

Finding a Good Mentor- Being a Good Mentee

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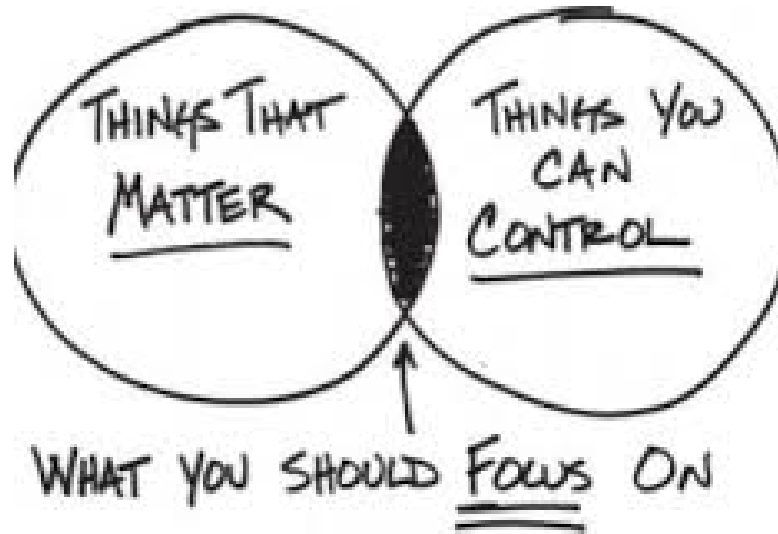
Nashville, Tennessee

Rules from the DeBaun Laboratory

#1. Stay out of quadrant 1

	URGENT	NOT URGENT
IMPORTANT	<p>QUADRANT I</p> <p><i>Activities</i></p> <ul style="list-style-type: none">• Crises• Pressing problems• Deadline-driven projects	<p>QUADRANT II</p> <p><i>Activities</i></p> <ul style="list-style-type: none">• Relationship building• Recognizing new opportunities• Planning
NOT IMPORTANT	<p>QUADRANT III</p> <p><i>Activities</i></p> <ul style="list-style-type: none">• Interruptions• Some calls, meetings• Popular activities	<p>QUADRANT IV</p> <p><i>Activities</i></p> <ul style="list-style-type: none">• Trivial busywork• Time wasters• Pleasant activities

#2. Don't waste your ATP or mine



#3. Find your flock- don't be afraid to look outside of your division

We (five individuals from around USA) meet every Monday (pediatric and adults pulmonologists) interested in advancing the care of lung disease in children and adults with SCD

#4 The Law of Identity

Shared Values Define the Team (Maxwell)

- Glue – values hold people together
- A Foundation – common values provide something to build on
- A Ruler – something to measure ourselves against
- A Compass – provides direction when you are lost
- A Magnet – attracts other like-minded people
- An Identity – what we believe determines who we are

The best leaders are those most interested in surrounding themselves with assistants and colleagues smarter than they are. They are frank in admitting this...

Amos Parrish

Strategy to Choose to a Mentor

- Independent funding
- Track record of successfully mentoring other fellows (if not , senior co-mentor)
 - First author manuscripts-fellows
 - National recognition of fellow's work
 - Regular meetings (weekly)
 - Clinical, laboratory or both
 - Ability to move existing project to new laboratory (talk to former mentees)

Mentor Expectations from NIH

- The mentor(s) should be
 - recognized as an accomplished investigator in the proposed research area
 - have a track record of success in training individuals in postdoctoral positions who have gone on to become independent investigators
- The mentor(s) should
 - have sufficient independent research support to cover the costs of the proposed research project in excess of the allowable costs of this award

Other Types of Mentors

- **Peer mentors.** In the all stages of a person's career, a "buddy" can help speed up the learning curve. This relationship helps the protégé understand how things work at the organization.
- **Career mentors.** After the initial period fellows should have a senior manager serve as a career advisor and advocate.
- **Life mentors.** A life mentor serves as a periodic sounding board when one is faced with a career challenge.

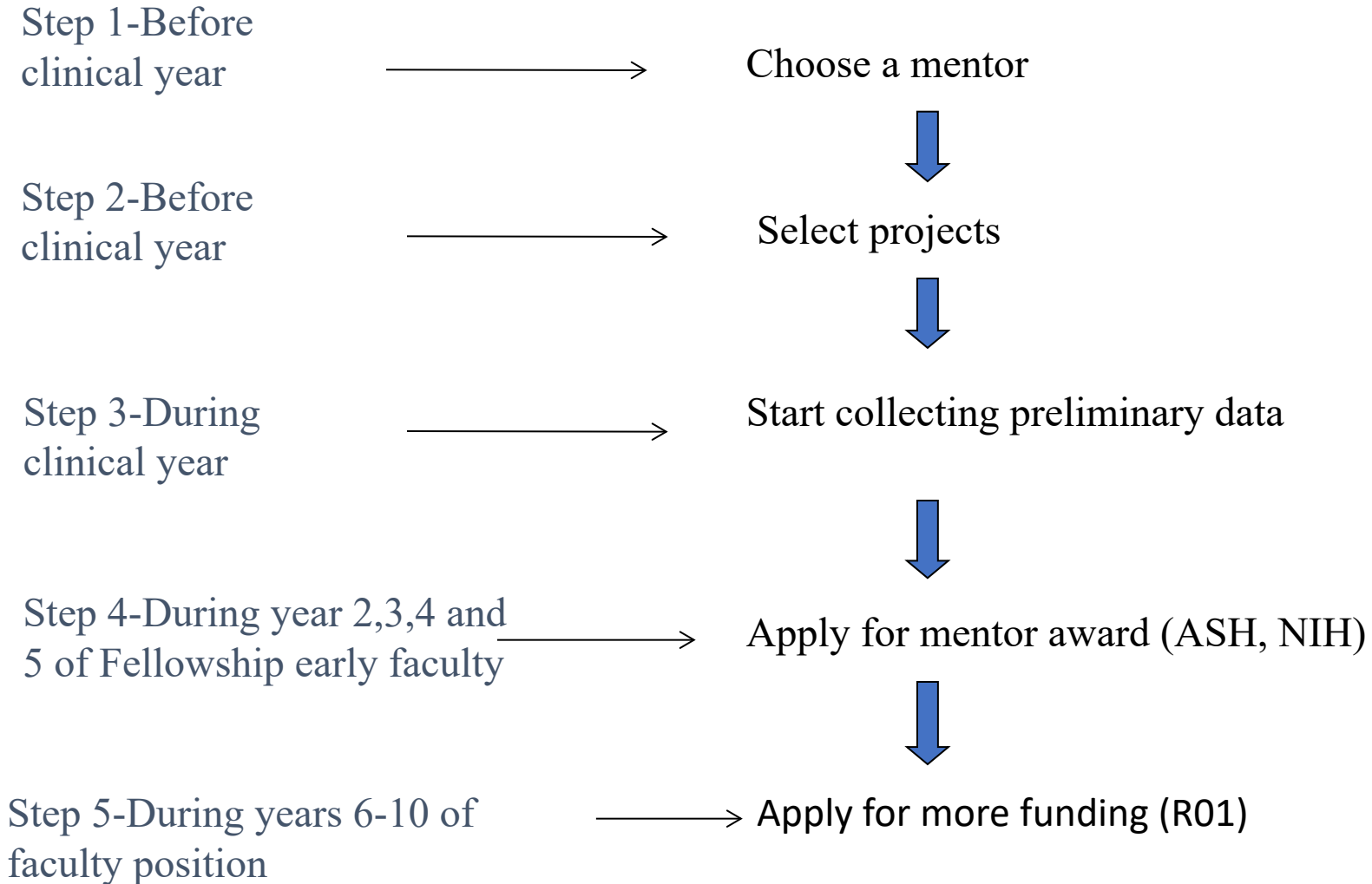
Practical Steps for Selecting Your Mentor

1. Check Pubmed.gov for publications with trainees as first author and if possible where senior lab person is not always last author
2. Check NIHReporter.Gov for funding of mentor
3. Talk to current and past mentees
4. Ask to review CV (sensitive)

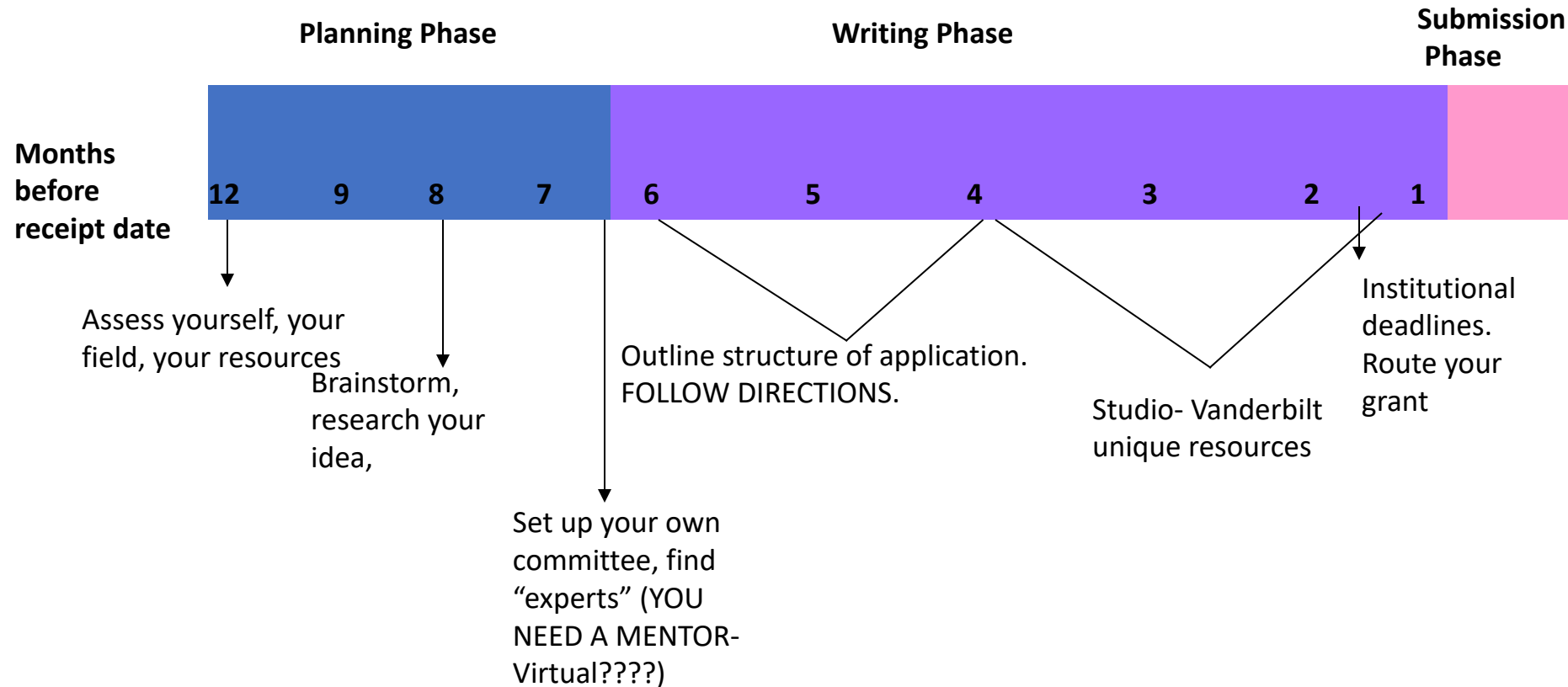
Practical steps for being a great mentee

- Set up a schedule to meet routinely with an agenda
 - Highlight important next and rate limiting steps
 - Develop gantt chart for manuscripts and grants submitted
- Establish expectations
 - for preliminary data for grants
 - number of grants to be written per year

Timetable for Fellows-Early Faculty and independent physician-scientist (time-line- 0 to 10 years, rarely less than 10 years)



Time-Line for Grant- 1-to-5-year preparation



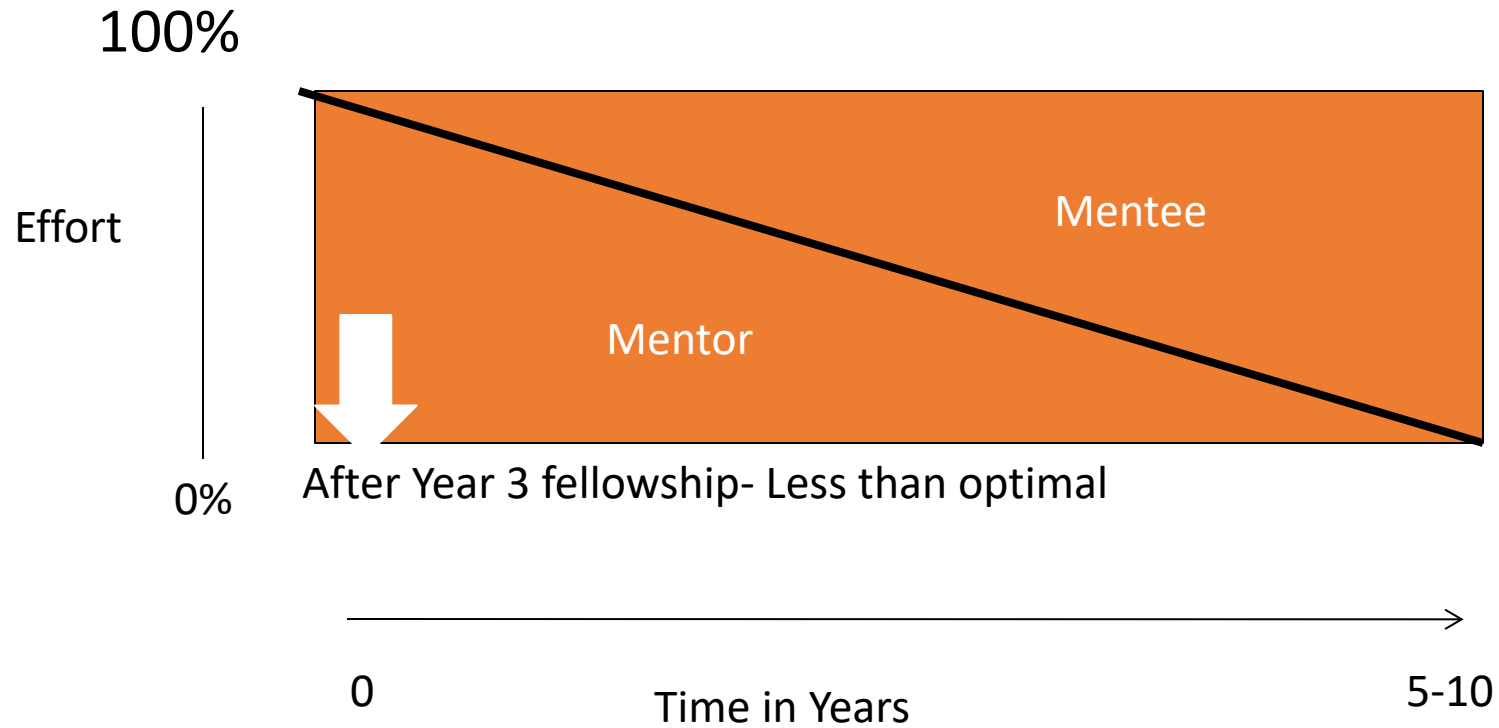
Fellow or early faculty member- starting your laboratory

- Define at least three projects
 1. A short term project
 - case series with your mentor
 - Systematic review
 2. A role in an existing project
 3. A new project
 - A project that will be yours to take with you once you leave the laboratory

Basics for Starting Your Team

- Start with creating a small team
 - Undergraduate student
 - Medical student
 - Resident
 - Junior and senior faculty members
- Selection of senior investigator outside of your laboratory
 - Establish ground rules for publications and funding from the outset

Ideal Balance Between Mentor and Mentee



Take home message for mentees in the DeBaun laboratory

<https://ashpublications.org/ashclinicalnews/news/4816/Lift-as-You-Climb-An-Interview-With-Michael-R>

- 1. I will not work harder on your project than you will.**
- I will not be the rate limiting step on your project.
- 3. We must celebrate the process of submitting a grant with lunch (my treat) and celebrate if successful in getting the grant (my treat again).**
- Write grants when you do not need the funding for academic support.
- There should be no interval when you are not writing a grant, manuscript, or both.
- 6. Whatever I do for you as a mentor, I expect for you to do for others when you become a mentor.**
- Mentor someone junior because mentoring is an acquired skill that years to refine.
- Routinely read books outside of medicine for self-improvement, self-discovery and to hone your leadership skills and critical thinking (we routinely read business books in our laboratory).
- Initially select one area for your research. When your research has matured, you should branch out for another area.
- 10. Have fun while experiencing the joy of discovery that advances the care of our families. If you are not having fun, or feeling the energy both, then move on from research.**

Take-home messages for mentors

- 1. Learn to be a leader**
- Carefully select a laboratory mentor as you would friends
- 3. Building your multi-disciplinary team is critical**
- Opportunities to develop such a team results in a multiplicative rather than an additive effect
- Start to form a team early in your career and continue throughout your career
- Identify career mentor independent of your environment
- 7. Meet regularly both formally and informally (at least weekly)**
- Share in the credit and the work
- 9. Refine your ideas when they are rejected**
- 10. Have fun !!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!**

Gratitude to the post-doctoral mentees that have devoted their professional careers to both delivering and improving health care for children and adults with SCD

USA

- Julie Panepinto MD, MPH-
- Allison King, MD, PhD-
- Joshua Field, MD, MS
- Jeffery Glassberg, MD, MS
- Melissa Frei-Jones MD, MS
- Adetola Kassim, MD, MPH
- Deva Sharma, MD
- Brandi McClain RN, MSN, DNP
- Lori Jordan, MD, PhD
- Shaina Wilen, MD
- Robert Cronin, MD, MS
- Lauren Klein, MD
- Gerad Hills, MD

Ghana and Nigeria

- Sam Oppong, MBBS
- Eugenia Asare, MBBS
- Najibah Galadanci, MBBS
- Shruti Chatuvedi, MBBS
- Shehu Abdulahi, MBBS
- Halima Benga-Mango, MBBS
- Aisha Galadanci, MBBS
- Ibrahim Musa, Idris, MBBS