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Maximizing Your Research Mentorship Experience

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What is Mentoring?

- The story of Mentor comes from Homer's *Odyssey*
- Odysseus, King of Ithaca, fights the Trojan War and entrusts the care of his son, Telemachus, to Mentor





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What is Mentoring?

- Giving advice
- Coaching
- Teaching
- Supporting



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Benefits of Receiving Mentoring

- Career development and satisfaction
- Improve success of women and under-represented minorities in academics
- Enhance academic productivity
- Predicts promotion
- Increases time spent in scholarly work



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National Institutes
of Health

Mentored Career Development Awards



- Career Development Awards
 - Individual
 - K08 Mentored Clinical Scientist Development Award
 - K23 Mentored Patient-Oriented Research Career Development Award
 - K01 Mentored Research Scientist Development Award
 - Institutional (K12)





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Managers, Sponsors, and Mentors

- Understand their roles
- Determine in which category your supportive work relationships fall



Managers

- Directs the work of the individual (i.e. supervisor)
- Within the hierarchy of direct reporting relationships
- Focused on performance, professional development, career development
- Influenced by organizational needs



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Sponsors

- Champion the individual
- Driven by advancement goals
- Inside or outside reporting hierarchy



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Sponsors

- Introduce you to movers and shakers
- Recommend you for positions of leadership
- Behind the scenes support
- Do not build your skill set like mentors



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Mentors

- Driven by mentees needs and agenda
- Guide and support the individual
- Focused on professional and personal development
- Outside the hierarchy of direct reporting



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Mentors

- Encourage your goals
- Provide honest and constructive feedback
- Challenge you
- Provide inspiration and direction



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Your Research Mentors

- Senior researchers on your team
- Other researchers within and outside your institution
- CIRHT research mentors



Types of Mentoring

- One-to-one individual mentoring
- Group mentoring
 - Can be used for career development
 - Mentees build a network
 - Mentees get more feedback
 - Potential for loss of confidentiality



Types of Mentoring

- Peer Mentoring
 - Sharing of knowledge, skills, experiences
 - May have curriculum and senior input or not
 - Trustworthy, nurturing environment
 - Interactive, creative, collaborative



Specific Mentor Roles

- Potential Mentor Roles
 - Review protocol and provide feedback
 - Serving as a resource through the research process
 - Communicate through a mutually agreed upon plan
 - Participate in publication of the data for those providing research support/advice



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Mentor Research Feedback

- You may get a lot of suggestions – they are meant to help
- The project is yours and you will make the final decisions, but be open-minded

Long Distance Mentors

- They are mentors and collaborators, not managers
- You are the content expert and know your local resources



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Proactive Mentee

- Keys to success
 - Communication is critical
 - Take the initiative
 - Learn about your mentor
 - Timely, respectful responses
 - Set, update, and communicate milestones
 - Ask for help early on, rather than later



Proactive Mentee

- Keys to Success
 - Set goals for your research and send updates
 - Schedule time with your mentor to review progress and ask questions
 - Email an agenda prior to meetings
 - Teach your mentor
 - Involve your mentor in things they can impact
 - Support your peers



Proactive Mentee

- Ask yourself
 - Are my objectives clear?
 - Am I comfortable asking for what I want?
 - Am I open to hear new ideas and perspectives?
 - Am I receptive to constructive feedback?
 - Am I able to show I value and appreciate feedback?
 - Do I consistently follow-through on commitments?
 - Do I openly show appreciation and gratitude?



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Research Mentors

- Mentoring styles are different
- Each mentoring relationship is different
- Everyone's experience with their mentor will be different

It Takes More than One Mentor

- Intellectual/Research mentor
- Career development mentor
- Departmental culture mentor

So, look for additional mentors and be a mentor to others

Overcome Fear of Criticism

- Take advantage of the help
- Ask for advice
- Ask for review of manuscript drafts and grants





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Successful Research Teams

- Team qualities
 - Institutional support
 - Accomplished/collaborative members
 - Shared agenda



Opportunity to Connect

- View mentors as experienced collaborators
- Grow your team
- Welcome them to the team





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My Mentorship Experience

Menopause: The Journal of The North American Menopause Society

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Postmenopausal hormone treatment alters neural pathways but does not improve verbal cognitive function

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