

# Research Mentoring

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# What is Mentoring?

- Mentoring can be defined as "faculty with useful experience, knowledge, skills, and/or wisdom offers advice, information, guidance, support, or opportunity to another faculty member for that individual's professional development." *Berk RA, Berg J, Mortimer R, Walton-Moss B, Yeo TP. Measuring the effectiveness of faculty mentoring relationships. Acad Med. 2005;80(1):66-71.*

## Synergy's Office of Research Mentoring and Education (M&E)

- SYNERGY's Research Mentoring and Education is a critical component of SYNERGY's overall Education, Training and Career Development Program. Its specific purpose is to provide research mentoring to junior faculty members who aspire to become independent investigators. Its aim is to help early-career investigators compete for NIH (and other extramural) research funding and increase the Geisel/Dartmouth-Hitchcock (D-H) pool of successful
- Each department has a Departmental Research Mentor (DRL) who oversees junior faculty research, insuring that each investigator have, at least, one qualified and appropriate mentor

# Research Mentoring and Education can:

- Provide assistance in identifying mentors for eligible junior faculty
- Support and facilitate career development through mentor/mentee relationships
- Provide training opportunities for successful mentoring
- Connect mentees to existing SYNERGY services and institutional resources.
- Track progress of developing investigators

# Challenges of Mentoring -1

- Assessing mentee's background (knowledge and skills)
- Identifying mentee's motivation
- Dealing with mentee's inexperience (knowledge and skills)
- Addressing mentee's misconceptions about science
- Setting reasonable goals for the project
- Keeping mentee engaged
- Supporting the mentee financially
- Building mentee's confidence

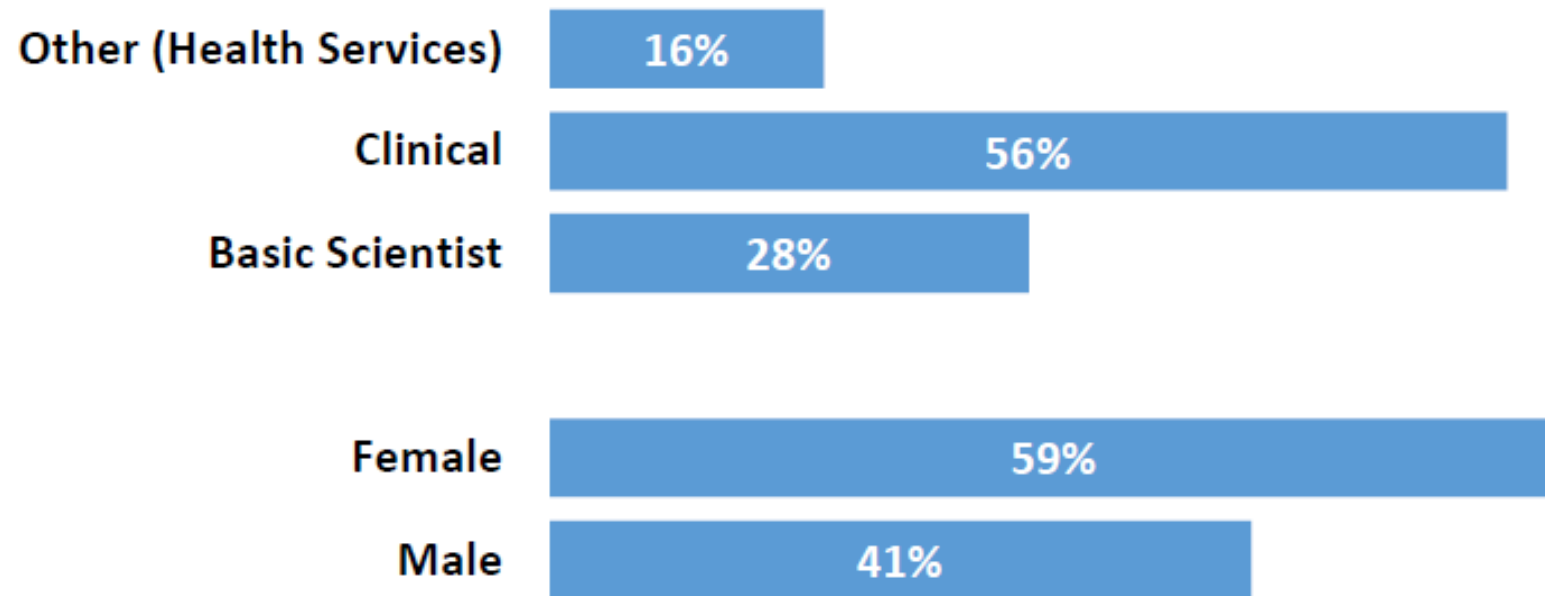
# Challenges of Mentoring - 2

- Fostering mentee's independence
- Deciding on the best solution to a given mentoring challenge
- Setting limits and boundaries for the mentor/mentee relationship
- Addressing lack of planning
- Giving negative feedback to the mentee on lack of progress
- Allocating time
- Finding resources
- Remaining patient

# Specific Mentoring Challenges

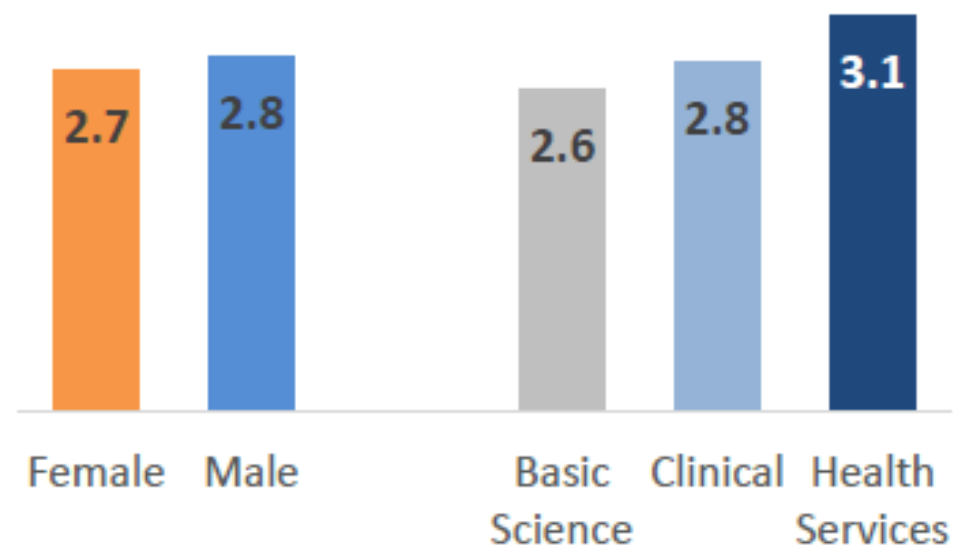
- Balancing aspirations with realistic expectations
- Time management
- Promoting theoretical and technical skills
- Data acquisition, processing and management
- Grant writing
- Manuscript preparation
- Career counseling
- Emotional and technical support

# Respondent Demographics



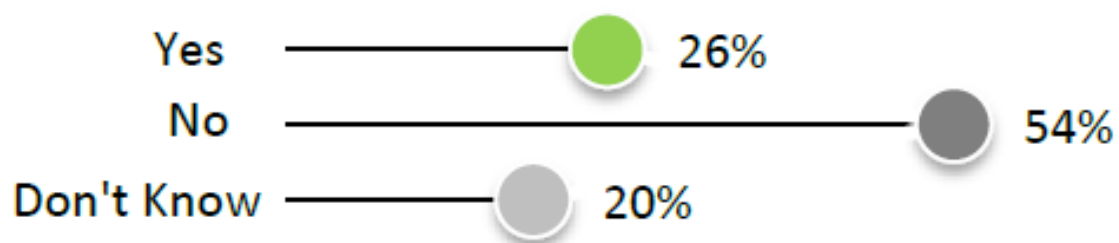


### Average Number of Mentors\*



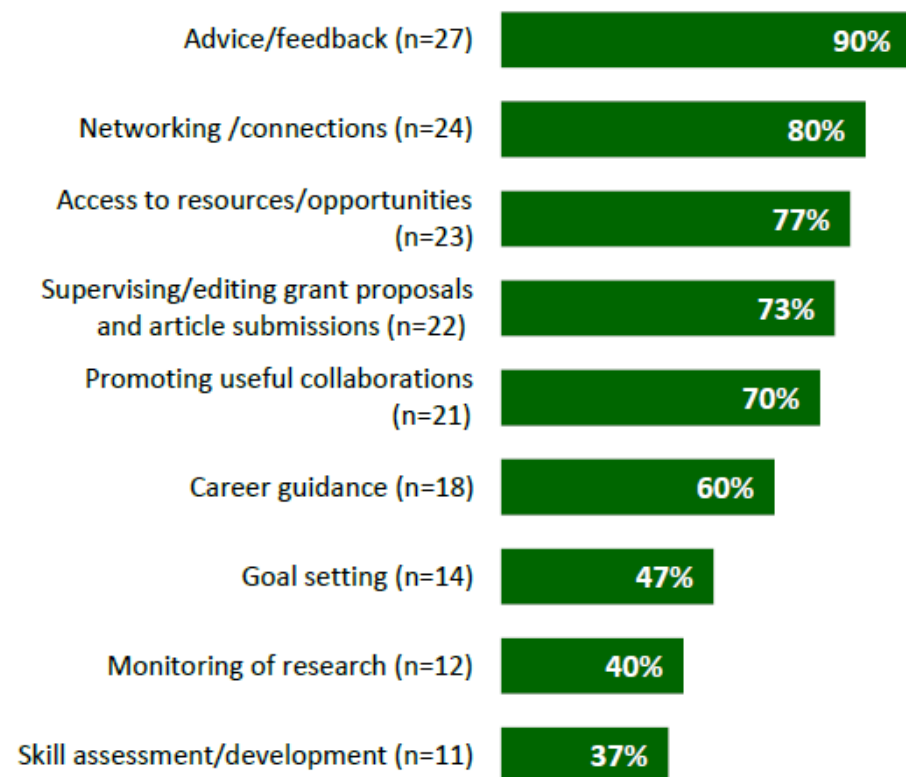
## Need for Additional Mentoring

26% (n=17) respondents indicated they needed additional mentoring or team mentoring. Another 20% (n=13) didn't know.



## Needed Supports

46% (n=30) either needed additional mentoring or didn't know. Top supports needed were advice and networking assistance. Lowest needed supports were skill development and monitoring of research.



# Supports provided by at least one mentor

Helped me to become a more successful researcher.

86%

Was appropriately accessible and made time to meet with me.

77%

Established a relationship based on trust.

77%

Helped me set career goals and suggested strategies for achieving those goals.

68%

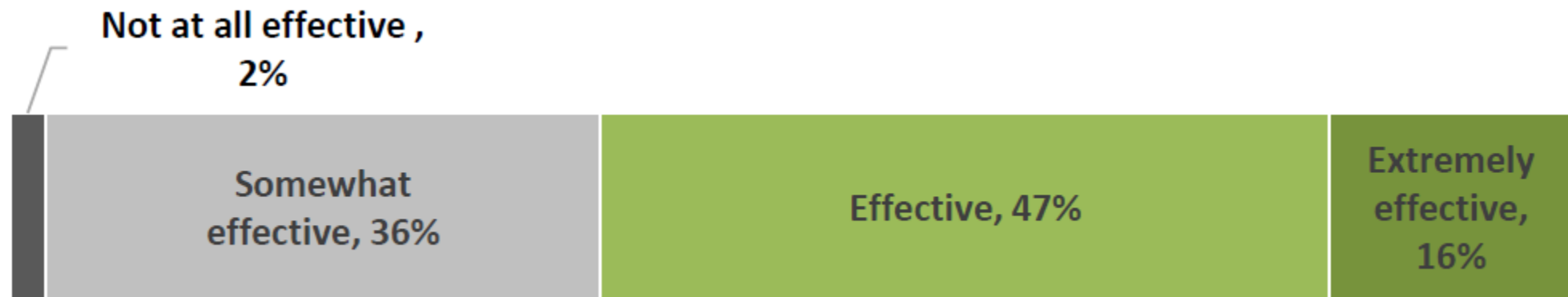
Regularly monitored my progress and suggested strategies for achieving research goals.

64%

# How could mentoring be improved?

*“...I would like to have mentors who are willing to "go to bat" for me and advocate for my interests.”*

# Effectiveness of mentoring relationships



# Positive aspects of current mentoring

*“..The mentors are generally very collaborative and have included me in projects where our strengths can synergize. They offer advice on how to improve my science. One of my senior mentors ensures that I am neither over- or undercommitted to service opportunities.”*

# Help with identifying appropriate mentors

*“..it would have been nice to have had someone tell me the benefits of having a second mentor earlier in my career.”*



# Help identifying funding opportunities

*“..Help me identify and apply for intramural and extramural funding to support research... Help identifying appropriate grant mechanisms and writing compelling grant proposals is what I need most right now.”*

# Provide guidance for career development

*“...The one aspect of mentoring that has eluded me is guidance about career development - how to be savvy and strategic about moving up the academic ladder, advocating for an equitable salary, making your research visible... identifying opportunities to contribute to the educational mission of DH and Geisel.”*

# Gender differences in perceived needs

Supports	Female	Male	w
Advice/feedback	90%	90%	0.0
Monitoring of research	30%	60%	0.29
Networking /connections*	70%	100%	0.35
Access to resources/opportunities	70%	90%	0.22
Goal setting	40%	60%	0.19
Skill assessment/development	30%	50%	0.20
Career guidance	55%	70%	0.14
Promoting useful collaborations	70%	70%	0.0
Supervising/editing grant proposals and articles submitted for publication	65%	90%	0.27
Total n	20	10	