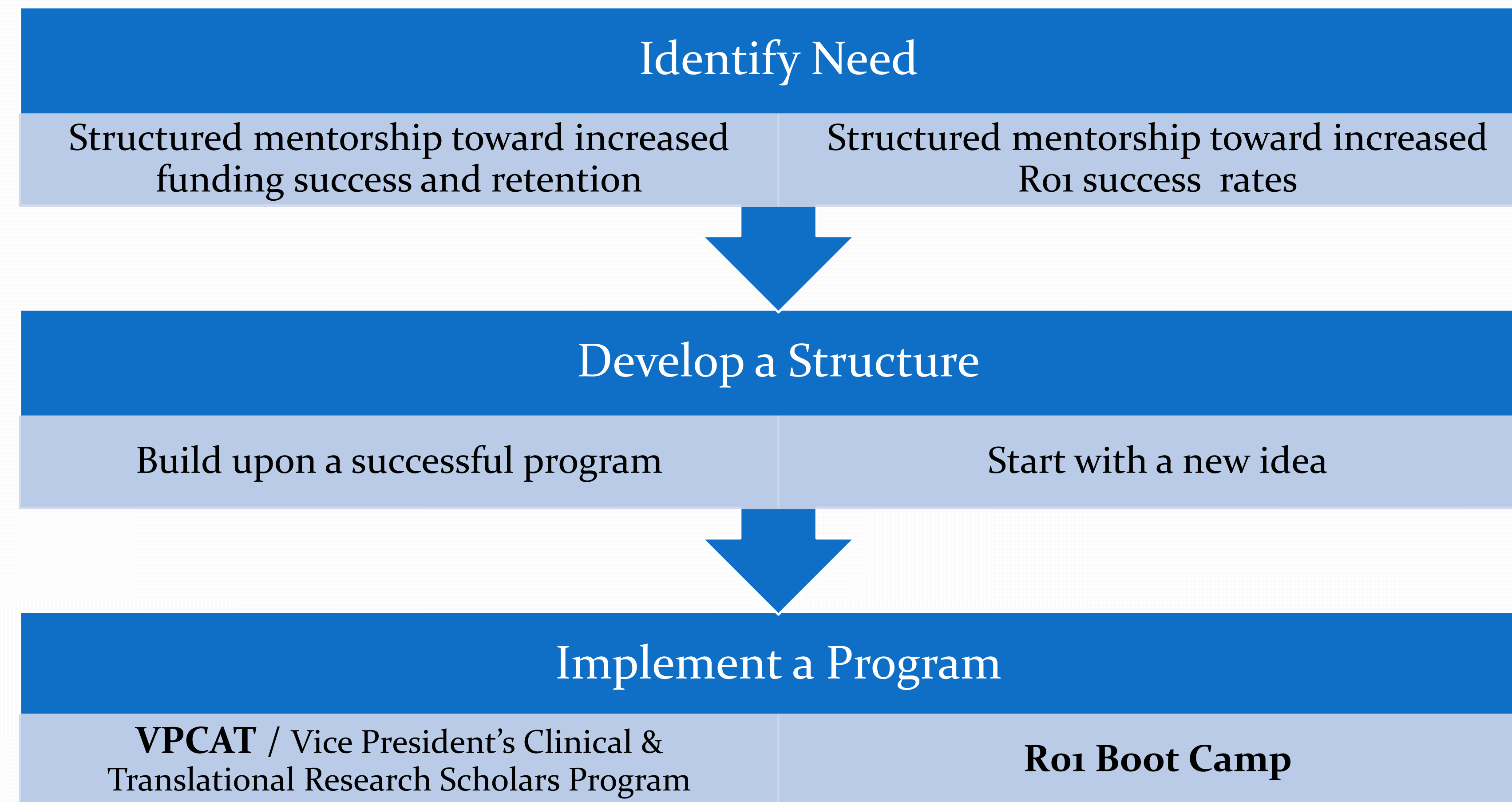


Leveraging Experience for Junior Faculty Success: Two Structured Mentorship Programs Support Increased Research Funding

Jill Jividen, PhD, University of Michigan
Jan Abramson, MS, University of Utah

How We Started



The Scholar

- Within 3 years of faculty appointment
- ≥ 30% release time
- Seeking first extramural funding (CDA or equivalent)

The Structure

- Expanded from Pediatrics
- Health Sciences-wide
- Matrix Mentoring Model

The Program

- Competitive selection
- Two years
- Formal curriculum
- Structured mentoring

The Scholar

- Not yet a PI on a NIH Ro1
- Ro1 "readiness" (e.g., prelim data in hand)
- Seeking Ro1 (or equivalent) funding

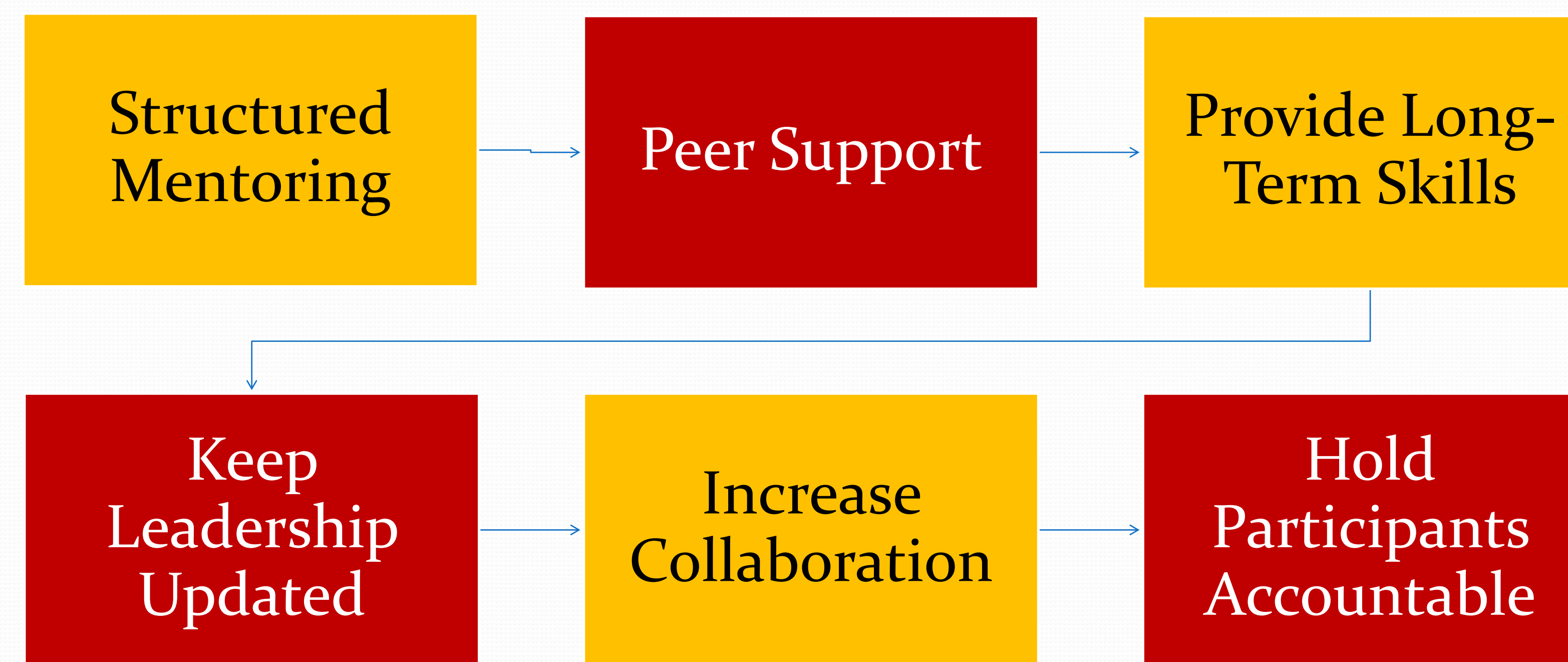
The Structure

- Teams of 6-8 mentees
- 2 senior faculty coaches per team
- 1:1 subject matter experts

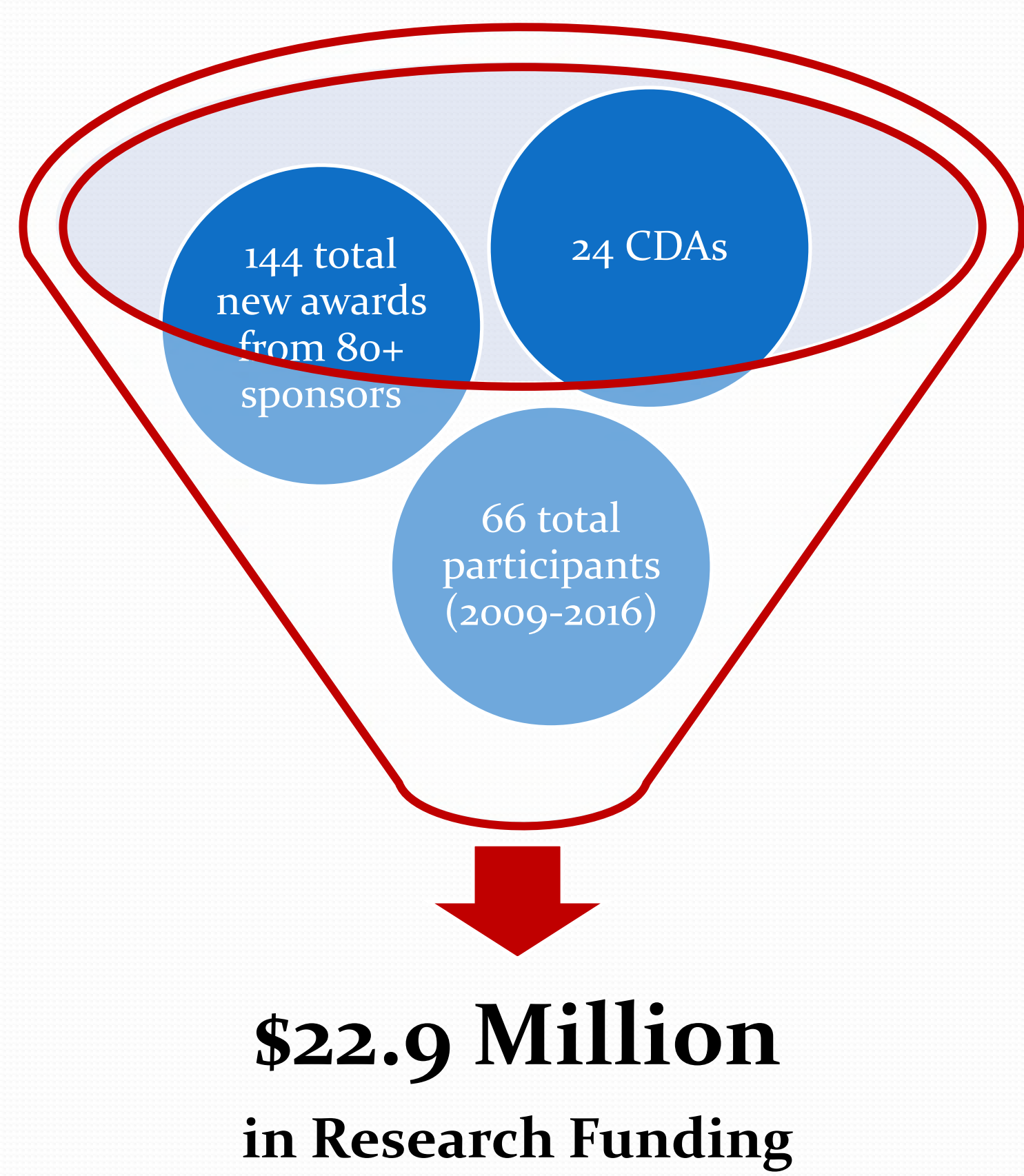
The Program

- 10 months
- Workshop events
- Monthly team meetings
- Actively working toward competitive proposals

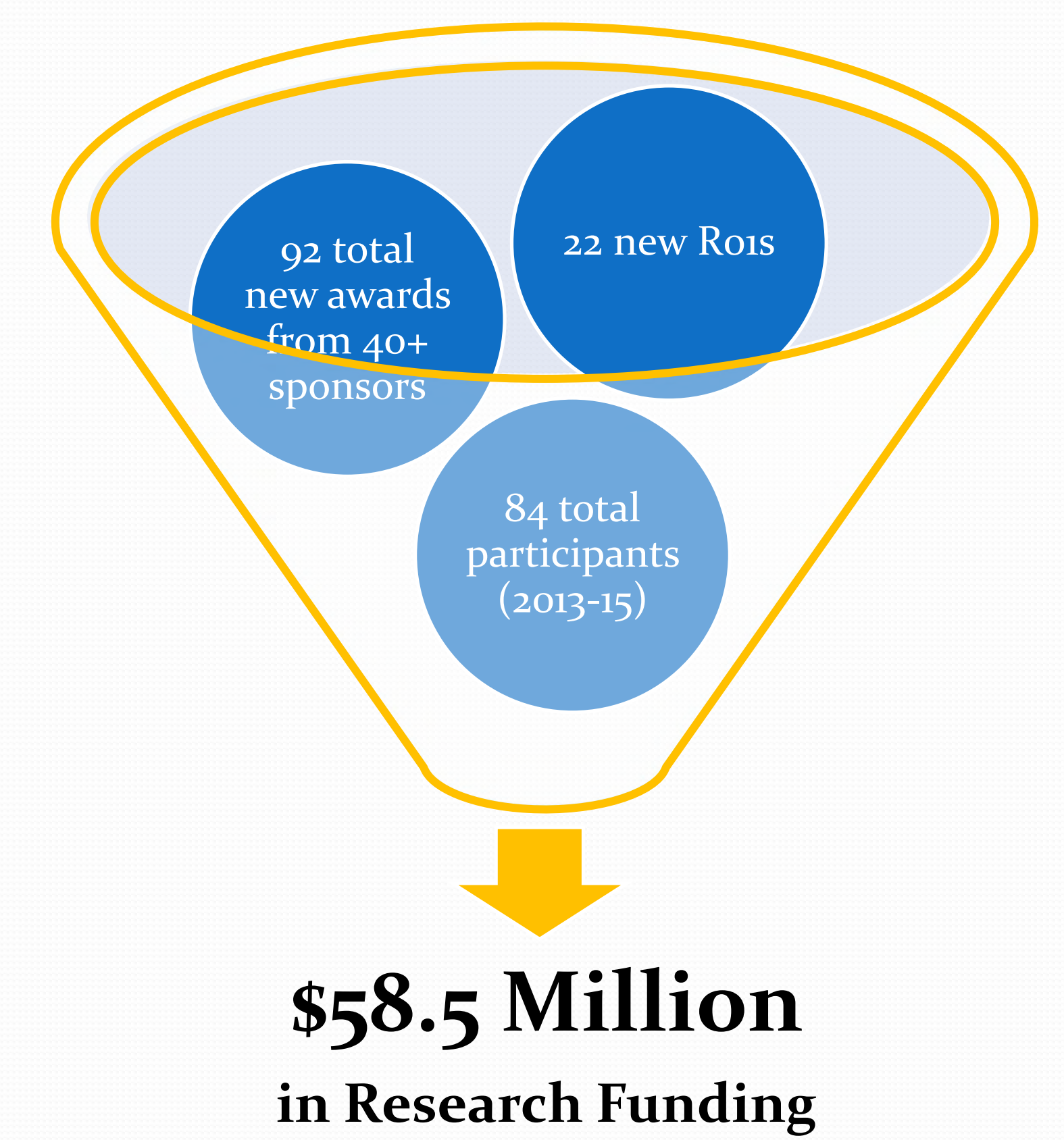
Shared Concepts



Program Outcomes



Program Outcomes



Lessons Learned

Support

- Positive coaching, mentoring and peer support critical to success
- Peers and teams provide motivation
- Multiple points of feedback and accountability

Culture

- Mentees spread program culture in communications and actions
- A climate of collegiality and collaboration
- Leverages resources and partnership to address barriers

Pay It Forward

- Early Career Faculty groups continue interdisciplinary networking among junior researchers
- Participants share ideas and work
- Volunteers and Mentors

The Take-Away

