

# Building Your Mentor Network

## *Local and Distant Mentors*



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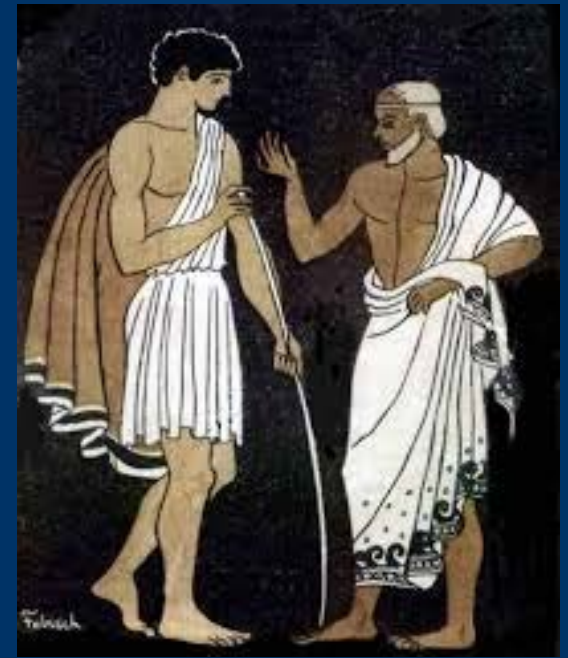
# What is a Mentor?



- men-tor: 'an experienced trusted adviser
- Mentorship is a relationship in which a more experienced or knowledgeable person helps to guide a less experienced or knowledgeable person
- "Mentoring" is a process that always involves communication and is based on trust.

# The Odyssey--Homer

- Mentor was a trusted friend of Odysseus
- When Odysseus set out for the Trojan War he entrusted Mentor with his house and the education of his son
- Thus the term “wise and faithful counselor” or “monitor”



Mentoring Relationship  
Equation

Successful Mentoring Relationship is Bounded By ...

$$\left( \underset{\text{Mentee}}{\text{Drive} \times \text{Distance}} \right) \geq \left( \underset{\text{Mentor}}{\text{Gap} \times \text{Relevance} \times \text{Effort}} \right)$$

### Mentee:

**Drive** = How motivated is the mentee?

**Distance** = Where is the mentee's experience vs. where they need to be

### Mentor:

**Gap** = The experience level of the mentor vs the mentee.

**Relevance** = Distance from the mentor's expertise to the mentee's goal.

**Effort** = How much work is it to bridge the gap of experience or relevance.

# What Are the Attributes of a Good Mentor?



# Attributes of a Good Mentor?

## Empirical Search

- **Purpose:** Conducted a systematic review to evaluate the attributes of a good mentor
- **Data Sources:** PubMed®, Embase®, the Cochrane Database of Systematic Reviews and Google from January 2000 to November 2014 for English-language studies
- **Study Selection:** Independently screened citations to identify suitable studies
- **Data Extraction:** Extracted data on participant characteristics, interventions, outcomes, applicability, and quality
- **Results:** Due to the immense heterogeneity in study design, effort deemed not feasible!!
- *Therefore relied on expert opinion and personal experiences*

# Attributes of a Good Mentor

- Devoted teacher
- Wise person
- A positive role model
- Enthusiastic and driven
- Effective communicator
- A good listener
- Has high emotional intelligence
- Takes a personal interest in the mentoring relationship
- Committed to ongoing personal and advisee's growth
- Sets high expectations of oneself and others
- Motivates others to achieve their full potential
- Puts the advisee's best interest ahead of his/her





# Aspects of Mentoring in Research



- ❑ Helps the mentee figure out where they want to go
- ❑ Listens and helps sort out what the mentee wants
- ❑ Gives guidance through being a role model
- ❑ Provides opportunities and resources
- ❑ Provides reassurance and positive feedback
- ❑ Sometimes saying no or “having difficult conversations”
- ❑ Knowing when to let the bird fly from the nest



# Knocking on the Doors

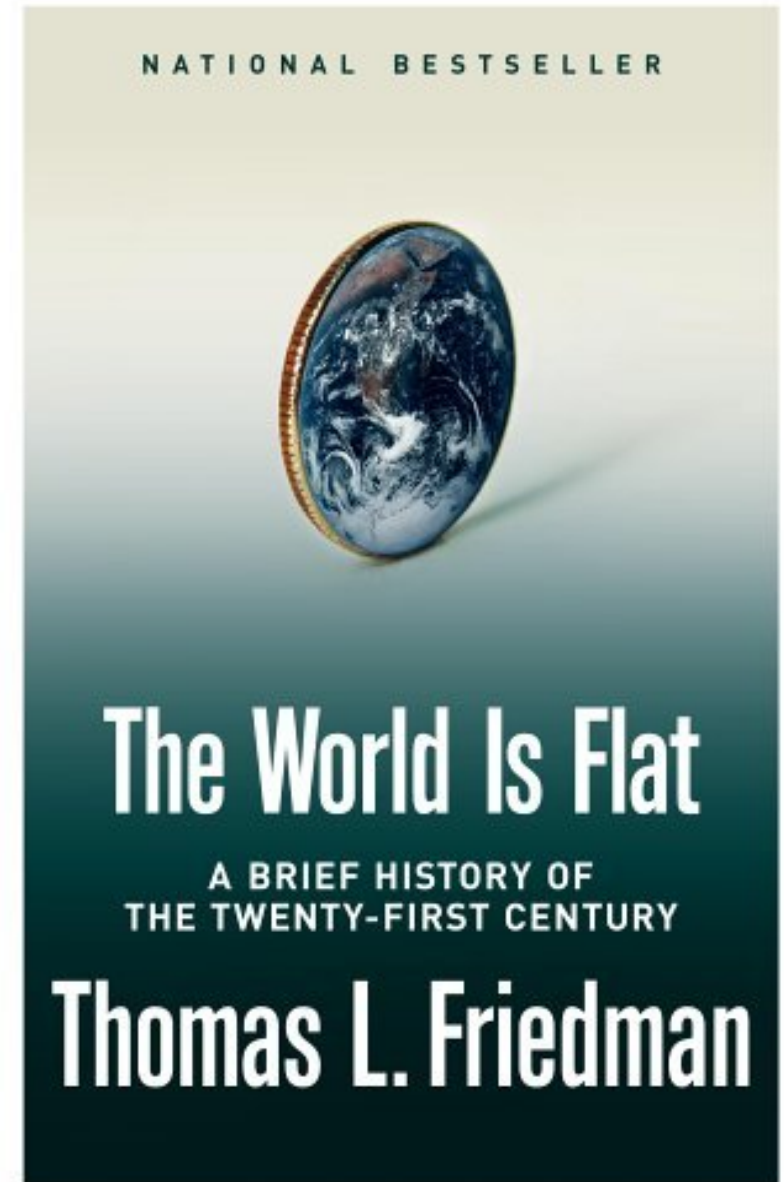
*Know what are you looking for!*

- Career differentiation
- Research direction (niche)
- Project ideas(s)
- Funding



- Honing skills
- Prioritization / decision-making
- Finding a job / promotion
- Contacts-opportunities
- Establishing a national reputation

## Distance Mentoring



# Tricks to Distant Mentoring

## □ Forms of Communication

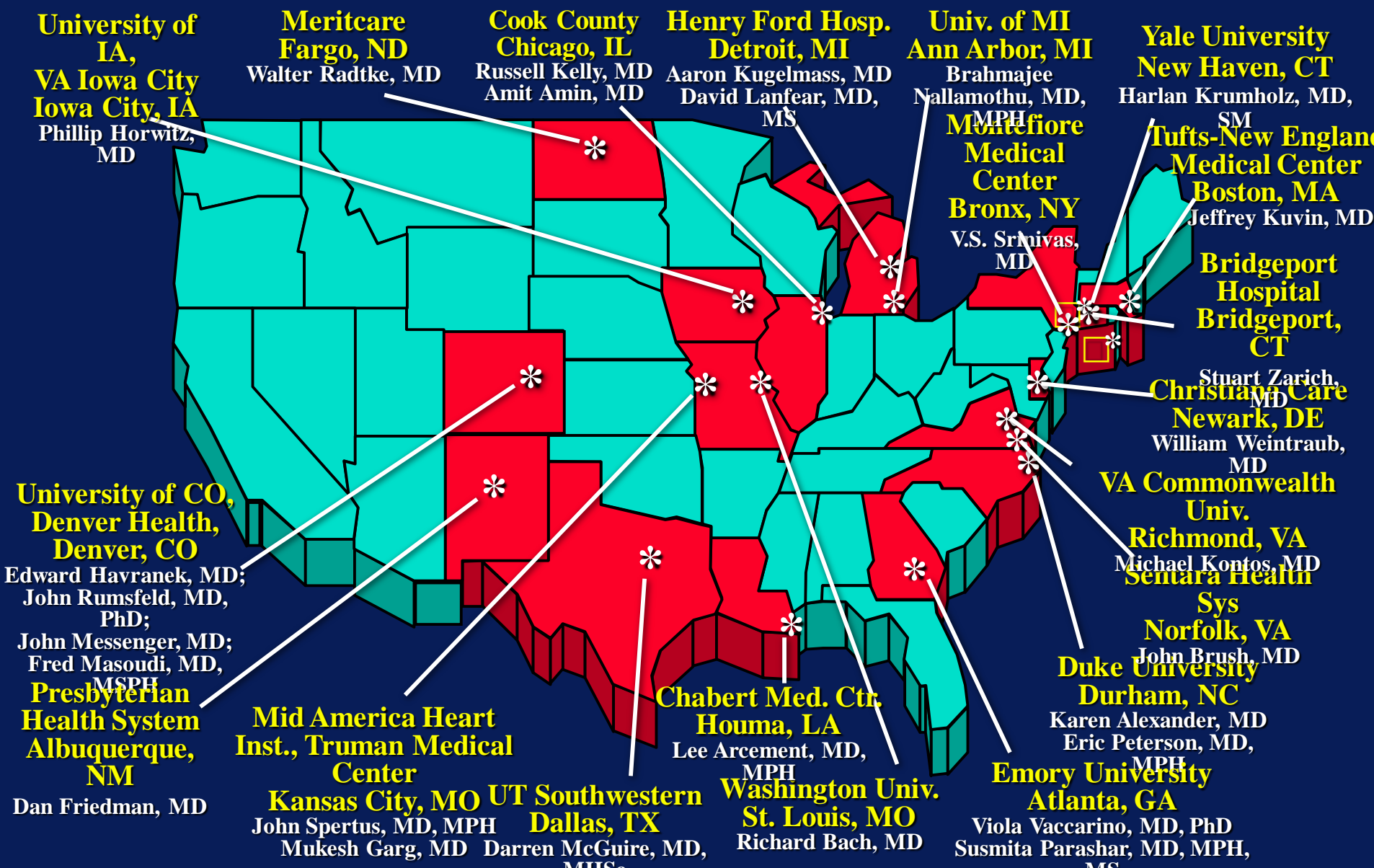
- Email, text
- Phone, Skype
- Visits
- Fellowships, sabbatical



## □ Regardless How...

- Be compulsive, keep routine!
- Use formal agendas and work update lists
- Choose medium wisely!

# A National Example CV Outcomes Research Consortium (CORC)



# CORC Collaborative Research Model

## □ *Traditional Research*

- Single investigator, site
- Slow data collection
- Working in a 'silo'
- Few papers, slowly produced
- Credit to single person
- Slow pace of scientific contributions
- Competition
- Sequential projects

## □ *CORC Model*

- Multiple sites and PIs
- Rapid data aggregation
- Sharing of credit
- Multiple, simultaneous multi-author papers
- Shared team credit
- Rapid contributions to science
- Collaboration
- More parallel projects



# CORC Website – Infrastructure for Collaboration



HOME INSTRUMENTS PUBLICATIONS

HOME INST

Home » Groups » PREMIER QI Registry

**Events**

No Events scheduled for you now.  
See events calendar.

**FAQs**

Consult these collections of Frequently Asked Questions for more information:

- Contact Information
- Data Dictionary
- Study Protocol

**Forums**

Join in the discussions in these forums:

- PREMIER Enrollment Issues
- PREMIER Data Collection Issues
- PREMIER Protocol Questions
- PREMIER Authorship Issues
- PREMIER Supplies Management
- PREMIER General Problems
- PREMIER CRF Design
- PREMIER Communications
- PREMIER Analysis Issues

**Manuscript Proposals**

Create New Folder | Upload New Document | Edit/Delete Folder

Title	Initial Author	Contents	Downloads	Last Modified
Gender Differences in Hyperglycemia after AMI	Verna Welch	1 Version	20	12/14/2004 14:06:20
Outcomes after AMI in individuals with undiagnosed diabetes and hyperglycemia	Verna Welch	1 Version	19	04/24/2005 20:18:29
Gender, Depression, and Quality of Life After Acute Myocardial Infarction	Verna Welch	1 Version	27	08/03/2006 07:30:59
Gender Differences in Stress Hyperglycemia after AMI	Verna Welch	2 Versions	34	07/12/2005 09:50:29
Site-based Counseling Rates and Outcomes	Tracy Wang	2 Versions	33	12/21/2006 16:28:40
Post-Hospitalization Medication Use After Bleeding or Transfusion	Tracy Wang	1 Version	14	12/15/2006 21:44:27
Hyperglycemia and Undiagnosed Diabetes in Women and Men with AMI	Viola Vaccarino	2 Versions	44	08/16/2004 16:18:31
Variation in glycemic assessment among diabetics with MI	Dan Sun	2 Versions	26	03/21/2006 15:33:24
Does Discharge Heart rate predict outcome independent of Initial Heart Rate in patients with Acute Myocardial Infarction?	V.S. Srinivas	1 Version	13	08/26/2008 17:19:59
Gender, Marriage and Survival	n/a	0 Folders 1 Document	59	04/23/2007 17:41:11
Racial Differences in Health Status outcomes after an MI	John Spertus	5 Versions	114	07/31/2007 13:14:12
Health status, STEMI vs. NSTEMI	Erik Schelbert	1 Version	23	08/14/2004 22:52:16
Prevalence, clinical characteristics, and in-hospital mortality in patients with MI and no chest discomfort	Erik Schelbert	2 Versions	23	10/26/2004 16:46:58
manuscript proposal	Erik Schelbert	1 Version	29	09/04/2007 20:19:11
Acute Myocardial Infarction, Ischemic Symptoms, and In-Hospital Mortality	Erik Schelbert	2 Versions	30	01/15/2005 00:37:43
AMI Ischemic Symptoms, Treatment, Outpatient Outcomes Schelbert PREMIER Proposal 7.20.05.doc	Erik Schelbert	1 Version	34	07/20/2005 01:39:28
Antecedent medical therapy in STEMI and NSTEMI	Erik Schelbert	1 Version	10	08/15/2004 12:00:23
Role of Kidney disease in CV outcomes based on Racial Differences	Sundar Sankaran	2 Versions	26	09/24/2007 10:11:47
Impact of COPD on post-ACS outcomes	Adam Salisbury	4 Versions	45	05/15/2006 12:28:02
To compare health status outcomes of NSTEMI patients treated with Routine vs. Selective invasive strategies	Nitin Sajjani	1 Version	24	08/21/2007 23:34:04
Race Interaction with Diabetes in Acute Myocardial Infarction	David Safley	1 Version	22	08/13/2004 13:23:00
Non-Clinical Predictors of Restenosis	David Safley	1 Version	17	06/20/2006 22:49:54
Predictors of Developing Anemia	David Safley	1 Version	19	08/13/2004 16:16:38
Depression Medical Treatment Outcomes	John Rumsfeld	2 Versions	55	04/03/2005 11:51:58
PREMIER Analysis Plan Rumsfeld 0804	John Rumsfeld	1 Version	47	08/11/2004 15:52:41
Change in angina burden as a predictor of treatment satisfaction after AMI	John Rumsfeld	1 Version	32	04/05/2005 13:39:59
Pam Peterson Diabetes Presentation Analysis Plan	John Rumsfeld	1 Version	29	08/12/2004 15:45:54
PREMIER Race and Health Status Abstract	Saif Rathore	1 Version	30	09/04/2004 14:59:44
Assessment of racial differences in health status	Saif Rathore	1 Version	29	08/13/2004 21:19:31
Utilization of catheterization in obese patients with NSTEMI	Mohamed Rahman	1 Version	19	08/15/2004 11:14:47
Perceived Financial Barriers to Health Access and Health Status after Acute Myocardial Infarction	Ali Rahimi	2 Versions	34	07/23/2006 15:40:35

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