A Matrix Mentoring Model to Support Career Development of Clinical and Translational Scientists

Jan Abramson, MS, Carrie L. Byington, MD, Heather Keenan, MD, PhD, John D. Phillips, PhD, Rebecca Childs, Erin Wachs, Mary Anne Berzins, Maria C. Torres, Vivian Lee, MD, PhD, MBA, Edward B. Clark, MD

Attrition of physician scientists is costly for the national research enterprise.

The Program

- Health Sciences-wide
  2007 – Pediatrics (PCAT)
  2013 – School of Medicine (VPCAT)
  2014 – All Health Sciences (VPCAT)
  (Colleges of Health, Nursing & Pharmacy
  Schools of Dentistry & Medicine)
- Competitive Application
- Two year program
- Structured Curriculum
  Self-Awareness
  Leadership
  Collaboration & Communication
  Negotiation
  Skills Development
- Matrix Mentoring Model
  Self as Center
  Senior
  Scientific
  Peer
  Staff
- Grant & Proposal Support
  NIH-funded CTSA Support
  Statistical Support
  Edit/Review

The “S” Mentors

Senior Mentors
- Senior-level faculty and/or leaders
- Participate in quarterly mentoring training
- Successful research and academic career
- Minimum of ~10% time for mentoring

Scientific Mentors
- Aligned research interests
- Established relationship
- History of funding
- Commitment to research

Staff Mentors
- Research development professionals
- Attend structured curriculum sessions
- Complete awareness training
- Utilize a ‘train the trainer’ model to develop other grants & contracts professional staff

The Outcomes

Program Graduates
95% received extramural awards
207 Awards
$29.3 million in direct costs

98% remain in academic medicine
94% at University of Utah
50% have been promoted
20% granted tenure

Increased inclusion of women and under-represented minorities as funded principal investigators.

Current Cohorts
~71 applications
~33 Awards
~$4.3 million in direct costs

The Challenge

A culture that leverages resources and partnerships across the university to address many of the barriers physician-scientists encounter.

The Innovation

The Take Away

This model can be translated to other academic health centers to support and sustain the biomedical workforce.