



Can Mentoring be Taught: Training of Mentors and Mentees

Recommendations

- We are convinced that mentoring can be taught
- We will present recommendations to facilitate and enhance mentoring in the following slides



Recommendations

- Develop programs to help enhance Institutional Buy-In
 - Belief in the concept of mentoring
 - Matching funds for programs
 - Resources: libraries, biostatisticians, mock reviews
- Train Mentees and faculty to be Mentors
 - Effective Modeling
 - Teach mentoring as a skill



Recommendations

- Recognize mentoring and add Support and Infrastructure for Training Grants
 - T32, K12, and other training awards
 - Support protected mentoring time in grants
- Recognize Diversity of Careers
 - Appreciate and support a wide variety of career paths
 - Provide and develop cross-discipline support from clinicians and non-clinicians



Recommendations

- Develop new Workshops/Modules/Training on Mentoring
 - A course, module, or program should be developed for portability to locations across the country
 - A formalized structure, curriculum, or program should be developed on how to mentor
 - Special topics on mentoring should be developed (e.g. tailoring mentoring to the individual, cross-cultural mentorship, etc.)



Recommendations

- Foster Regular Interactions between Program Directors and NIH Staff
- Develop new T32s focused on mentoring
- Develop specific RFAs to study mentoring
 - R21s and R01s
 - Best practices and evaluation
 - Curriculum grants for mentoring training programs or for mentoring curricula
- Mentor Training requirement on T32 & K12 awards with \$ for mentors and mentoring
- Enhance indirects on training grants for mentoring
- Develop Mentor Awards and Incentives
 - Institutionally
 - Federally
 - Industry and other NGO
- Develop training on providing Feedback and performing Evaluations
 - Training on how to do evaluation of mentors, mentoring and on providing feedback