instructions and sample article Process for journal submission
3- Wed., Dec. 22	Knowledge Bases and Repositories	Review background articles and poster before Discuss CBK archive repository draft desiderata

Class	Student Learning Outcome Subject	Activities
4- Thurs., Dec. 23	Bias in Machine Learning,	View "Coded Bias" video before
	Algorithms, Al	Read sample articles (including
		"Algorithmic Justice"
		guidelines)
5- Mon., Dec. 27	Entrepreneurship and	Read PATTIE article
	Application Development	Discuss new tools for apps
6- Tues., Dec 28	Systematic Project Review	AHRQ Poster
	Scoping Review	Video on PICO
	Librarian roles	Selected reading (PRISMA, plus)
7- Thurs., Dec 30	CBK Technical	Review and summarize poster
	Infrastructure	with partner or team
		Discuss principles for technical
		infrastructure to support CBK
8- Mon., Jan 3	MCBK Metadata and	Discuss metadata; website
	research (data) networks	review exercise
		Example OHDSI slides
9- Wed., Jan 5	NLM Update	Attend review of NLM updates
		Discuss Covid-19 impact on CBK

### Assignments

All in-class discussions and both group and individual reports will be submitted and shared on the website. All work will be used for analytics in 2022 to define Open Educational Resources (OER). No grades.

### **Assignments**

Throughout this pilot class, students will complete small reading assignments and provide feedback in breakout session or to full class. There will be evaluation forms and discussion, but no grades are assigned. Attendance and participation are expected, however.

# **Experience Presentations and Sharing**

Following break-out sessions and individual reading reviews, there will be class discussions and presentations. Results of breakout sessions will be documented by a student to cover prompts based on speaker or material and shared with full class after the breakout. All classes are recorded. Feedback will be shared with speakers and data will be collected to help design OER.

# **Schedule and Activities**

This schedule allows quick access to dates and times, and to the most important information about the pilot course.

Session	Learning Activities	Resources
Orientation,	Introduce MCBK	Speaker: Charles Friedman
Dec. 15	Describe LHS (Learning	·
(10:30 –	Health Systems) background	
12:30 pm	and "MCBK Manifesto"	
EST)		
	Meet mentors and partners	
	·	
	Review pilot process,	
	schedule, expectations, and	Assignment: Friedman slides on CBK. Zoom video
	webpage:	(12/15/21)
	https://www.nccu.edu/mcbk-	
	<u>home</u>	
1-Class,	Complete pre-class	Review cycle of learning from slides and video.
Thurs., Dec.	assessment survey	
<b>16</b> (12-4 pm		LHS Article (invited early reading):
EST)	Open Access to Data to	https://doi.org/10.1002/lrh2.10244
	Knowledge (to application	
	and practice)	Speaker: Nancy Allee on "open science" and "open
		data"
	Describe library context for	
	MCBK (open research and	Interactive discussion with mentor (breakout
	scholarship); complete survey	sessions)
	from UVa	
		Class discusses together (Lib Guide ideas)
	Volunteer for Lib Guide dev	
2-Class,	Evaluate article on	Review CYCLE OF LEARNING to application and
Mon., <b>Dec.</b>	immunization calculation	practice topic: Data to Knowledge (D2K),
<b>20</b> (12-4 pm	engine	Knowledge to Performance (K2P) and Performance
EST)	B 11 11 146 14	to Data (P2D) and Open Access
	Describe online <i>LHS</i> journal's	LUCARIAL (ha CVD are a sector different
	mission, challenges and	LHS Article (how CKP manuscript differs):
	growth and Author	https://doi.org/10.1002/lrh2.10285
	Instructions	Speaker: Kathleen Voung
	Process for manuscript	Speaker: Kathleen Young (background on Learning Health Systems follow-up
	submission, review,	with Charles Friedman)
	production, publication/open	with Charles Friedman)
	access/and indexing.	Interactive discussion with mentor (breakout
	access/ and muexing.	sessions)
3-Class,	Trust for knowledge bases	Review assigned readings
J-Class,	Trust for knowledge bases	IVENIEM assigned readiliss

Wed., <b>Dec.</b>	and repositories	
<b>22</b> (12-4 pm		Speaker: Josh Richardson, T&P MCBK Workgroup
EST)		
,	MCBK Trust and Policy (T&P)	Review preliminary survey results by T&P MCBK
	Workgroup	Workgroup
		Interactive discussion with mentor (breakout
		sessions)
		Discuss CBK archive repository draft desiderata
		Assignment for Dos 22, "Coded Disc" degumentary
		Assignment for Dec. 23: "Coded Bias" documentary video (MIT)
4-Class,	Bias in Machine Learning	Discuss "Coded Bias" documentary video (MIT)
Thurs., <b>Dec.</b>	(algorithms in Al and ML)	
<b>23,</b> (12-4	using Ethics of Care	Five (5) selected articles from annotated
pm EST)	framework	bibliography or lit review
	Review "Thought Piece" and	Speaker: Jerry Perry (S&I MCBK Workgroup) will
	Call to Action	review Sustainability and Inclusion issues and
		"mobilizing" aspect of MCBK
	Review inclusion guidelines	0 1
	and bias analysis, plus	Interactive discussion with mentor (breakout
	"Algorithmic Justice"	sessions)
	Engaging different disciplines	Full class discussion and follow-up with Jerry.
5-Class,	Entrepreneurship and	Read article on PATTIE
Mon., Dec.	application development	
<b>27,</b> (12-4		Speaker: Javed Mostafa (UNC-CH)
pm EST)	New Tools for entrepreneurs.	Ad and DCC
	Drotatypa system called	Advancing research in new areas (CBK and DSS)
	Prototype system called Publication Access Through	Interactive discussion with mentor (breakout
	Tiered Interaction &	sessions)
	Exploration (PATTIE).	303310113)
6-Class,	Systematic Project reviews	Video on PICO:
Tues., <b>Dec</b>		https://www.youtube.com/watch?v=IHVO4FC2_Is
<b>28</b> , (12-4	Librarians as reviewers and	Selected reading:
pm EST)	authors	https://guides.mclibrary.duke.edu/sysreview/types
	Evidence-based research	Speaker: Feili Tu-Keefer (U South Carolina)
	Academy of Medicine stds,	Interactive discussion with FULL CLASS (knowledge
	PICO, and PRISMA reviews	café)

7-	Review posters from MCBK	Select with team/partner poster or paper (Jan. 5).
Class,Thurs.,	Conf. 2021 (Gabe Rios)	Note: AHRQ Poster
Dec <b>30</b> , (12-	,	
4 pm EST)	Guiding Principles for	Speaker: Chris Shaffer (UC-San Francisco)
,	Technical Infrastructure to	,
	Support Computable	Interactive discussion with mentor (breakout
	Biomedical Knowledge	sessions)
	(White Paper)	
		Report out
8-Class,	Overview MCBK metadata	Overview of metadata.
Mon. Jan 3,	and the nature of different	Activity on website identification.
(12-4 pm	research (data) networks	
EST)	and how MCBK knowledge	Speaker: Rachel Richesson
	might connect with the	
	available data.	Interactive discussion with mentor (breakout
		sessions)
	Example: Observational	
	Health Data Sciences &	Background slides from Juan Banda (Georgia State)
	Informatics (OHDSI).	on OHDSI data collaboration
9-Class,	Update on NLM Tools and	Discuss posters and papers from MCBK
Wed., <b>Jan 5,</b>	Resources	conference.
(12-4 pm		
EST)		Speaker: Kate Majewski, NLM
	Creating learning resources	
	and videos	NLM Resources: Research & Development and
		NLM Tools for Moving to Future with FAIR
	Complete post-class	Principles
	assessment survey	Interpolative discussion with FULL CLASS (hereaded as
		Interactive discussion with FULL CLASS (knowledge
Clasina	Chara plane and LIC designs	café)
Closing Orientation,	Share plans and LIS designs	Deborah Swain (Grant project director) and Chris Cunningham (Grant co-project director)
Jan. 6	for OER (Open Educational Research)	
(10:30 –	Nesearch	Creative designs for MCBK following pandemic
12:30 pm	Human-Computer	impact and Impact of Covid-19 Pandemic on Data
EST)	Interactions and Interface UX	Science
	micractions and interface UX	John Marie Ma

# Student Assessment and Activities Alignment

Assess: This pilot training includes pre-class and post-class assessment surveys.

After reviewing course materials (articles, posters and video) and interacting with knowledgeable experts, students will provide feedback, course assessments, and suggestions for developing Open Educational Resource (OER) materials in 2022.

During the pilot class, students will demonstrate the ability to:

- 1. Examine computable biomedical knowledge articles and posters.
- 2. Identify approaches to validating data, analytics, predictive models and biomedical devices.
- 3. Engage in activities of discovery and critical thinking about potential for bias in computable biomedical tools.
- 4. Explain and apply a wide range of teaching strategies and learning activities to developing repositories and standards for CBK materials.
- 5. Design pilot activities to develop OER materials in 2022.
- 6. Utilize array of resources and technology from the *Learning Health Systems* (LHS) journal.
- 7. Collaborate with LIS professionals to plan effective and responsive instruction in the future based on pilot class experience.
- 8. Complete pre-class and post-class assessment surveys.

# Netiquette & Discussion Board Participation

One of the most effective strategies for learning are discussions that engage and pull experiences from professionals and students attending. Feel free to be clear and explicit during class meetings and breakout sessions.

### **Behavior:**

Participation is critical for maximizing your learning experiences in this pilot course and your contribution to MCBK educational development. You are required to be part of an online community who interact, through discussion, to enhance and support the professional development of the group. Thank you.

Some characteristics of excellent discussion contributions are outlined below:

- NETIQUETTE: Be courteous and respectful to your classmates and your instructor through <u>considerate etiquette</u>. In this course, that includes (but is not limited to):
  - Maintaining a formal, respectful, civil, professional tone with all course communications, including but not limited to journals, discussion boards, wikis, and emails.
  - Using clear language. and avoiding text-speak.
  - Avoiding derogatory language, obscenities, and hate speech.

# Attendance Policy

Students will inform program director and co-director of any attendance issues 24 hours in advance if possible: Dr. Deborah Swain (<a href="mailto:dswain@nccu.edu">dswain@nccu.edu</a>) or Dr. Cunningham (<a href="mailto:chris.cunningham@nccu.edu">chris.cunningham@nccu.edu</a>). Full attendance and participation are expected. If a student drops from the pilot course or misses more than two sessions, the impact on stipend will be evaluated. All students are required to complete pre- and post-surveys to submit Dec. 15 (pre-) and Jan. 5 (post-).

# **After Training Pilot**

Course information and recordings will be available at the training web page: (https://www.nccu.edu/mcbk-training-resources)

In addition, new materials based on course to be provided as Open Educational Resources (OER) with sustainability goals.

Class "reunion" in June, 2022.