

**Clinical and Translational Science Institute  
2020 Mentor Academy  
Request for Applications**

**APPLICATION DEADLINE: FRIDAY, NOVEMBER 22, 2019**

**OVERVIEW**

The Wake Forest Clinical and Translational Science Institute (CTSI) is accepting applications for the 2020 CTSI Mentor Academy, a formal, evidence-based, 6-month didactic and experiential training program to enhance the mentoring skills of mid-career and early senior clinical and translational researchers. Early career faculty with significant mentoring responsibilities are also invited to apply. The 2020 Mentor Academy will begin in January 2020 and end in June 2020.



Mentor development is critical to our research enterprise as satisfaction with mentoring has been linked with mentee productivity, self-efficacy, career satisfaction for both mentor and mentee, and is an important predictor of the academic success of scientists in training<sup>1-6</sup>. The goal of the CTSI Mentor Academy is to contribute to increasing the next generation of faculty with competencies specific to research mentoring. The program is an integral part of CTSI initiatives for improving and expanding the research environment at Wake Forest. The program is also meant to be complementary to other institutional mentoring initiatives that focus on overall mentoring in leadership and career development.

**ELIGIBILITY**

Mid-level or early senior faculty members from Wake Forest or regional academic institutions currently involved in, or interested in, mentoring learners at all career stages are eligible to apply for the Mentor Academy. Women and underrepresented minorities are encouraged to apply. We expect to accept twelve faculty into the Mentor Academy, based on applications received.

**CURRICULUM**

The evidence-based curriculum is following a nationally vetted curriculum<sup>7-8</sup> and includes 20 contact hours of didactic and experiential training, complemented with outside readings and assignments. Content will focus on six core competencies for research mentoring: 1) maintaining effective communication; 2) aligning expectations; 3) addressing understanding; 4) addressing equity and inclusion; 5) fostering independence; and 6) promoting professional development. Sessions are 2 hours in length and will be held approximately every 2-3 weeks.

**EXPECTATIONS**

Faculty selected for the Mentor Academy are expected to actively and regularly participate in Mentor Academy sessions and complete a variety of self-assessment and evaluation activities. Participants are also expected to complete a pre-Academy self-evaluation and follow-up assessments at the conclusion

of the Academy, and again 6 months later. Wake Forest faculty will receive 5% salary support over the 6 months during which they are enrolled in the Mentor Academy. Input from current research mentees will be requested and tracked over a 6-month period as well.

## APPLICATION

Applications will be accepted online, click on <https://is.gd/2020MentorAcademy> to submit an application, or scan the QR code. Note that a Letter of Support from the Department Chair is required and must be uploaded as part of the online application. Applications must be submitted by **Friday, November 22**. A *SAVE AND RETURN* option will be available on the submission form.



### The application must include:

- A. Description of your *Current Engagement in Research*
- B. Description of your *Experience in Mentoring*
- C. Completion of *Mentee Table* including current research mentees at Wake Forest (or at your current institution if outside Wake Forest)
- D. Statement: *Why Are You Interested in Participating in the Mentor Academy*
- E. Description of any *Prior Formal or Informal Mentor Training*
- F. Explanation of the *Specific Mentoring Knowledge and Skills You Seek to Advance* by participating in the Mentor Academy
- G. *Letter of Support* from your Department Chair agreeing to the 5% commitment of effort over the 6-month period. Please upload in your REDCap application.

## REVIEW OF APPLICATIONS

Applications will be reviewed by members of the CTSI Education Administration and Oversight Committee. **All applicants will be notified of the status of their application by Monday, December 2<sup>nd</sup>.**

## INFORMATION

If you would like more information about the CTSI Mentor Academy please contact Claudia Olivier, Director, CTSI Education Programs, at [colivier@wakehealth.edu](mailto:colivier@wakehealth.edu) / Ph 336-716-9895 or Debra Diz, Faculty Leader of the Mentor Academy, at [ddiz@wakehealth.edu](mailto:ddiz@wakehealth.edu) / Ph 336-716-3512.

### References:

1. Feldman MD, Arean PA, Marshall SJ, Lovett M, O'Sullivan P. Does mentoring matter: Results from a survey of faculty mentees at a large health sciences university. *Med Educ Online*. 2010;15:10.3402/meo.v15i0.5063.
2. Ramanan RA, Phillips RS, Davis RB, Silen W, Reede JY. Mentoring in medicine: Keys to satisfaction. *Am J Med*. 2002;112(4):336-341.
3. Sambunjak D, Straus SE, Marusic A. A systematic review of qualitative research on the meaning and characteristics of mentoring in academic medicine. *JGIM: Journal of General Internal Medicine*. 2010;25(1):72-78.

4. Steiner JF, Curtis P, Lanphear BP, Vu KO, Main DS. Assessing the role of influential mentors in the research development of primary care fellows. *Acad Med.* 2004;79(9):865-872.
5. Nagda, BA, Gregerman, SR, Jonides, J, Hippel, Wv, & Lerner, JS (1998) Undergraduate student-faculty research partnerships affect student retention. *Review of Higher Education*, 22, 55–72.
6. Seymour, E, Hunter, A-B, Laursen, SL, & DeAntoni, T. (2004). Establishing the benefits of undergraduate research for undergraduates in the sciences: First findings from a three-year study. *Science Education*, 88, 493–594.
7. Pfund C, House SC, Asquith P, Fleming M, Buhr KA, Burnham EL, Eichenberger Gilmore J, Huskins WC, McGee R, Schurr K, Shapiro E.D., MD; Spencer KS, Sorkness CA. Training Mentors of Clinical and Translational Research Scholars: A Randomized Controlled Trial. *Acad Med.*, 2014;89(5):774-782.
8. Pfund, C, House S, Spencer K, Asquith P, Carney P, Masters K, McGee R, Shanedling J, Vecchiarell S, and Fleming M. A Research Mentor Training Curriculum for Clinical and Translational Researchers. *Clin Transl Sci.* 2013;6(1):26-33.