

# **MENTORING FOREIGN BORN PROMISING JUNIOR INVESTIGATORS**

**COBRE**  
Faculty Development Core

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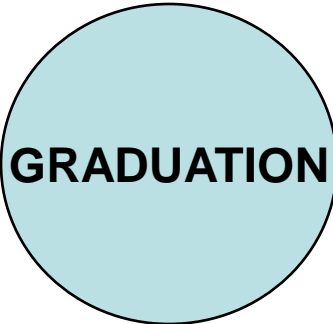
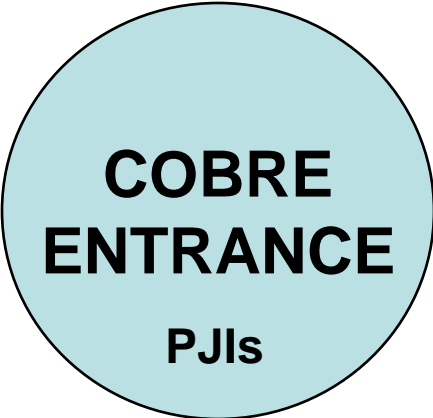
**Southeast IDeA Regional Meeting**  
**November 9-11, 2009**

# OBJECTIVES

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1. Address specific issues regarding mentoring of foreign born junior faculty.
2. Discuss cultural and acculturation issues that may affect mentoring relationships.
3. Outline issues that warrant attention in the mentor-mentee relationships.
4. Share the LSU Health Sciences Center's experience with COBRE Faculty Development Core.

**MENTORING** - - - - - 



**R01 Type Funding**

# **Mentoring International Graduates**

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- **Acculturation (environment, relationships)**
- **Recruitment and hiring**
- **Communication skills**
- **Grantsmanship**
- **Expectations (on all sides)**
- **Scientific career development**
- **Career Development Plan**
- **Relationships (lab, dept, school...)**
- **Mentor/mentee relationship**

# LSUHSC COBRE

## Faculty Development Core

### Objective 1.

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Implement and evaluate a [mentoring program](#) for nine junior investigators and their mentors. This program includes three levels of mentoring

- Peer review
- Scientific mentoring
- Career mentoring

# Objective 2.

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Implement, monitor and evaluate the progress of individualized [Career Development Plans](#) for nine junior investigators. These career plans include:

- Specific targets
- Measurable outcomes
- Periodic evaluation

# Objective 3.

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Implement and evaluate an ongoing Faculty Development Curriculum for nine junior investigators that includes a core set of competencies in the areas of:

- Research
- Administration
- Communication
- Education
- Leadership
- Cultural competency

# Peer Mentoring

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- **Work in Progress**
- **Journal Club**

## **Skills to evaluate:**

- **Moderating skills**
- **Presentation skills**
- **Preparation**
- **Ability to conceive hypotheses**
- **Research methodology**
- **Ability to give and receive feedback**
- **Ability to evaluate and discuss scientific papers**
- **Ability to incorporate relevant suggestions**

## **Evaluation Methodology:**

- **Work in Progress evaluation form.**
- **Mentor-mentee discussion of evaluation.**

# Scientific Mentoring

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## Mentor-mentee interaction

- Research methodology
- Laboratory management
- Discussion of manuscripts and grant proposals
- Participation in extramural activities
- Leadership
- Time management and balancing responsibilities
- Feedback as required by the mentee

## Evaluation Methodology:

- Professional growth survey
- Mentoring Contract

# Career Mentoring

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## Mentor-mentee interaction

- Teaching and administrative skills
- Service skills (clinical, community, institutional)
- Leadership and academic promotion
- Mediation
- Support of the mentor-mentee relationship

## Evaluation Methodology:

- Professional growth survey
- Mentoring Contract

# Career Development Plan

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## Promotion portfolio required by the LSU System

### Evaluation methodology:

- CV in LSU format
- Promotion portfolio
- Career Development Plan
- Mentoring Contract
- Periodic review by mentor and dept chair

# Faculty Development Curriculum

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## Domains/competencies:

- **Research**
- **Communications**
- **Professionalism**
- **Administration**
- **Education**
- **Cultural competency**

# LSUHSC COBRE Faculty Development Evaluation Matrix

| <b>Indicator of Success</b>     | <b>Data type</b>    | <b>Instrument</b>                      | <b>Source</b>                         |
|---------------------------------|---------------------|--|---------------------------------------|
| <b>Research skills attained</b> | Quantitative        | Professional Growth Survey             | Mentees                               |
| <b>Research skills attained</b> | Qualitative         | Seminar/work in progress evaluation    | Mentors/Mentees                       |
| <b>Proposals written</b>        | Quantitative        | Career Development Plan                | Mentors                               |
| <b>Proposals funded</b>         | Quantitative        | Career Development Plan                | Mentors                               |
| <b>Abstracts presented</b>      | Quantitative        | Career Development Plan                | Mentors                               |
| <b>Papers published</b>         | Quantitative        | Career Development Plan                | Mentors                               |
| <b>Successful mentoring</b>     | Qualitative         | Mentoring Contract and Career Dev Plan | Mentees/Mentors                       |
| <b>Academic promotion</b>       | Quantitative        | Career Development Plan and C.V.       | Mentor/Mentees<br>Chairs/Deans        |
| <b>Independent researcher</b>   | Quantitative        | Career Development Plan                | Mentor/Mentees                        |
| <b>Outcomes achieved</b>        | Qualit/Quantitative | Internal and External Advisory Reports | Dir. Faculty Dev.                     |
| <b>Outcomes achieved</b>        | Qualit/Quantitative | Evaluation Report on Faculty Developm. | External Advisor<br>Faculty Developm. |

# RESULTS

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- **8 out of nine PJs remain on the faculty**
- **7 have become independently funded**
- **25 grant proposals submitted by PJs**
- **154 peer reviewed publications (mentors and PJs) 25% co-authored by PJs and their mentors**