Department of Medicine

New Faculty Orientation
April 23, 2018

Charlie Irvin
Vice Chair-Research
Agenda

Departmental Research Goals
RPT – Research
  Scholarship
  Promotion Matrix Handout

Mentoring

Research resources
• Internal funding opportunities & pathways
• Clinical trials structure update
• Pre & Post Award specialization

• Educational Opportunities - Research
Department Retreat & Research Topics

**Research Goals**

**Thematic**

- Match Making & Grant Writing
  - Clinical Trials
  - Resources

- Logistical Support

- Communication Emphasis at The Research CME Member
  - "We have someone in who is interested in but they need..."

**Research**

- Travel Grant: $50K
- Just in Time: $25K

- Pilot Funds
- Basic - Clinical "Connections"
- Junior Faculty Development
  - Protected Time
  - Networking across Network

- Logistical Support
- Clinical Trials Support

- Resources
  - Biostats
  - Grants Specialist
  - Research Navigator/Mentor
RPT

Scholarship

• Discovery
• Integration
• Application
• Teaching
Finding a Mentor: The Elusive Quarry
Thrown in the Deep End

Does this make sense to you?
Mentoring is essential for the development, success, satisfaction & retention of faculty in academic medicine
Why Mentor?

- Business
- Scientific & Logical
- Altruistic

Logic Continuum
The Timeline of Mentors

- Student
- Post-Doc
- Jr. Faculty
- Sr. Faculty

Professors
Supervisors

New Supervisors and Faculty
Colleagues
Collaborators
What five qualities are most important to you in terms of having a good mentor?
WHAT IS A MENTOR?

CAREER FUNCTIONS

Teacher – train, tutor, instruct, answer questions
Coach – guide, advise, provide feedback
Protector – provide support, act as a buffer, advocate for
Sponsor – open doors, provide exposure, create opportunities
Challenger – provide stretch assignments
## WHAT IS A MENTOR?

### PSYCHOSOCIAL FUNCTIONS

<table>
<thead>
<tr>
<th>Role</th>
<th>Description</th>
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<tbody>
<tr>
<td>Role model -</td>
<td>share wisdom, show by example, and demonstrate competence and capability</td>
</tr>
<tr>
<td>Supporter –</td>
<td>provide acceptance, validation, affirmation, support, emotional and moral encouragement</td>
</tr>
<tr>
<td>Friend -</td>
<td>convey care, concern, kindness, and compassion</td>
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</table>
Guide the protégé in finding new ways to think and conceptualize his/her work

Introduce the protégé to other professionals

Attend to issues of gender, race, and culture
WHAT MENTORING IS NOT?

Poor matching

Mentor Technical Incompetence

Mentor Relationship Incompetence

Mentor Neglect

Boundary Violations

Exploitation

Attraction

Unethical or Illegal Behavior

Abandonment

Johnson and Huwe (2002)
<table>
<thead>
<tr>
<th>DO</th>
<th>DO NOT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advise</td>
<td>Direct</td>
</tr>
<tr>
<td>Suggest</td>
<td>Smother</td>
</tr>
<tr>
<td>Nurture</td>
<td>Expect perfection</td>
</tr>
<tr>
<td>Model</td>
<td>Accept mediocrity</td>
</tr>
<tr>
<td>Expect improvement</td>
<td>Accept less</td>
</tr>
<tr>
<td>Demand the best</td>
<td>Distance</td>
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</table>
HOW TO PICK A MENTOR

Seek out someone with a similar area of focus

Watch, listen, and learn about the professional (e.g., knowledge, competence, track record of mentoring) and personal (e.g., emotional intelligence, insight, availability, productivity) characteristics of people who could potentially fill the role

Evaluate interpersonal and professional interactions and dynamics
How To Pick A Mentor

Create opportunities for informal interaction

Utilize your interactions regarding formalizing the mentorship relationship to guide your final decision making
MENTORING IN ACADEMIC MEDICINE: THE DATA

Most of the data are from cross-sectional self-report surveys, with small samples

< 50% medical students and in some fields, < 20% of faculty members had a mentor

Women perceived that they had more difficulty finding mentors than did their male colleagues

Sambunjak et al. (2006). Mentoring in academic medicine: A systematic review. *JAMA*, 296,1103-1115
VALUE OF A MENTORING TEAM

Important to build a mentoring team

– Increases the likelihood you will receive the experiences and support you desire
– Can serve as a safety net
– Different people can fulfill different needs
– Serve as key parts of your professional network
## Internal Funding Opportunities

<table>
<thead>
<tr>
<th>University</th>
<th>UVMMC/UVMHN</th>
<th>LCOM</th>
<th>DOM</th>
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<tbody>
<tr>
<td><strong>REACH</strong></td>
<td>GME Teacher of the Year &amp; CME Teacher of the Year awards (2 individual awards)</td>
<td>Internal Grant Program (IGP)</td>
<td>Translational Medicine Pilot Project (2-3 awards/yr @ $50K/award)</td>
</tr>
<tr>
<td><strong>SPARK-VT</strong></td>
<td>Junior Investigator &amp; Senior Investigator of the Year Awards (2 individual awards)</td>
<td>Bridge Support Program (BSP)</td>
<td>Bridge funding</td>
</tr>
<tr>
<td><strong>Faculty Activity Network (FAN)</strong></td>
<td>2 Research Grants @ $50K/yr</td>
<td>Health Services Research Pilot Grant Awards</td>
<td>Grant review program ($500-$2,000 available for external grant review)</td>
</tr>
<tr>
<td><strong>OVPR Express</strong></td>
<td>2 Education Grants @ $25K/yr</td>
<td>Frymoyer Scholars Program</td>
<td>Research studio (specific aims studio &amp; revision/rebuttal studio)</td>
</tr>
<tr>
<td><strong>Fostering Interdisciplinary Scholarship, Arts &amp; Research (FISAR)</strong></td>
<td><strong>UVMHN Safety &amp; Value Grant</strong></td>
<td>LCOM/CEMS Biomedical Engineering Pilot Research Program</td>
<td>Catalyzation for grant competitiveness (up to $25K for proposals that receive strong score but require more pilot data)</td>
</tr>
<tr>
<td><strong>UVM-Industry Fellowship Program (UVM-IFP)</strong></td>
<td><strong>UVMMC Medical Center Fund</strong></td>
<td>New Methodologies in Basic Research</td>
<td>IGP Pathway (IN DEVELOPMENT)</td>
</tr>
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!!!Soon-to-be available on DOM Research Website!!!
Eureka RFP

Purpose:
- Provide early pilot funding for promising investigator-initiated research
- Intended for projects at an earlier stage than those that might qualify for other traditional DOM/LCOM funding mechanisms
- $ for such as proof-of concept or high risk-high reward type studies

Funding: up to $10K may be requested

Submission deadline: open year-round
Clinical Trials Infrastructure

<table>
<thead>
<tr>
<th>Shared Infrastructure</th>
<th>In Transition</th>
<th>OCTR</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cardiology</td>
<td>Nephrology</td>
<td>GI</td>
<td>Dermatology</td>
</tr>
<tr>
<td>Endocrine</td>
<td>Infectious Diseases</td>
<td>General Int. Medicine</td>
<td></td>
</tr>
<tr>
<td>Hem/Onc (UVMCC-CTO)</td>
<td>Rheumatology</td>
<td>Immunobiology</td>
<td></td>
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<tr>
<td>Pulmonary</td>
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Discussion Points:
- Shared infrastructure vs. OCTR
- Legacy authority (communication challenges between PI, Unit Director, Research Nurse/Coordinator, & Supervisor)
- Standardization needs: compliance, education, and financials
- Comparative analysis
  - Portfolio volume/complexity
  - Types of studies
  - Nurse/Coordinator workload
  - Needs assessments (focus resources on function)
## Pre & Post Award Specialization

<table>
<thead>
<tr>
<th>Pre-Award</th>
<th>Post-Award</th>
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<tbody>
<tr>
<td>Sponsored project administration (budget building)</td>
<td>Sponsored project administration (financial management)</td>
</tr>
<tr>
<td>Proposal development</td>
<td>Financial reporting (compliance focus)</td>
</tr>
<tr>
<td>Proposal review and submission</td>
<td>Sponsored project closeout (reconciliation, billing, cost justification, etc.)</td>
</tr>
<tr>
<td>Project management</td>
<td>Project management (effort verification/certification, annual budget, space/equipment inventory, etc.)</td>
</tr>
<tr>
<td>Seek/identify funding opportunities</td>
<td>Financial management (communication with PI, division admin. assistants, etc.)</td>
</tr>
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</table>
RESEARCH TAPAS

Research is changing at a rapid pace, so come and learn!

Where
HSRF 400

When
NOON

20-minute presentation & discussion with light refreshments provided.

Open to:
• Faculty
• Postdocs
• Staff
• Graduate Students

Your CV
Charlie Irvin, PhD
Wednesday, 10/18

NIH Biosketch
Matt Poynter, PhD
Wednesday, 11/8

Rigor & Reproduceability
Doug Taatjes, PhD
Wednesday, 12/6

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For Other Faculty Affairs Information, please visit:
www.med.uvm.edu/facultyaffairs/facultydevelopment
How to Respond to Reviewers – Charlie Irvin, January 17th, noon, HSRF 400

IP and Tech transfer – Chris Francklyn, February 21, noon, HSRF 300

How to Avoid Predatory Publishing – Charlie Irvin, April 18th noon, HSRF 400

Approaching Foundations – Gordon Jensen, May 16th noon, HSRF 400
Entrepreneurship

• SPARK-VT
  – http://www.uvm.edu/spark-vt/workshops-lectures.php#

• i-TREP

  Both as webinars and off line viewing
Career Matters

CAREER MATTERS

“The Impact Factor”
Gary Ward, PhD
2/7/18
HSRF 400

“Setting Up Collaborations – Dos and Don’ts”
Dave Warshaw, PhD
3/7/18
HSRF 300

“H-Index and Alternative Measures”
Chris Huston, MD
4/4/18
HSRF 400

“How to Effectively Chair a Committee”
Charlie Irvin, PhD
5/2/18
HSRF 400

At noon, this 20 minute format is designed for you to learn bits of information that can quickly enhance you in your career pursuits. Light refreshments are provided.

Starting February, 2018!

Sponsored by the Dean’s Office Faculty Affairs
Monthly

2nd Monday

12-1PM

473 Fletcher
Comments / Questions?