



Centre for Research Excellence in  
Pulmonary Fibrosis

**CREATE**  
**CRE Advanced**  
**Training**  
**Environment**  
**Program**  
**Handbook**

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## Overview and Aims

Established in 2017, the NHMRC Centre of Research Excellence in Pulmonary Fibrosis (CRE-PF) brings together a multidisciplinary team of internationally recognised expert pulmonary fibrosis clinicians and researchers from across Australia committed to reducing the growing burden of pulmonary diseases in Australia and to training the next generation of researchers. The Chief Investigators of the CRE-PF span eight national universities and include A/Prof Tamera Corte (Sydney University), Prof Darryl Knight (Newcastle University/University of British Columbia), Prof Anne Holland (Monash University), Prof Daniel Chambers (University of Queensland), A/Prof Yuben Moodley (University of WA), Prof Haydn Walters (University of Tasmania), A/Prof Glen Westall (Monash University), A/Prof Ian Glaspole (Monash University), Prof Andrew Palmer (University of Tasmania) and Prof Paul Reynolds (University of Adelaide).

The CRE-PF recognises the importance of providing research students and early career researchers with the necessary training and skills to develop as future leaders of pulmonary fibrosis health research. Our vision is to **CREATE (CRE Advanced Training Environment)** the next generation of outstanding investigators capable of developing and translating knowledge from bench-to-bedside, with a focus on the prevention of end-stage fibrotic lung disease and new treatments to improve the health of Australians affected by pulmonary fibrosis.

CREATE provides the foundation upon which Fellows can build their own successful programs of research. Working alongside peers and internationally recognised research leaders and clinicians, Fellows receive training in a variety of methodologies used to undertake fibrotic lung disease research. In addition, they will enhance their leadership, management and research skills in a supportive and collaborative group.

## Goals and Benefits

The *goals* of CREATE are to:

- Enhance clinical and basic science research training to produce the next generation of outstanding respiratory researchers using formalised mentoring and training environments;
- Enhance the training relevance to career progression through the use of necessary curriculum elements including ethics and professional skills; and
- Focus on the translational pathway from basic biomedical discoveries to clinical research and to clinical practice.

The *benefits* of CREATE include:

- Access to world-class research supervision and training opportunities
- Development of a strong professional profile and career trajectory
- Increased confidence and skill as researchers and clinicians
- Increased confidence and skill in mentoring and leadership
- Ongoing professional and personal development support
- Opportunities to attend and present at national and international conferences
- Access to meetings with peers to share ideas and develop skills

## Who are our Fellows?

Our Fellows are PhD students or postdoctoral researchers or equivalent at academic Level A and Level B. Our Fellows are passionate about pulmonary fibrosis treatment and research and are motivated to develop their career and enhance their grant writing, leadership and mentorship skills. For more details on our Fellows and their research interests, see the CREATE Fellow Profiles at <https://www.cre-pf.org.au/create-fellows>.

## Guidelines for Appointment as a CREATE Fellow

Our Fellows are PhD students or postdoctoral researchers or equivalent at academic Level A and Level B. Postdoctoral Fellows are generally no more than ten years postdoctoral (adjusted where appropriate for career disruption).

Prospective Fellows may be put forward by Chief Investigators or Associate Investigators of the CRE-PF, or other leaders in pulmonary fibrosis research. The request should be sent to the CREATE Program Advisory Committee (PAC Committee) headed by the CREATE Chair, via the CREATE Training Program Coordinator ([create@cre-pf.org.au](mailto:create@cre-pf.org.au)) and should include a justification for the request and a copy of the nominee's CV.

Once the nomination is accepted the nominee is eligible to be a member of the CREATE Program until they have reached ten years postdoctoral (relative to opportunity) months after which time they will be welcome to continue as part of CREATE as a member of the CREATE alumni. CREATE Fellows will be offered a mentor within the CREATE Mentoring Program for up to twelve months.

## Program Structure

The CREATE program is organised and run by Professor Paul Reynolds and Dr Kate Christian, CREATE Training Program Co-ordinator. The program is overseen by the Program Advisory Committee (PAC).

The program provides trainees at PhD and PDF levels with support for their professional careers and is delivered via:

- I. On-line training modules
- II. Seminars
- III. Formal and informal mentoring
- IV. CREATE Symposia

## On-line Training Modules

The CREATE on-line modules are designed to enhance and complement the training and guidance our Fellows receive locally.

There is no set sequence for completion of the topics in each module, but we request that each topic be completed before another topic is commenced. For example, if the topic “Reading effectively” is started, it should be completed before a new topic is started. Each topic should take between 1-2 hours to complete and is followed by a brief informal assessment. Please note that all modules and topics may not be available at the same time.

## Current On-line Training Modules

Broad Topic	Modules
Research Management	<ul style="list-style-type: none"><li>• Building a track record</li><li>• Reading effectively</li><li>• Clinical research design</li></ul>
Leadership	<ul style="list-style-type: none"><li>• Strategic Planning for Researchers</li><li>• Leadership Management and Corporate Entrepreneurship for Researchers</li></ul>
Research Communication	<ul style="list-style-type: none"><li>• Effective Communication in Science and Healthcare</li></ul>

	<ul style="list-style-type: none"> <li>• Networking, Conferences and Communication</li> <li>• Communicating Science and Healthcare to the General Public</li> <li>• Professional Scientific Communication in the Medical Field</li> </ul>
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## Seminars

Seminars provide Fellows with the opportunity to share ideas and showcase their work. Fellows participate via Zoom or conference call. During the COVID-19 pandemic the CRE-PF is hosting monthly virtual research meetings for those interested in ILD research each of which features the work of one research group.

## Formal and Informal Mentoring

Mentoring is crucial to develop supportive relationships, provide guidance and for research career development. Mentoring can enhance skills and knowledge, increase self-confidence and ability, help clarify career path and goals and provide research collaboration opportunities.

With the assistance of the CREATE Training Program Coordinator, PhDs and PDFs will be paired with a specific mentor, an expert in his/her field of research (i.e. biomedical, clinical, health services). Accordingly, the program provides level-specific mentorship, which does not conflict with the important mentorship role of the research supervisor.

The mentor-mentee would meet formally once per year (for example at TSANZ or ARLDSC) as well as throughout the year – by phone, Skype or email. The mentor will be a person who will provide independent, objective advice and guidance to enhance the Fellows' learning experience. In addition to possibly providing advice relating to the mentee's project, the mentee may wish to discuss career development plans and will provide a sounding board for any difficulties which might be encountered. There may also be the opportunity for Fellows to travel and interact with their mentors at the mentor's lab and workplaces.

## CREATE Symposia

The CREATE Symposia provide Fellows with the opportunity to meet, share ideas and showcase their work. The symposia are held at the Thoracic Society of Australia and New Zealand Annual Scientific Conference (TSANZ) or the biennial Australian Rare Lung Disease Short Course (ARLDSC).

Further information in relation to CREATE events is available via the CRE-PF website <https://www.cre-pf.org.au/events>.

## Communication

CREATE communication occurs via email, the CREATE WhatsApp group, the CRE Facebook page <https://www.facebook.com/crepulmonaryfibrosis/> and twitter @crepulmfibrosis as well as at seminars. Fellows are encouraged to use email and WhatsApp to generate informal discussions or seek advice.

## CREATE Travel Scholarship Opportunities

Funding is available for short-term travel (national and international) as well as training opportunities for PhDs and PDFs to develop skills and networks. The CREATE travel support grants are allocated via a competitive application process. Applicants must provide their reason for the travel and demonstrate how it will enhance their learning outcomes.

Scholarship amounts will vary from time-to-time based on the number of applications and the availability of funding. Preference for travel grant funding will be given to CREATE Fellows on the basis of financial need; for example, dependence on a PhD scholarship/stipend or a part-time salary.

Please contact Kate Christian for further information or refer to the CREATE website <http://www.cre-pf.org.au/create-resources> for the travel grant application form.

## Other Scholarship Opportunities

Career development of future researchers is a core focus of CREATE. The overall goal of career development is to identify and train investigators who will be future leaders in fibrotic lung disease research.

All external opportunities we are aware of are promoted amongst CREATE Fellows.

## Program Advisory Committee (PAC)

The PAC members are as follows:

1. The education & training coordinator (Chair) - Professor Paul Reynolds
2. CREATE Fellow representatives – Dr Alan Teoh and Dr Jade Jaffar
3. Centre of Research Excellence in Pulmonary Fibrosis chief investigator – Associate Professor Tamera Corte
4. CREATE Mentor – Dr Lauren Troy
5. CREATE Mentor – Associate Professor Nicole Goh
6. CREATE training coordinator – Dr Kate Christian
8. Project Manager, Centre of Research Excellence in Pulmonary Fibrosis– Dr Alison Hey-Cunningham

The aim of the PAC is to:

1. Ensure the objectives of the CREATE training scheme are met.  
This includes development and implementation of a variety of tools and approaches to enhance the learning of CREATE Fellows, including seminars, professional development workshops, video-conferences, public fora and symposia.
2. Promote the Consortium's strategic plan.  
This includes partnering with other organisations within the academic and clinical environment, community, as well as promotion of the consortium and its goals.
3. Monitor and review the CREATE budget.
4. Leverage additional funding to support the objectives of the training scheme.



## Program Review Committee (PRC)

CREATE also has a peer review committee that will meet twice a year to rank PhD scholarship applications. The PRC consists of the PAC members as well as two members of the CRE-PF International Advisory Board.

The mandate of the PRC is to ensure merit of our candidates, their supervisors and their proposed individualised training program.

## Feedback

Outcomes of CREATE will be assessed annually via a feedback survey. At the end of each academic year, members will be asked to respond to a short, confidential online survey. This information will evaluate the progress of the program as well as inform revisions to the program.

## Contact us

If you have any questions, please contact the CREATE Training Program Coordinator, Dr Kate Christian on [create@cre-pf.org.au](mailto:create@cre-pf.org.au) or visit the CRE-PF website.

## Members and contacts

### Chair

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### Current CREATE Members

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## CREATE Alumni

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