“How to create a successful mentoring relationship”

David M. Guidot, MD
March 13, 2017
Survey Drawing
National Research Mentoring Network

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

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)
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

Allan S. Detsky, MD, PhD, FRCPC
Mark Otto Baerlocher, MD

Students, 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 of mentoring. 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,
the ... question remains essentially unanswered
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