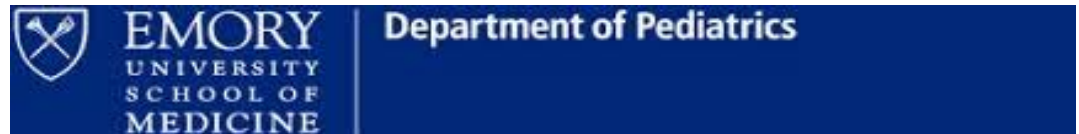


# “How to create a successful mentoring relationship”

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David M. Guidot, MD

March 13, 2017



# Survey Drawing

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# National Research Mentoring Network

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Provides evidence-based **mentorship** and **professional development** programming -

- **CONNECT** with mentees around the U.S. with Guided Virtual Mentorships
- **MAXIMIZE** your mentorships with Research Mentor and Mentee Training
- **SECURE** grant funding by joining a Grant Writing Coaching Group
- **FACILITATE** your own programs using our Facilitator Training

<https://nrmnet.net/>

# Dept of Pediatrics Mentoring Checkup

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One hour session with mentee + 2 DOP Faculty Mentors

1. Review career goals and expectations
2. Identify barriers/opportunities for career development, e.g. teaching skills, research funding, work/life balance
3. Check on mentoring support
4. Review the requirements for advancement on the mentee's academic track
5. Provide information about DOP committees, depending on the mentee's interest

**“Call for mentees” email will be coming out in late March/early April**

# **“How to create a successful mentoring relationship”**

**K-Club March 13, 2017**

**David M. Guidot, MD**

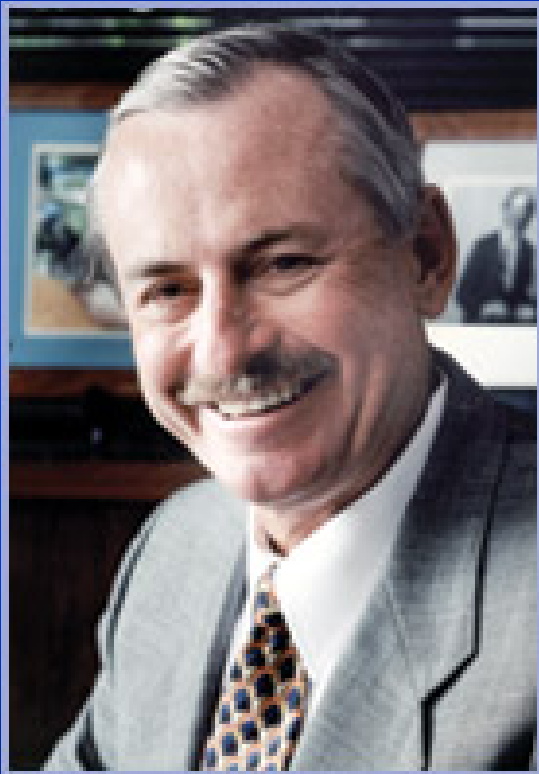
**Jeffrey R. Pine Chaired Professor of Medicine  
Director, Division of Pulmonary, Allergy, Critical  
Care & Sleep Medicine  
Emory University, Atlanta, GA**

How did I go from here . . .

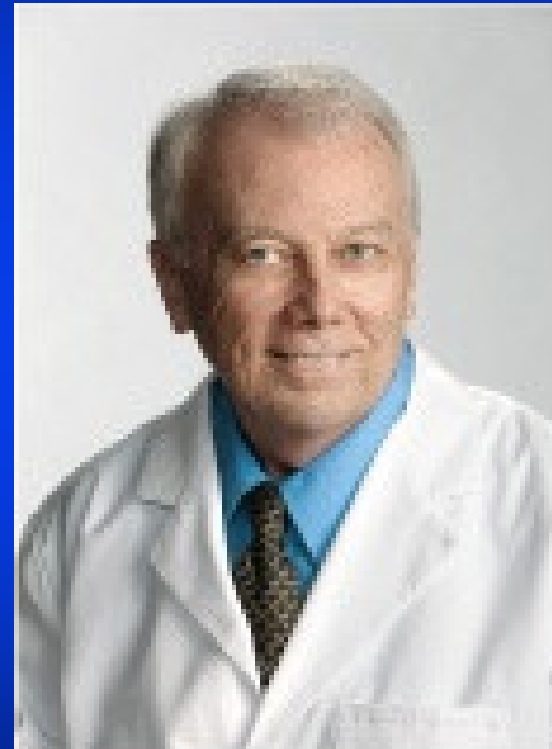


to here?

# My research mentors (and role models)



**John Repine, MD**



**Joe McCord, PhD**

# **My NIH-brokered 'Green Card' scientific marriage at Emory**



**Lou Ann Brown, PhD**  
**Professor of Pediatrics, Director Children's**  
**Center for Developmental Lung Biology**



**“We’re building a  
better clubhouse”**



**Fernando Holguin, MD**  
(My first fellow, was funded by a KL2 and now directs an NIH-funded asthma center at the University of Colorado)



**Ashish Mehta, MD, MSc**  
**VA Career Development Award**



**Jeff Otis, PhD**

**K01 Awardee**

**Now on faculty at Georgia State University**



**Viranuj Sueblinvong, MD**  
**Currently supported by a K08**



**Sushma Cribbs, MD, MSc (KL2 Awardee)  
(and Mina)**

**Not all academic career mentoring involves the  
traditional investigator pathway**



**Lindy Wolfenden, MD  
1970-2010**

# Academic Mentoring—How to Give It and How to Get It

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Allan S. Detsky, MD, PhD, FRCPC

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Mark Otto Baerlocher, MD

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**S**TUDENTS, TRAINEES, RESEARCH FELLOWS, AND JUNIOR faculty all benefit from the direction provided by academic mentors and research supervisors. The literature contains numerous reports on the importance

value judgments. In particular, because the primary purpose of attending medical school is to learn how to provide direct patient care, it is inappropriate to cause mentees to feel this activity is less worthy than the others. The best way to help mentees choose a career path is to help them understand what day-to-day activities instill excitement. One suggested approach to determine this is for mentors to express the following: “Don’t tell me what you want to be (ie,

**JAMA 2007; 297: 2134**



# How, When, and Why Do Physicians Choose Careers in Academic Medicine? A Literature Review

Nicole J. Borges, PhD, Anita M. Navarro, MEd, Amelia Grover, MD, and J. Dennis Hoban, EdD

**“the ... question remains essentially unanswered”**

## Abstract

### Purpose

Medicine has different pathways in which physicians pursue their vocation. Clinical practice, research, and academia are common paths. The authors examined the literature to identify research-based factors influencing physicians to choose a career path in academic medicine.

### Method

In the fall of 2006, the authors searched the PubMed database from 1960 to 2006 using the term *career academic medicine*. Review of articles resulted in the identification of nine themes relating to academic medicine career paths. The

authors summarized the important and relevant articles to capture what the literature contributed as a whole to the larger question, “How, when, and why do physicians choose an academic career in medicine?”

### Results

A synthesis of articles revealed that (1) *values* are essential to understanding the decision to enter a career in academic medicine, (2) factors associated with academic medicine career choice include research-oriented programs, gender, and mentors and role models, (3) an obstacle to pursuing this career path is loss of interest in academic careers during

residency as residents learn about factors associated with academic careers in medicine, and (4) debt may be a barrier to choosing an academic career in medicine for some individuals in some specialties.

### Conclusions

Despite the study findings, the larger question (stated above) remains essentially unanswered in the literature. The authors propose a call to action by various professional groups and organizations to use rigorous and complex research efforts to seek answers to this very important question.

Acad Med. 2010; 85:680–686.

# Why do so few clinicians choose investigation?

- **Factors:** Acad Med 2010
  - **Debt acquired** during medical school
  - Long training periods required for research careers
  - Uncertain prospects for success
  - Challenges in obtaining grant funding, lack of protected research time
  - More lucrative clinical opportunities

**Anxiety among, and frequent complaining by, research mentors (David Guidot – SSCI Forum 2011)**

# Applying for federal funding

- **Discuss your plans as early as possible with your mentors**
- **Have a strategy in terms of which type of grant mechanism, which funding source, and when to submit**
- **Download and review everything you can about the specific grant mechanism (RFA, instructions, etc.)**
- **Contact the program officer to discuss your plans and get any help and advice they can offer**

# **Trainees need to work at the mentoring relationship**

- **Establish a regular schedule to meet with your mentor**
- **Come to each meeting prepared to discuss experiments, data analyses, manuscripts in preparation, research proposals, or whatever is most important at the time**
- **Do your best to meet every deadline your mentor establishes**
- **Help your mentor by providing updates and/or reminders about your important deadlines (letters of recommendation, mentoring statements, etc.)**

**A few things I have  
learned along the way**

**If you have a choice  
between a great mentor  
and a great project with  
a difficult mentor, pick  
the great mentor every  
time**

**Choose a mentor who  
cares about your  
success**

**The only good thing  
about the good old  
days is that I was  
younger**



**Never stand outside in  
the rain and complain  
about getting wet.**

**Go find an umbrella.**

**My kids have never  
read my CV**

**and it is much better  
to be famous at home**

**It is far more  
satisfying to bask in  
reflected glory**

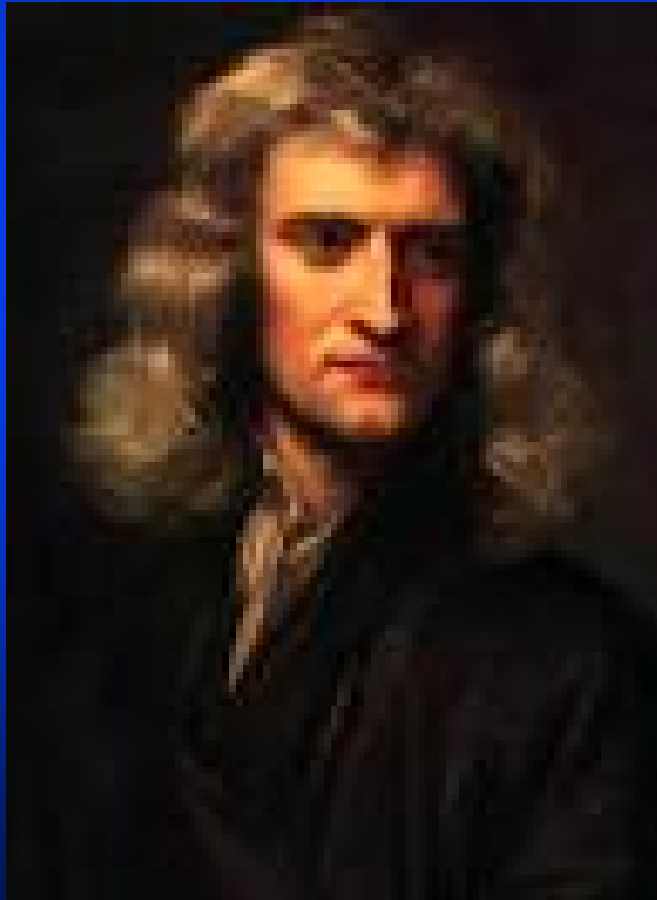
**Sometimes in academic  
medicine the politics are  
so ugly because the  
stakes are so small.**

**Life is short, so choose  
your battles wisely.**

**If you saw your job  
advertised in a journal  
or on-line, would you  
apply for it?**

**If not, it is time for a  
change.**

**“If I have seen a little farther it is by standing on the shoulders of giants.”**



**- Sir Isaac Newton**

**Go find a giant**

**They are all around  
you**