

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

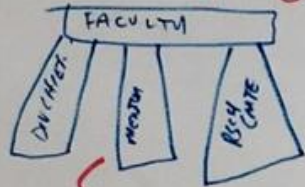
- Internal funding opportunities & pathways
- Clinical trials structure update
- Pre & Post Award specialization
- Educational Opportunities - Research

Department Retreat & Research Topics

RESEARCH GOALS

THEMATIC

- MATCH MAKING & GRANT WRITING



- LOGISTICAL SUPPORT

- Clinical Trials
- Resources

- Communication Emphasis at the Research CMTE Member level: "WE HAVE SOMEONE IN _____ WHO IS INTERESTED IN _____ BUT THEY NEED _____." HELA...

RESEARCH

Pilot Funds

- Translational Pilot - \$50K
- Just In Time - \$25K

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?

Basic Premise

**Mentoring is essential for the
development, success,
satisfaction & retention of
faculty in academic medicine**



Why Mentor ?

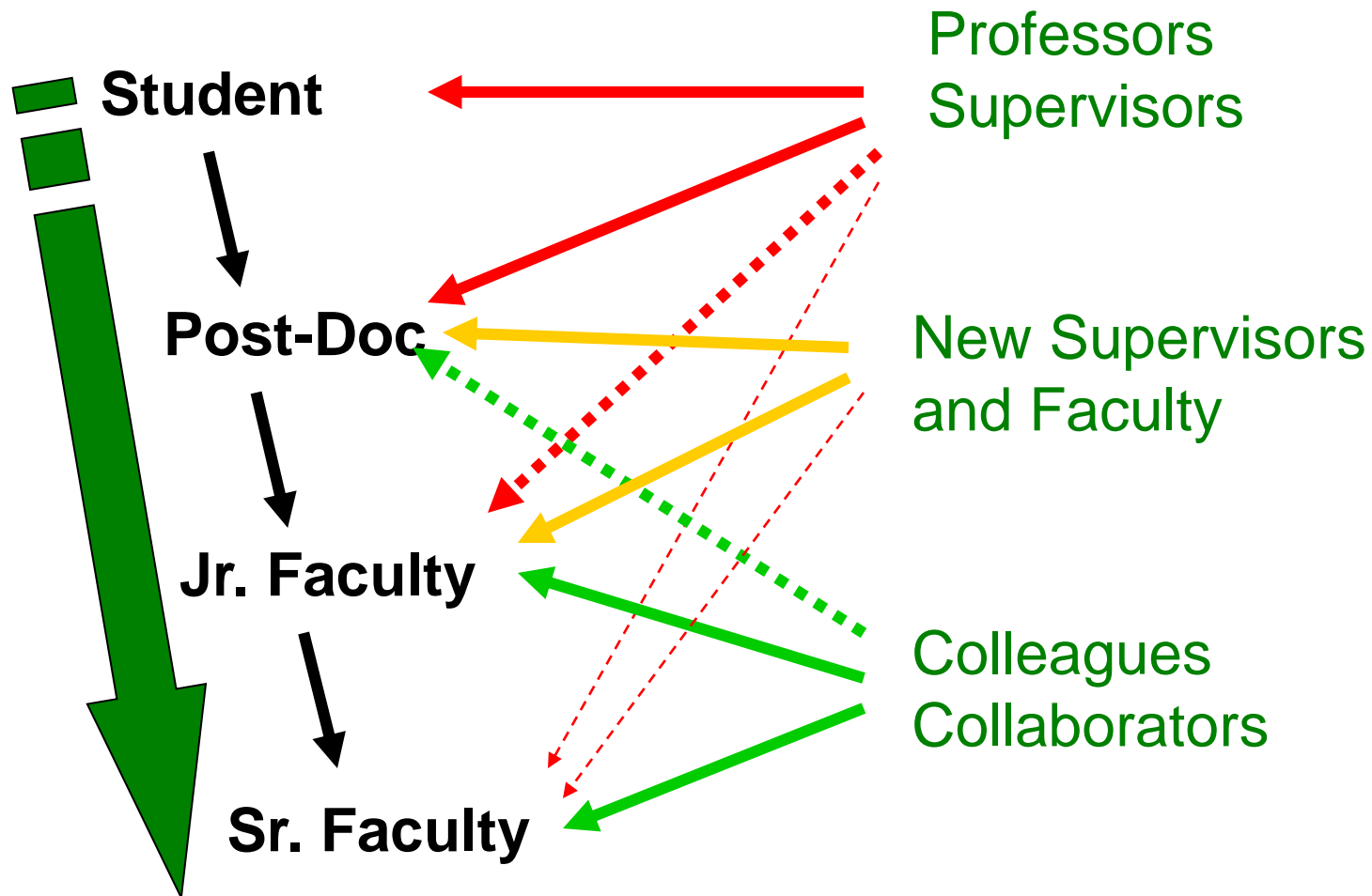
Business

Scientific & Logical

Altruistic

Logic Continuum

The Timeline of Mentors



ACTIVITY

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

- | | |
|---------------------|--|
| Role model - | share wisdom, show by example, and demonstrate competence and capability |
| Supporter – | provide acceptance, validation, affirmation, support, emotional and moral encouragement |
| Friend - | convey care, concern, kindness, and compassion |

WHAT IS A MENTOR'S ROLE?

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

Exploitation

Mentor Technical
Incompetence

Attraction

Mentor Relationship
Incompetence

Unethical or Illegal
Behavior

Mentor Neglect

Abandonment

Boundary Violations

*Johnson and Huwe
(2002)*

GOOD MENTORS

DO

- Advise
- Suggest
- Nurture
- Model
- Expect improvement
- Demand the best

DO NOT

- Direct
- Smother
- Expect perfection
- Accept mediocrity
- Accept less
- Distance

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

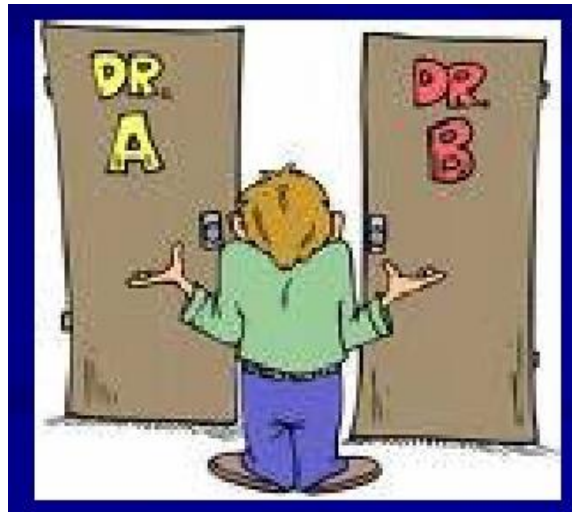
intelligence, insight, availability, productivity) characteristics of people who could potentially fill the role

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

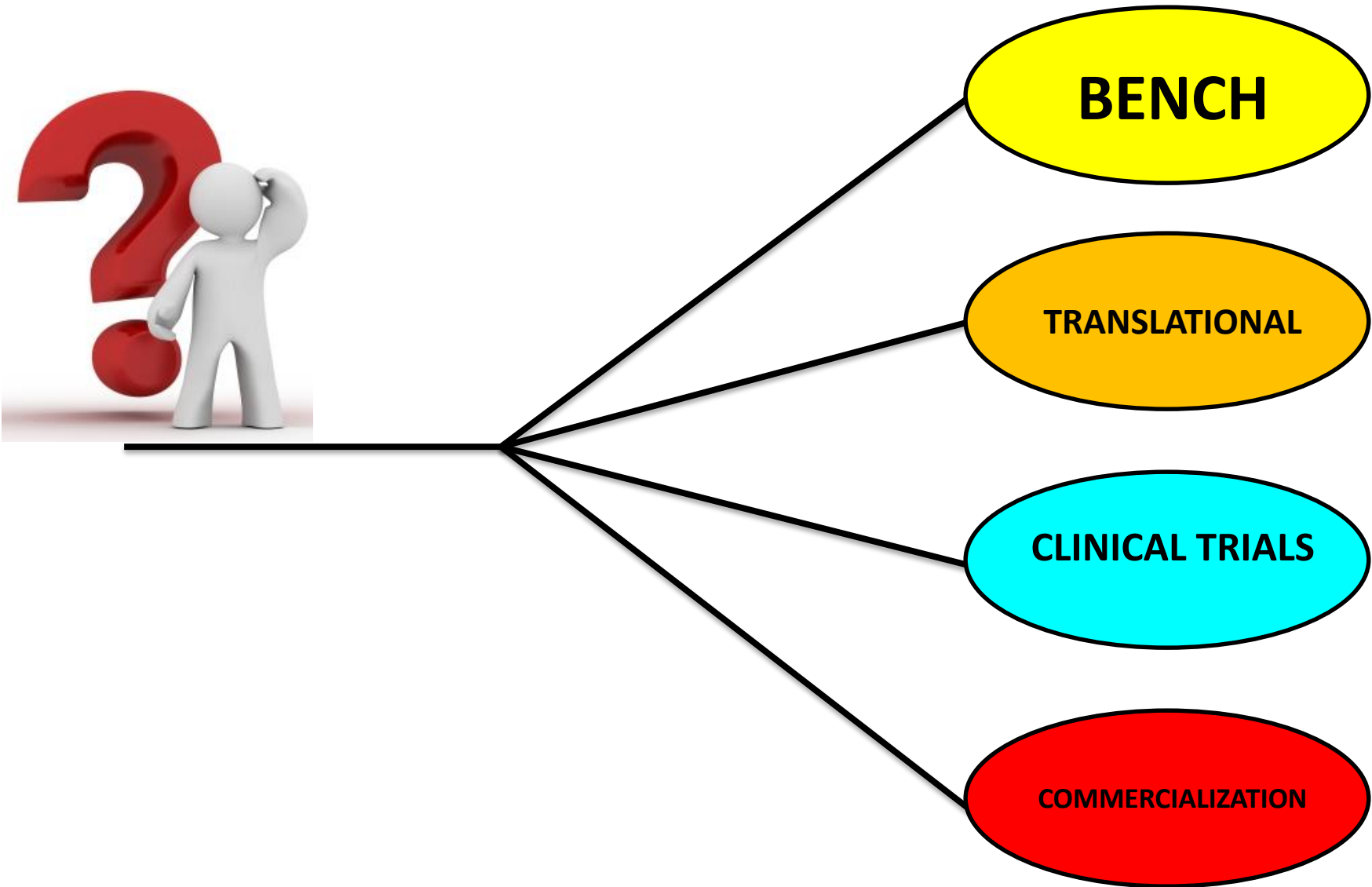
VALUE OF A MENTORING TEAM

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 & Pathways



Internal Funding Opportunities

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

!!!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

Shared Infrastructure	In Transition	OCTR	N/A
Cardiology	Nephrology	GI	Dermatology
Endocrine	Infectious Diseases		General Int. Medicine
Hem/Onc (UVMCC-CTO)	Rheumatology		Immunobiology
Pulmonary			

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

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

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.

SPONSORED BY

• The Dean's Office of the College of Medicine •

For Other Faculty Affairs Information, please visit:

www.med.uvm.edu/facultyaffairs/facultydevelopment

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

Research Tapas 2018

- 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 18, 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

"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!

DOM Research Committee Meeting Date/Time

Monthly

2nd Monday

12-1PM

473 Fletcher

Comments / Questions?