

# BLUEPRINT



## At a Glance...

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- AcademyHealth recently announced a transition in the Paradigm Project, but our efforts to create real and lasting change in how we do, communicate, and use HSR continue. Below, we share our latest plans for moving forward, celebrating success, and engaging with the community.
- **In other news:**
  - Even as [women in academia](#) are given more time to meet a deadline for tenure, many say they are getting less work done because of child care needs.
  - With an influx of funding for health equity research, a [disturbing trend](#) also emerges: “a gold rush mentality where researchers with little or no background or training in health equity research, often white and already well-funded, are rushing in to scoop up grants and publish papers.”
  - Black innovators and leaders [discuss](#) career paths, mentorship and diversity in science in a new speaker series hosted by the Black Employee Network at Springer Nature.
  - Texas A&M faculty find that data privacy laws in the US protect profit but prevent sharing data for public good, while a survey of the public indicates people [want](#) the opposite.



## Latest Paradigm Project Updates

### Paradigm Project Transitions – A New Phase Begins

In October AcademyHealth and the Robert Wood Johnson Foundation began transitioning the Paradigm Project – our three-year effort to reimagine health services research (HSR) to drive greater impact – from a stand-alone project to an embedded collection of activities within AcademyHealth’s larger portfolio. This transition reflects that the concepts underlying the Paradigm Project – that the health services research paradigm must evolve toward practices and incentives that drive higher impact, more equitable research – are now firmly embedded in AcademyHealth’s approach to all our programs and services.

**Although the “project” part of the Paradigm Project is ending, our long-term efforts to create real and lasting change in how we do, communicate, and use HSR continue.**

Building on the progress and perspective of the Paradigm Project, innovation in our scientific paradigm requires that we address systemic racism and improve diversity, equity, inclusion, and belonging in the field – and addressing DEI requires innovation in the way we conduct and use science. These two foundational, interconnected principles undergird our strategy for this next phase of work.

**The Paradigm Project created a foundation for innovation:**

- The Paradigm Project energized leaders and created a community of innovators in the field. More than 300 volunteers participated in Paradigm Project meetings, design sessions, and innovation tests and more than 500 signed up to be part of the standing Reactor Panel.
- We cultivated and shared thought leadership across multiple media. Project publications, videos and media placements were highly viewed and downloaded, and the hashtag generated millions of impressions on Twitter. Within the last few months alone, more than 4,000 people signed on to view a recording of the workshop on anti-racist methods.
- True to the project’s original vision, design team members developed innovations that show change is possible. Design teams conceived 17 innovations, with 5 projects ready for scale and spread. We’ve heard from many of you that the Paradigm Project changed your perspectives and informed new ways of working, as well.
- Perhaps most importantly, you built the foundation for a social movement that persisted through widespread upheaval and change. Our energized volunteer base will be the key to turning Paradigm’s work into meaningful, sustained change for HSR.

**Thank you for being a part of this community.** Paradigm has established that we can improve the way we do science while preserving all that makes HSR strong and rigorous. Thank you for your participation and support.

We are planning to hold a virtual convening to demonstrate the final five innovations. Details on that event will be forthcoming. In addition, we will continue to publish this monthly Blueprint newsletter highlighting innovations that help drive the field toward impact. Finally, we will keep you apprised of opportunities to engage in the “next steps,” as your interest and schedule permits.

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