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HEOR Workforce Diversity and Health Disparity Research: An ISPOR Led Collaboration between Industry and Academia

Tuesday, May 9 | 3:15PM - 4:15PM

Hemant Phatak, PhD

Annesha White, PharmD, MS, PhD

Tyler Wagner, PharmD

Stacey Kowal, MSc

Agenda

Item #	Time	Topic	Presenter(s)
1	3:15 - 3:20	Welcome and Session Goal	Hemant Phatak, PhD
	3:20 - 3:30	Overview of ISPOR's Cross Council Working Group and Diversity Policy	Hemant Phatak, PhD
2	3:30 - 3:45	CCWG Model Development, FAC Engagement, and Next Steps	Annesha White, PharmD, MS, PhD
3	3:45 - 3:55	Coaching Event Objectives, Development, and Outcome	Tyler Wagner, PharmD
4	3:55 - 4:05	Overview of ISPOR's Health Equity Research Special Interest Group	Stacey Kowal, MSc
6	4:05 - 4:15	Q/A and Adjourn	All

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Welcome and Session Goal

Hemant Phatak, PhD

Goal of this Session

- To build awareness about the need for HEOR Workforce Diversity and obtain audience feedback and engagement as ISPOR's diversity-related initiatives move forward

2

Overview of ISPOR's Cross Council Working Group and Diversity Policy

Hemant Phatak, PhD



History: Started meeting monthly in November 2021



Goal: Improvement in HEOR workforce diversity through coordinated activities by ISPOR IC with involvement of ISPOR Faculty Council and ISPOR Student Network

Name	Position	Organization	Council/ Chapter	Region (NA, LA, EU, MEA, AP)
Hemant Phatak	Head, Global HEOR	Amylyx	IC	NA
Ritesh Kumar	Executive Director, HEOR	Merck and Co.	IC	NA
Annesha White	Senior Associate Dean for Assessment, Accreditation & Faculty Success, Associate Professor	UNT System College of Pharmacy	FAC	NA
Mark Bounthavong	National Clinical Program Manager	Veterans Affairs Health Economics Resource Center	NP	NA
Lauren Lee	Director, Global HEOR Oncology	Pfizer	IC	NA
Tyler Wagner	Graduate Research Assistant	Student	Student	NA
Ingrid Cox	Postdoctoral Research Fellow	Student	Student	AP
Askal Ali	Associate Professor	Florida A & M University	FAC	NA
Rafael Alfonso	Senior Director - Value Evidence Lead, Respiratory Biologics	GlaxoSmithKline	IC	NA
Abeer Al-Rabayah	Head	Center for Drug Policy & Technology Assessment (CDPTA), Department of Pharmacy	HTAR-MEA	MEA

Members from:

- ISPOR Faculty Council (FAC)
- New Professional members (NP)
- ISPOR Student Network
- Regional Chapters
- MEA HTA Roundtable (HTAR-MEA)

Staff Liaisons:

- Laura Pizzi
- Fabiana LoPiccolo-Stewart

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CCWG Model Development, FAC Engagement, and Next Steps

Annesha White, PharmD, MS, PhD

CCWG Model Development

- **IC Workgroup Recommendations**
 - **Collaborate with the faculty advisory council** for creating connections with all universities including those with high concentration of minorities and incentivize ISPOR attendance
- **Mentorship Models to Support Diversity**



Mentorship Models

- Mentoring is a long-established practice to
 - **Orient**, provide continued **support** for, and **ensure success** at a stage in a career
- What we refer to as "mentoring" is generally thought of as an **interpersonal relationship** in which one party provides
 - Guidance, direction, and modeling of behaviors or approaches, information, or encouragement to others

Mentorship Models in HEOR

- Minorities are underrepresented in HEOR
- Lack of career pathways or pipelines
- Effective mentorship models had a single or initial champion
- Champions drive the numbers that institutions have been able to produce

Faculty Advisor Council Engagement with the CCWG

- Structures of Faculty Mentoring Programs
- Participation
- Training



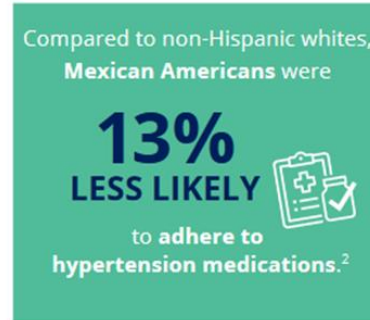
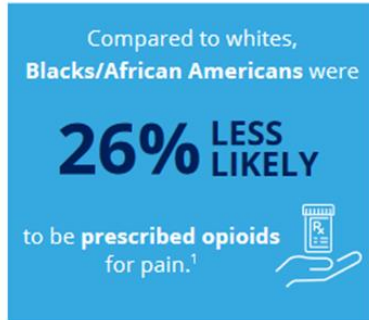
FAC Engagement with the CCWG

- Mentor/Mentee Pairing
- Mentoring Sessions
- Support
- Assessment



Next Steps – Addressing Disparities in Medication Use & Access

- ISPOR Faculty Advisor Council - Targeted Fellowships & Internships
 - Train students to study and support disparate and vulnerable populations
 - Enhance understanding of health disparities
 - Provide practical experience in research, data analysis, interpretation and presentation




References

1. Pletcher MJ, Kertesz SG, Kohn MA, Gonzales R. Trends in Opioid Prescribing by Race/Ethnicity for Patients Seeking Care in US Emergency Departments. *JAMA*. 2008 Jan 2;299(1):70–8.
2. Natarajan S, Santa Ana EJ, Liao Y, Lipsitz SR, et al. Effect of Treatment and Adherence on Ethnic Differences in Blood Pressure Control among Adults with Hypertension. *Ann Epidemiol*. 2009;19(3):172–179.
3. Fernández A, Quan J, Moffet H, Parker M, et al. Adherence to Newly Prescribed Diabetes Medications Among Insured Latino and White Patients With Diabetes. *JAMA Intern Med*. 2017 Mar 1;177(3):371–379.

Next Steps

- ISPOR Faculty Advisor Council – A Fellowships & Internships Preparedness Checklist is available as a student resource



Internship & Fellowship Preparedness Checklist
Produced By: Faculty Advisor Council Fellowship Focus Group & The Student Network

Disciplines/Areas to Consider Within HEOR:		
Academia	Pharmaceutical/Biotech/Life science	Clinical/Pharmacy/Hospital
Regulators	CROs / Consultancies	Medical Devices & Diagnostics
Payers (public and private)	Healthcare providers	Non-Profit (Association, Foundation, NGO)
Policymakers/Government	Patient groups/representatives	Information Technology
HTA professionals	Digital health technology developers	Communication

ISPOR career related resources to help with Internship & Fellowship searches:

- [Global Internship & Fellowship Directory](#)
- [Global HEOR Career Center](#) (Internships and fellowships are free for employers to post)
 - [Upload a resume](#)
 - [Create a job alert](#)
 - Explore the [Resource Center](#)
- ISPOR Student Network Outreach
- ISPOR Career Center Newsletter (monthly)

Develop and activate your network (ideally this should begin early in your academic path):

- Make connections through social media platforms and consider 2nd level connections as well as primary connections. (i.e., LinkedIn)
- Make connections at ISPOR conferences or any other conferences you choose to attend.
- Network with Student or Regional Chapter members if a chapter exists in your region.
- Consider serving on an ISPOR Student Network [committee](#) or joining a [Special Interest Group](#) to get exposure to more experienced professionals.
- Later, as you begin the application process, ask key mentors to serve as references.
- Have professional digital or printed business cards available.
- Work on an elevator pitch.
- Build your CV and highlight relevant experiences. Consider having a staff member from the career services department review your CV.

HEOR Competencies and “Soft Skills” to consider as you develop your skills and refine your interests:

- Access and review [ISPOR’s HEOR Competency Framework](#).
 - If you identify an area where you want to enhance your skills, search through ISPOR’s site for resources around that [pathway domain](#).
- Identify your strengths and areas of improvements.
 - Search for various resources to enhance your soft skills for areas of improvements. Examples include mentors, leadership training, books, etc.

Tips for navigating the application process:

- Review and refine your resume / CV. Solicit feedback on your resume / CV from experienced individuals. (e.g., senior students, a mentor, other advisor)
- Write a tailored cover letter / statement of intent to each opportunity you wish to pursue. Solicit feedback on your cover letter / statement of intent from experienced individuals. (e.g., senior students, a mentor, other advisor)
- Conduct your search based on your interests (i.e., include key terms about the role you wish to pursue and use Boolean operators to hone your search) and set up email alerts for your saved search criteria.
- Tune into the remaining two episodes of the webinar series in Spring 2023 on “CV and Resume development” and “Networking via LinkedIn and Conferences”.

Next Steps

Faculty – Actively engage with the FAC and Student Advisory Council

Students – Actively engage with faculty, ISPOR and others

Pilot Event – A Workforce Diversity Event for Students and New Professionals

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Coaching Event Objectives, Development, and Outcome

Tyler Wagner, PharmD

Building Your Support Network: A Workforce Diversity Event for Students and New Professionals



Pilot event held on
Monday, May 8, 2023 (yesterday)

Objectives:

- To provide an opportunity for a small group of selected applicants from diverse backgrounds who are interested in the field of health economics and outcomes research (HEOR) to connect, collaborate, and advance their careers.
- To help participants ...



Build skills



**Expand
network**



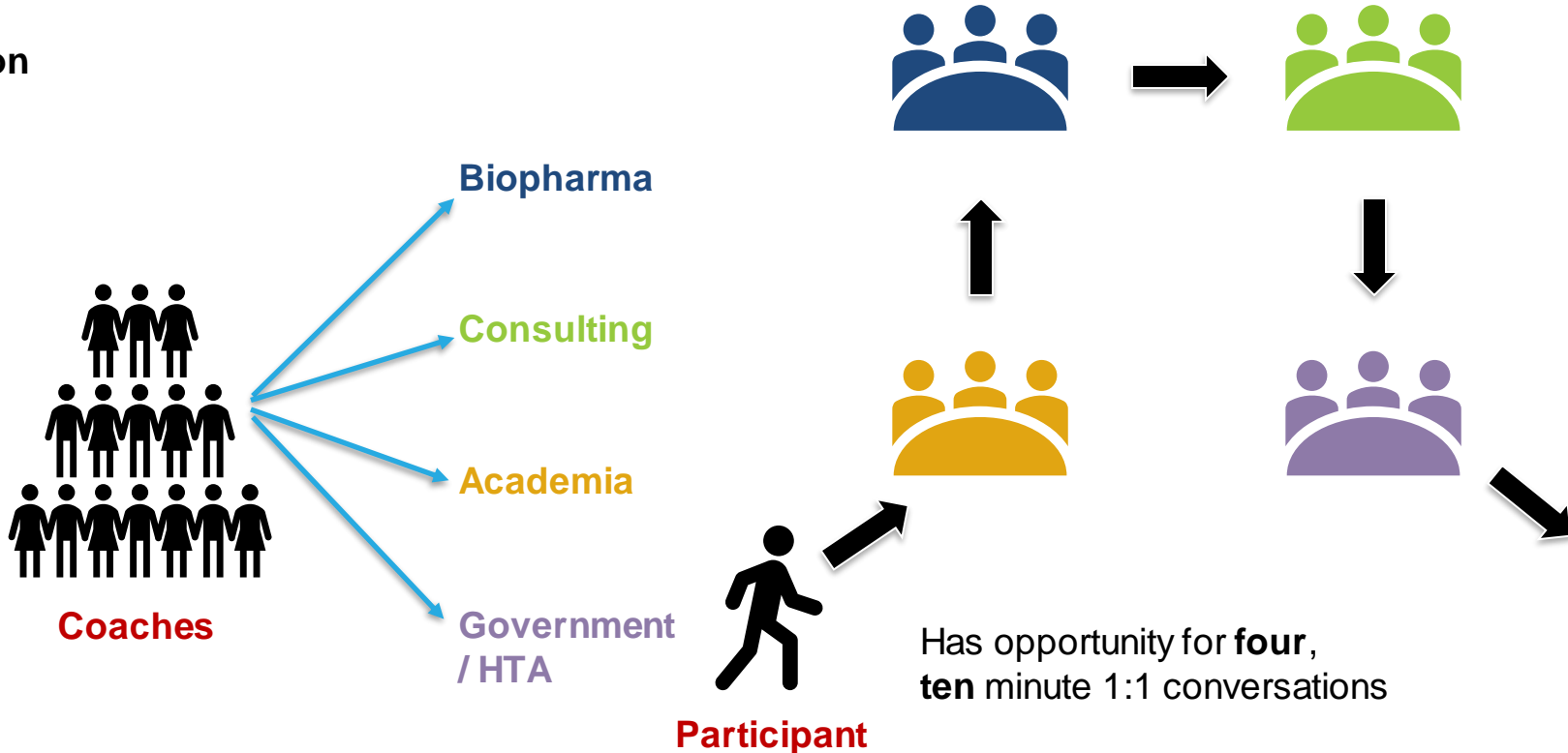
**Gain valuable
insights**

Participation: 13-14 coaches + 12 students & new professionals

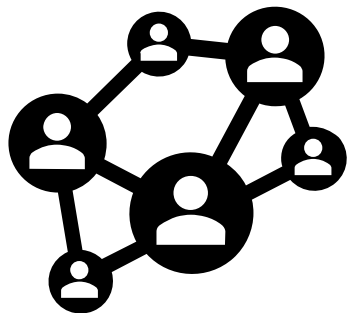
Structure of Coaching Event, Part 1

1. Opening & Introduction
10 minutes

2. Coaching
40 minutes



Structure of Coaching Event, Part 2



3. Informal Networking & Reception
40 minutes



**Post Event
 action items
 for
 participants**



Survey



Focus Group



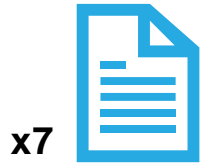
**Connect
 on
 LinkedIn**



**Reach out to a coach
 that you resonated
 with and schedule a
 follow up!**

Preparation for *pilot Workforce Diversity Event*

- ISPOR's Diversity Cross Council Working Group brainstormed and helped to execute the pilot event.
 - 20+ member group began planning early Fall 2022



Documents created:

Coach Criteria
 List of Potential Coaches
 35 individuals identified,
 24 invited
 Coach Invitation Letter
 Participant Application
 Application Scoring Rubric
 Event Guidance Document
 Post-Event Survey Questions



Participant Selection:

29 applications, reviewed
 and scored by 3 committee
 members



2 pre-event meetings

(coaches &
 participants)



14+ planning
 meetings
 and **countless**
 hours of
 asynchronous
 work

Event Guidance Document

One on One Networking

As you consider questions to ask the coaches, make sure you consider your goals: Are you looking for resume advice, interview tips, career advice, how to scale the industry ladder, etc.

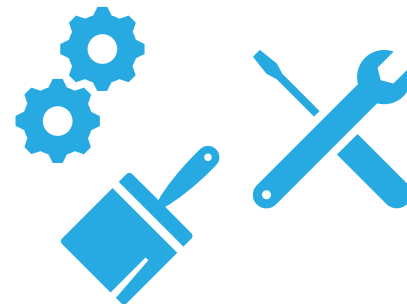
As you partake in these one-on-one conversations, be sure to consider best practices, such as:

- Introduce yourself and ask the coach to do the same.
- Greet the coach with a handshake.
- Use the sample questions below as triggers to prompt discussion.
- Consider taking brief notes on the coach responses.
- Thank the coach for their time and feedback.

Sample questions for students and NPs to ask the coaches are:

- Where or what do you turn to for continuous learning or skill development?
- Where do you think I can improve that would be most beneficial to the goals that I have shared with you?
- What tools were most beneficial in your pathway to success?
- Do you have a mentor? How have they influenced you?
- What is something you wish you had known when you were at my career stage?
- What is the biggest obstacle you've had to overcome and how did you overcome it?
- What attributes do you think are most important to move ahead in the workplace?
- What factors should you consider when deciding if a job is right for you?
- What advice do you have to position yourself as a leader early on in your career?

Students and NPs should feel free to ask questions not listed above that fit their professional goals.



Goals:

1. Set clear expectations
2. Provide tools to participants
3. Facilitate connections

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Overview of ISPOR's Health Equity Research Special Interest Group

Stacey Kowal, MSc

March 2023

ISPOR Special Interest Group – Health Equity Research

Stacey Kowal, MSc

Principal, Health Policy & Systems Research, Genentech, Inc Chair, Health Equity Research Special Interest Group

Kowal.Stacey@gene.com

Health Disparities are Large and Pervasive

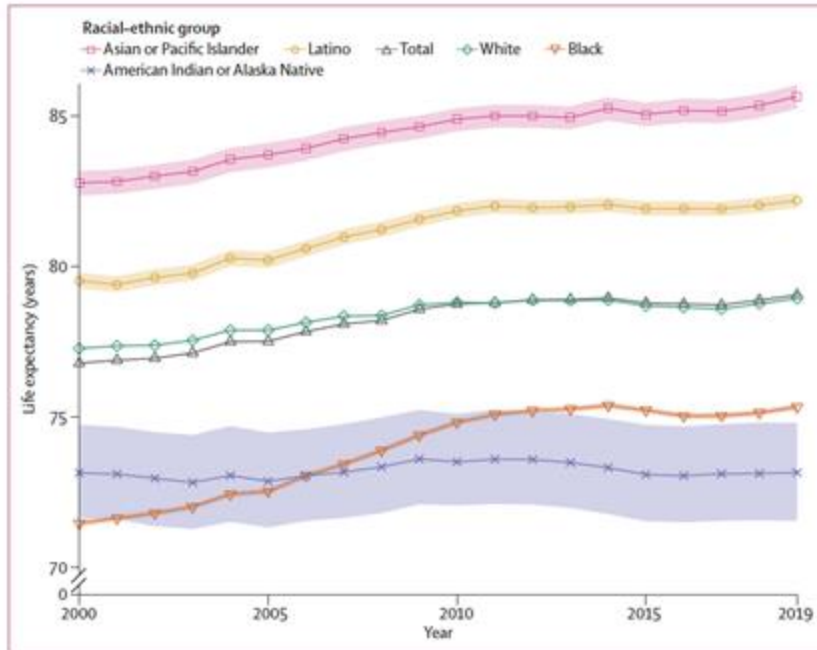


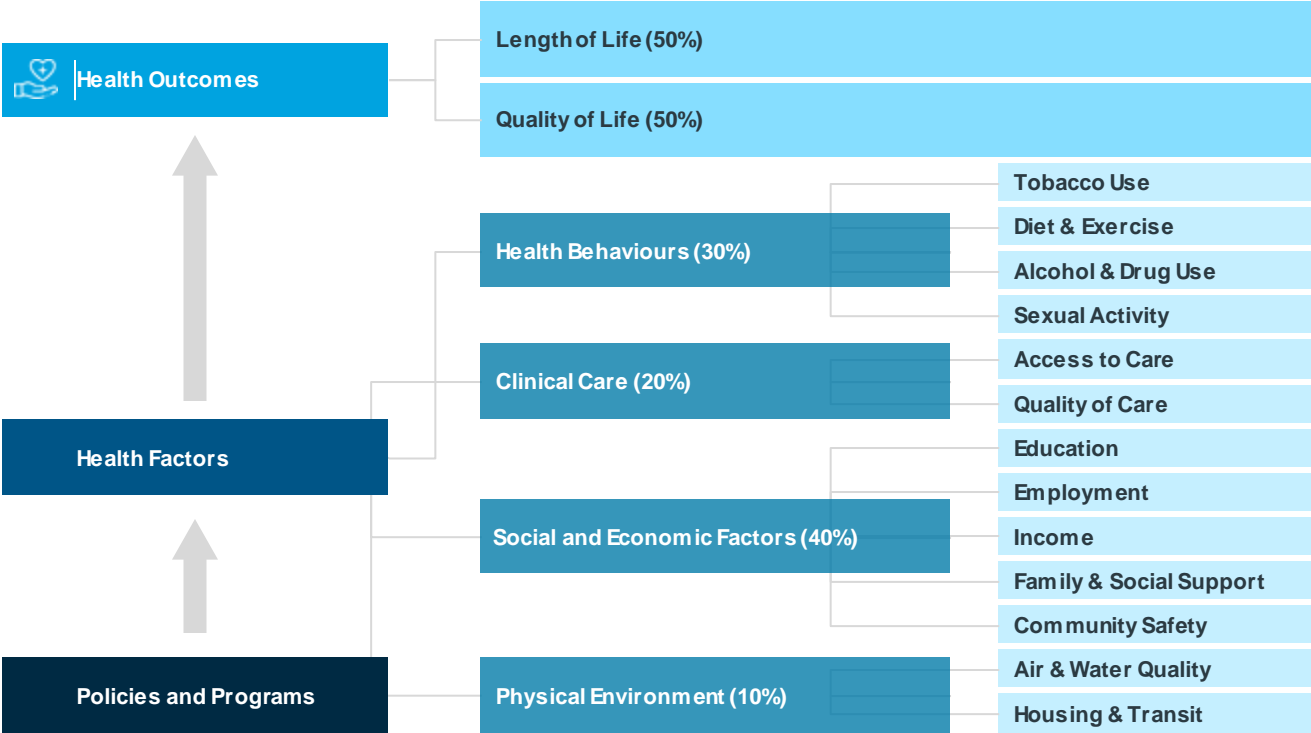
Figure 1: Estimated life expectancy at birth in the USA, 2000-19, by year and racial-ethnic group
Shaded areas indicate the 95% uncertainty intervals.



16 year life expectancy gap in Chicago, Illinois
Babies born just a few stops away on the L's Green Line in Chicago face up to 16-year difference in life expectancy.
-County Health Rankings Website

Dwyer-Lindgren L, Kendrick P, Kelly YO, Sylte DO, Schmidt C, Blacker BF, Daoud F, Abdi AA, Baumann M, Mouhanna F, Kahn E. Life expectancy by county, race, and ethnicity in the USA, 2000-19: a systematic analysis of health disparities. The Lancet. 2022 Jul 2;400(10345):25-38.

Many Complex Factors Shape Health Outcomes



- Access to quality care and treatments only shapes about 20% of our final health outcomes
- Socioeconomic and environmental (geographic) factors shape about half of our health outcomes

Figure taken from CountyHealthRankings.org

Health Equity and HEOR

- Health equity research aims to measure, understand and reduce unfair differences in health and healthcare, variously known as “disparities”, “inequalities” or “inequities”¹
- Equity is a consistent component of the mission statements of most health technology assessment (HTA) organizations worldwide
- Increasingly, equity is embedded into government planning and decision-making around program planning, price setting and value assessment
- Leading HTA agencies do not currently have clear guidance for estimation of health disparity impacts, leaving decision-makers to weigh equity and efficiency tradeoffs without formal measurement or evidence-based benchmarks
- Many current practices for clinical development and HEOR research fall short of both considering equity impacts, and in working to address health inequalities

ISPOR Health Equity Research SIG



Mission: To advance equity-informative methods of health economics and outcomes research that help to measure, address, and reduce health disparities

- **Advance novel methods** for assessing health equity impacts, including application of equity-informative cost-effectiveness analysis across markets, conditions, and payer types
- **Establish a forum** for members to engage in discussion related to the challenges of measuring and addressing health disparities in HEOR and healthcare decision making
- **Foster multi-stakeholder dialogue** between policy makers, regulators, payers, advocacy groups, prescribers, patients, and researchers about health equity considerations at all stages of decision making, from inclusive clinical trials through health technology assessment (HTA) and implementation.
- **Improve data sources** used by the HEOR community to study health inequities

Timeline of SIG Activities to Date

Founded
2021

Nov. 2021
Journal Club



April 2022
Journal Club



Nov 2022
Asia/Pacific
Journal Club



Dec 2022
Journal Club



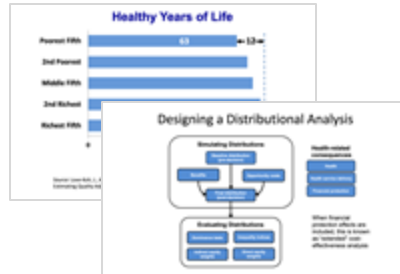
Nov. 2021 ISPOR EU Forum

*Health Equity in HEOR:
The State of Play*



June 2022
ISPOR-wide webinar

*How to conduct a distributional
cost-effectiveness analysis
(DCEA)*



Nov. 2022
ISPOR EU Workshop

*Estimating a country's social
distribution of health*



Jan. 2023
VoS Article



2022 Key Projects



HOME | PUBLICATIONS | JOURNALS | VALUE & OUTCOMES SPOTLIGHT | VALUE AND OUTCOMES SPOTLIGHT ARCHIVES | VIEW

VALUE & OUTCOMES SPOTLIGHT

A magazine for the global HEOR community.

HEOR Articles

The Impact of Digital Health Technologies on Health Equity: Designing Research to Capture Patient-Reported Outcomes

Sarah Stothers Rosenberg, RN, MSN, MPH, US Food and Drug Administration, Center for Drug Evaluation and Research, Silver Spring, MD, USA; Brittany B. Carson, PhD, ApotheCom, New York, NY, USA; Amilee Kang, MPH, Bristol Myers Squibb, Lawrenceville, NJ, USA; Ting-Hsuan Lee, MHS, US Food and Drug Administration, Center for Biologics and Research, Silver Spring, MD, USA; Rajshree Pandey, PhD, MPH, Curta Inc, Seattle, WA, USA; Evelyn J. Rizzo, MSc, Lumen Value & Access, New York, NY, USA

VALUE & OUTCOMES
SPOTLIGHT
Addressing Assessment and Access Issues for Rare Diseases

VOL. 9, NO. 1
January/February 2023

DOWNLOAD ISSUE

ISPOR

Article on electronic patient-reported outcome measures – **completed!**

ONGOING PROJECT






Primer on Health Equity Research in Health Economics and Outcomes Research: An ISPOR Special Interest Group Report

Content in the primer:

- Introduction to concepts and definitions related to health disparities
- Summary of state of disparities focus for clinical trials and real world evidence
- Current state of health equity and health technology assessment
- Economic evaluation considering health disparity impacts
- Recommended sources and references

Status: Draft primer under SIG member review before finalization and submission to *Value in Health*

Completed ISPOR Sessions Available Online

Session	Details
 <p>Health Equity in HEOR: The State of Play <i>60 minute ISPOR Forum</i></p>	<ul style="list-style-type: none">• Outlines key questions to understand the state of play for equity in a country, including (1) level of evidence to support equity analyses; (2) availability of equity-informative modeling studies; (3) role of equity in HTA and decision-making• Presents current status for the United Kingdom, United States, Chile and Thailand
 <p>How to conduct a distributional cost- effectiveness analysis (DCEA) <i>60 minute educational webinar</i></p>	<ul style="list-style-type: none">• Introduction to the data needs and methods foundation for distributional cost-effectiveness analysis
 <p>Estimating a country's social distribution of health <i>60 minute ISPOR workshop</i></p>	<ul style="list-style-type: none">• Introduces data needed to conduct DCEA• Outlines past and ongoing studies that estimate the current disparities within a country to support DCEA modeling, covering the United Kingdom, United States, Chile and Australia

Recordings of all completed ISPOR sessions are available on the Health Equity SIG webpage as a resource

What's Next for the ISPOR Health Equity SIG?

ISPOR Boston 2023

- Email of equity sessions and posters will be sent to members
- Workshop on health equity in HTA
- SIG open meeting

2023 Member Engagement

- 3 journal clubs planned
- Fall webinar “Application of DCEA to the US Setting”
- 2 volunteer meetings after ISPOR Boston

2023 Key Project Proposals

State of play for health equity research, interventions and data needs across stakeholders and countries/regions

Catalog available social disadvantage measures and provide guidance on estimating baseline health inequalities

Attend a planned meeting or email us to get involved!

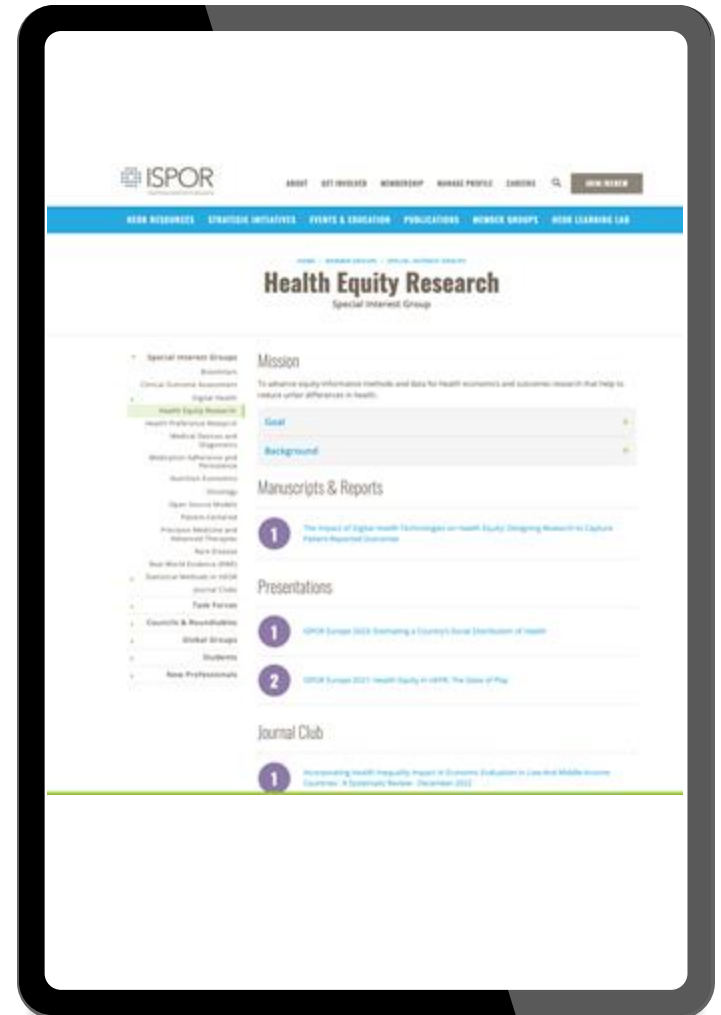
SIG Materials Available Online

SIG Email:

HealthEquitySIG@ispor.org

SIG Website:

<https://www.ispor.org/member-groups/special-interest-groups/health-equity-research>



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Question & Answer

