



Entering Mentoring & Entering Research Newsletter

Cultivating a community of practice for facilitators to transform the culture of research mentorship

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In this issue:

1. [Implementation Spotlight: Icahn School of Medicine at Mount Sinai](#)
2. [Mentoring in the News](#)
3. [NRMN Opportunities](#)
4. [Resources](#)
5. [Training Implementations](#) (new!)
6. [Let us help you!](#)

Implementation Spotlight

Icahn School of Medicine at Mount Sinai

Each newsletter showcases NRMN Facilitators who are implementing mentorship programming at their institution. Today we're shining the spotlight on Jenny Lin (picture left) and Juan Wisnivesky (pictured right) at the Icahn School of Medicine at Mount Sinai.



What's your institution like?

The Icahn School of Medicine at Mount Sinai is the medical school for the Mount Sinai Health System, which includes seven hospital campuses in and around New York City. The medical school has more than 5,000 faculty and nearly 2,000 students, residents and fellows and is among the top twenty medical schools in the United States in both NIH funding and in the U.S. News and World Reports survey of America's Best Graduate Schools.

What's your role at your institution?

Juan is a Professor of Medicine and Chief of the Division of General Internal Medicine in the Department of Medicine. He was previously Co-Director of the CTSA KL2 program and Vice Chair for Research of the Department of Medicine. Jenny is an Associate Professor and Director of the research fellowship program for the Division of General Internal Medicine. She is also Associate Director for the Medical Student Research Office where she is responsible for helping medical students find research mentors and projects.

How did you get started?

Juan was part of the cohort of mentors trained through the CTSA in the original study evaluating mentor training, so had hoped to disseminate mentor training at our institution. We both underwent the Train-the-Trainer program offered by NRMN and received a small grant that allowed us to adapt some of the case studies to be more applicable to clinician-educators. We shortened and adapted the training to allow us to reach the broadest group at our institution.

Overview of the program

We cover the majority of the core mentoring competencies in 4 hours (either as 4 1h sessions or 2 2h sessions) and invite 8-15 mid to senior faculty in various departments to participate. We have also offered a brief 1.5h introduction session that covers just effective communication and aligning expectations. We continue to modify and tweak each workshop based on feedback from previous participants.

Challenge #1: Getting the word out!

Solution: Because we are both from the same division, we initially piloted the mentoring workshop with only faculty in our division. As other divisions heard about

the training, we began to work with our institution's Office of Academic Development and Enrichment (OADE) to reach out to other departments, publicize the workshops and organize scheduling. The OADE has been instrumental in providing logistical support and funding for food and snacks for the workshops.

Challenge #2: Ensuring consistency of participants

Solution: We found that when there wasn't a core majority of participants consistent from session to session, the discussions were not as rich or engaging. Since most of our workshops consist of 4 1h sessions, ensuring that participants continue to attend over several sessions can be challenging. Scheduling the workshops several months in advance so that participants can block their schedules has allowed us to have the same group of participants over several sessions which has helped improve the depth of the discussions.

What's next?

We will continue to work with our OADE to expand our reach to different departments within our institution and to member hospitals in our health system. We hope to train to become master facilitators so we can train others in our institution to facilitate more mentor training workshops across our health system.

Contact Jenny at Jenny.Lin@mountsinai.org and Juan at juan.wisnivesky@mountsinai.org.

Do you have an implementation story you would like us to spotlight in an upcoming newsletter? Let us know by completing this [survey](#).

Mentoring in the News

New Publication on Sustaining the National Expansion of Research Mentor Training

Ms. Kim Spencer and NRMN colleagues recently published a [manuscript in the Journal of Cell Biology Life Sciences Education](#) outlining the infrastructure approaches used to sustain the nationwide

dissemination of *Entering Mentoring* based research mentor training. To date, these infrastructure approaches have been used to train and support more than 600 facilitators who have implemented over 410 research mentor training workshops in their local contexts.

New Publication on Motivation to Address Race/Ethnicity in Mentoring Relationships

Dr. Amanda Butz and colleagues recently published a [manuscript in the Journal of Diversity in Higher Education](#) to investigate the motivation of research mentors to address race/ethnicity in their research mentoring relationships. Mentors were asked to report their level of motivation and the reasons behind their motivation to address the role of race and ethnicity in their mentoring relationships. Responses were qualitatively analyzed using self-determination theory as a conceptual framework.

NRMN Opportunities

Send us your Recruitment Flyers

We are compiling recruitment flyers and email text used by Trained Facilitators to recruit research mentor and mentee training participants. These resources will be shared in the MyNRMN online community.

Please email your materials to Emily Utzerath (emily.utzerath@wisc.edu).

Resources

CIMER Assessment Platform to Evaluate Mentor Training

Evaluation services are freely available for those implementing *Entering Mentoring* based curricula and are supported in part by the National Research Mentoring Network (NRMN) and Wisconsin Center for Education Research. Evaluation is housed at the Center for the Improvement of Mentored Experiences in Research (CIMER, www.cimerproject.org) using a customized Assessment Platform. Here is an [overview of](#)

[the evaluation process](#) with information on how to request evaluation for your implementation.

Leveraging your NRMN Certification and Experience

If you attended an NRMN facilitator training, are you leveraging your certification as an NRMN Trained Facilitator? You may wish to include it in your email signature, CV/resume, biosketch, or grant applications.

We recommend using any of the following titles:

- NRMN Trained Facilitator
- *Entering Research* Trained Facilitator
- *Entering Mentoring* Trained Facilitator

We recommend using the following language to describe your title:

- Completed facilitator training workshop sponsored by the NIH-funded National Research Mentoring Network (NRMN) to learn how to facilitate and implement evidence-based mentor training based on the *Entering Mentoring* series
- Completed facilitator training workshop sponsored by the NIH-funded National Research Mentoring Network (NRMN) to learn how to facilitate and implement evidence-based mentee training based on *Entering Research*

Have you attended an NRMN Facilitator Training and implemented research mentor or mentee training at your institution or organization? Consider applying to become an [NRMN Certified Facilitator](#)!

Previously shared resources:

- [MyMentor](#): Virtual Mentorship Platform
- [MyNRMN](#): Social networking platform for students and researchers
 - Public group for [facilitators of Entering Mentoring](#)
 - Public group for [facilitators of Entering Research](#)
- [Center for the Improvement of Mentored Experiences in Research](#) (CIMER)
- NIH [Scientific Workforce Diversity Toolkit](#)
- [NRMNnet.net](#) Mentorship Content

Training Implementations

We're highlighting the following individuals who have implemented mentorship training based on *Entering Mentoring* and used our centralized evaluation services! If you would like use NRMN evaluation for your upcoming training, submit this [Google Form](#) at least 3 weeks before your training end date.

August

1. **Lori Adams** led an 8-hour Mentor Training at the **University of Iowa** (6/7 to 8/2)
2. **John Alvaro** and **Jennifer Frederick** led an 8-hour Mentor Training at **Yale University** (8/8 to 8/15)
3. **Cheri Barta** led an 8-hour Mentor Training at the **University of Wisconsin-Madison** (8/14)
4. **Stephanie Robert** led a 6-hour Mentor Training at the **University of Utah** (8/20)
5. **Philip Cheng** and **Steve Lee** led an 8-hour Mentor Training at the **University of Alaska Anchorage** (8/22)
6. **Philip Cheng** and **Steve Lee** led a 7-hour Culturally Aware Mentor Training at the **University of Alaska Anchorage** (8/23)
7. **Anna Sokac** and **Sandra Haudek** led a 4-hour Mentor Training at **Baylor College of Medicine** (8/30)

September

1. **Anna Sokac** and **Sandra Haudek** led a 4-hour Mentor Training at **Baylor College of Medicine** (9/4)
2. **Pam Asquith** and **Kelly Diggs-Andrews** led an 8-hour Entering Mentoring Facilitator Training at **Indiana University** (9/7)
3. **Steve Lee** and **Bruce Birren** led two, 3-hour Mentor Trainings at the **University of Massachusetts Amherst** (9/7)
4. **Stephanie Robert** led a 6-hour Mentor Training at the **University of Wisconsin Madison** (9/7)
5. **Diana Azurdia** and **Beth Lazazzera** led an 8-hour Mentor Training at the **University of California, Los Angeles** (9/12)
6. **Diana Azurdia** and **Beth Lazazzera** led an 8-hour Entering Mentoring Facilitator Training at the **University of California, Los Angeles** (9/13)

7. **Anna Sokac** led a 2-hour Mentor Training at **Baylor College of Medicine** (9/14)
8. **Jenny Lin** and **Juan Wisnivesky** led a 4-hour Mentor Training at the **Icahn School of Medicine at Mount Sinai** (9/12 to 9/20)
9. **Rachel Zarndt**, **Annie Leonard**, **Kevin Shoemaker**, and **Jacqueline Snow** led a 4-hour Mentor Training at the **University of Nevada Reno** (9/19 to 9/20)
10. **Laurie Connor** and **Evelyn Young** led a 2-hour Mentor Training at **Baylor College of Medicine** (9/25)

October

1. **Stephanie Robert** led a 6-hour Mentor Training at **Ohio State University** (10/1)
2. **Ann Stock**, **Xenia Morin**, and **Evelyn Erenrich** led a 1.5-hour Mentee Training at **Rutgers University** (10/5)
3. **John Alvaro** and **Jennifer Frederick** led an 8-hour Mentor Training at **Yale University** (10/3 to 10/10)
4. **Natasha M. Mickel** and **Brandt Wiskur** led a 6-hour Mentor Training at **University of Oklahoma Health Sciences Center** (9/6 to 10/11)
5. **Adriana Baez** and **Bruce Birren** led an 8-hour Mentee Training at **Brown University** (10/16)
6. **Evelyn Frazier** led a 2.5 hour Mentor Training at **Florida Atlantic University** (10/19 to 10/20)
7. **Emily Utzerath** and **Melissa McDaniels** led an 8-hour Entering Mentoring Facilitator Training at **Brown University** (10/20)
8. **Amy Prunuske** led a 1-hour Mentee Training at the **Medical College of Wisconsin** (10/22)
9. **Amy Prunuske** led a 1-hour Mentor Training at the **Medical College of Wisconsin** (10/24)
10. **Lori Adams** and **Laurie Gutmann** led an 8-hour Mentor Training at the **University of Iowa** (10/8 to 10/29)
11. **Jyoti Watters** and **Jess Maher** led a 10-hour Mentor Training at the **University of Wisconsin-Madison** (10/2 to 10/30)
12. **Anna Sokac** and **Sandra Haudek** led a 4-hour Mentor Training at **Baylor College of Medicine** (10/31)

Let us help you!

How can we help you grow? Share your suggestions for resources, newsletter topics, or webinars by completing this [survey](#).

[Subscribe](#) to the NRMN *Entering Mentoring & Entering Research* Newsletter. To unsubscribe, email Kim Spencer (kcspencer2@wisc.edu).

This newsletter is sent every other month to subscribers. The purpose of this newsletter is to advance efforts that prepare faculty, staff, and administrators as effective facilitators of *Entering Mentoring* and *Entering Research*, curricula for mentor training and mentee training respectively. We gather news, research, and events that are of interest to our readers. This newsletter is supported by the National Research Mentoring Network (NIH U54GM119024).

For questions, comments, or suggestions, please contact the Co-Editors: Kim Spencer (kcspencer2@wisc.edu) or Emily Utzerath (emily.utzerath@wisc.edu).