Identification and Development of Mentors

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Overview

• What is mentoring and why is it important?
• Requirements of mentors for a T32.
• Identifying mentors and assembling a mentoring committee.
• Mentor development at UF.
What Is Mentoring?

• A process of continuous and dynamic feedback between two individuals to establish a relationship in which one person shares knowledge, skills, information and perspective to foster the personal and professional growth of the other.
Multiple Types of Mentoring

• Dyadic or One-on-one
• Peer Mentoring
• Team Mentoring/Mentoring Committees
  – Career Mentor
  – Content Mentor
  – Situational Mentor
• Senior vs. Developmental Mentors
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Characteristics of Effective Mentors

(Straus, et al, 2013, Acad Med, 88: 82-89)

• Altruistic
• Honest/trustworthy
• Active listeners
• Experienced in mentoring
• Professional experience & networks
• Accessible
• Able to identify mentees’ strengths & weaknesses
Actions of Effective Mentors

(Straus, et al., 2013, Acad Med, 88: 82-89)

1. Providing Career Guidance

2. Offering Emotional Support

3. Focus on Work/Life Balance
<table>
<thead>
<tr>
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<th>Expectations of T32 Mentors</th>
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<tr>
<td>1</td>
<td>Role model as a person and as a professional</td>
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<td>2</td>
<td>Provision of social and emotional support</td>
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<td>3</td>
<td>Sounding board for research and career ideas</td>
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<td>4</td>
<td>Ongoing advice and support for responsible conduct of research</td>
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<td>5</td>
<td>Provide active research programs in which trainee can participate</td>
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<td>6</td>
<td>Networking opportunities with local and national colleagues</td>
</tr>
<tr>
<td>7</td>
<td>Access to career development programs and activities</td>
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<tr>
<td>8</td>
<td>Opportunities to successfully publish</td>
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<td>9</td>
<td>Opportunities to participate in grant application preparation</td>
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<td>10</td>
<td>Encourage and provide opportunities to develop independent line of research</td>
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<tr>
<td>11</td>
<td>Opportunities to provide mentoring and acquire mentoring skills</td>
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Mentor Requirements

- **Senior Mentors**
  - Funding (as PI on R01 equivalents)
  - Track record as a mentor
  - Mentor training (optional)

- **Developmental Mentors**
  - Funding (as PI on K or R grant, or equivalent)
  - Junior status, limited mentoring track record
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Identifying Mentors

• Start with content expertise
  – VIVO (vivo.ufl.edu)
  – NIH Reporter
  – HSC College Research Offices
  – Research Institutes & Centers

• Look for evidence of a commitment to mentoring
  – Mentoring track record
  – Mentor Academy & Academy of Research Excellence

• Look for a match with mentee goals & personality
Assembling Mentoring Committees

- Primary Mentor
- Secondary Mentors with complementary expertise
- Mix of Senior & Developmental Mentors
- Composition of committee should be dictated by and consistent with IDP
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- **Mentor development at UF.**
If you want one year of prosperity, grow grain
If you want ten years of prosperity, grow trees
If you want one hundred years of prosperity, grow people.

- Chinese proverb
UF CTSI Mentor Academy

• The mission of the mentor academy is to promote the development of the next generation of clinical and translational scientists by promoting a culture of support for mentoring and by providing training in optimizing mentoring relationships for mentors and mentees at all levels of career development.

http://www.ctsi.ufl.edu/education/mentor-academy/
Master Mentor Program

• One-year curriculum of monthly meetings covering topics ranging from research ethics to communication skills to understanding mentees’ learning styles.
<table>
<thead>
<tr>
<th>Session Topics</th>
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<tr>
<td><strong>Mentoring for the Long Haul: When Do You Stop Being a Person’s Mentor</strong></td>
<td>Dealing with conflicts and problems in the mentor-mentee relationship</td>
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<td><strong>Qualities of Good Mentors and Mentees</strong></td>
<td>Perspectives from Mentees</td>
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<td><strong>Selecting Mentors and Mentees: How to deal with Mismatches</strong></td>
<td>The Benefits and Challenges of Diversity in Mentoring</td>
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<td><strong>Having Difficult Conversations in the Mentor: Mentee Relationship</strong></td>
<td>Tracking Success in Mentoring</td>
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<td><strong>Communication Skills</strong></td>
<td>Transitioning from Mentor to Colleague</td>
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<td><strong>Ethics &amp; Professionalism in Mentoring</strong></td>
<td>Wrap-Up and Graduation</td>
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Academy of Research Excellence

- Master Certificate for Excellence in Human Subject Research and Protections is an advanced, practically-oriented program to develop excellence in human-subject research focusing on regulatory requirements, informed consent training, practical aspects of running a research enterprise, and research integrity and professionals.

http://www.ctsi.ufl.edu/education/academy-of-research-excellence/

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Questions?