

A large, thick black L-shaped graphic is positioned on the left and bottom edges of the slide, framing the central text.

# HRA MEMBER ORGANIZATION SURVEY

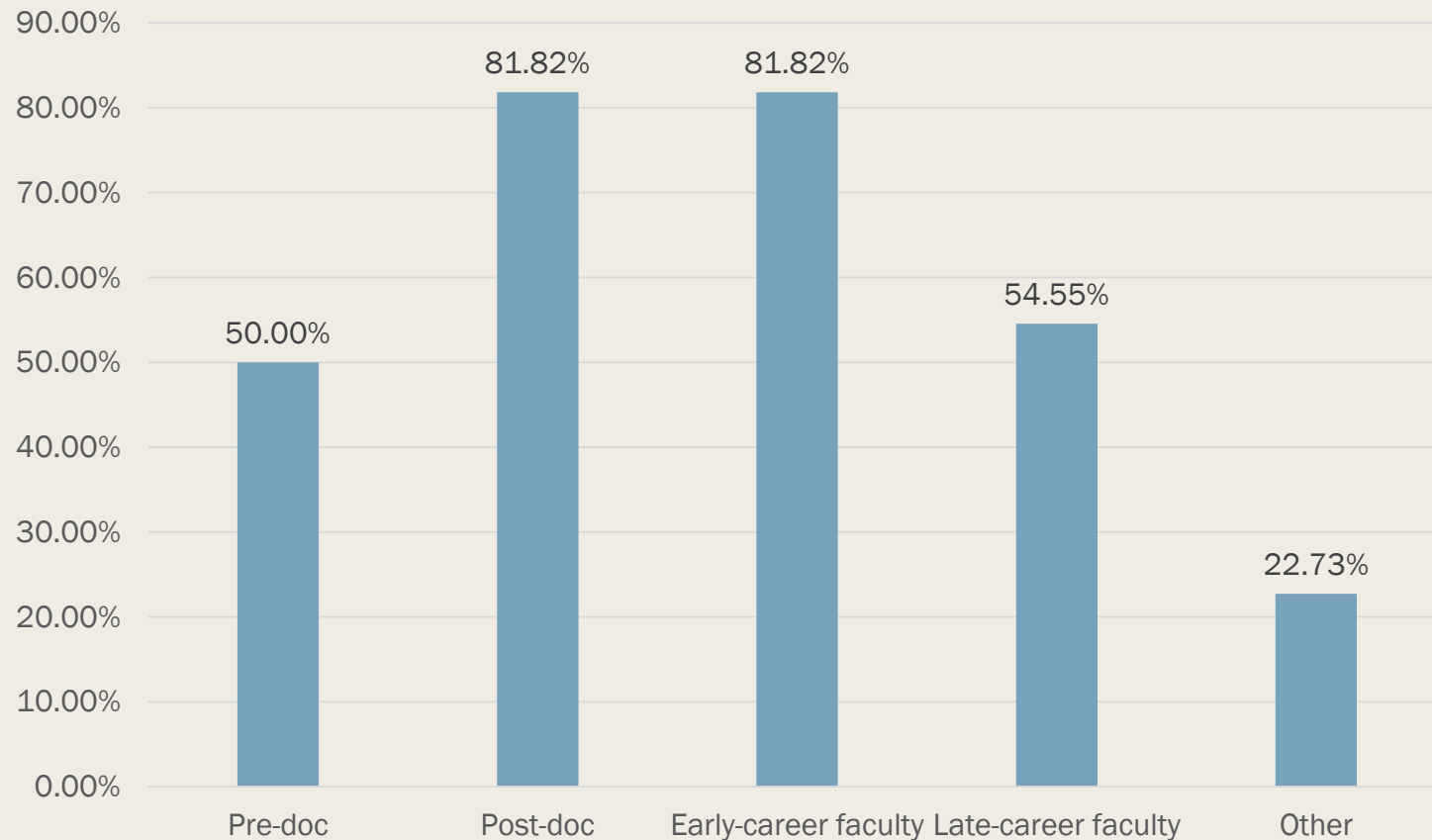
Mentoring Practices

# Survey Details

Distributed to all HRA member organizations to ask about current mentoring practices

- 21 respondents
  - *American Brain Tumor Association*
  - *American Epilepsy Society*
  - *American Federation for Aging Research*
  - *American Heart Association*
  - *American Urological Association*
  - *Autism Science Foundation*
  - *Breast Cancer Research Foundation*
  - *Children's Tumor Foundation*
  - *Conquer Cancer Foundation of ASCO*
  - *Damon Runyon Cancer Research Foundation*
  - *Donaghue Foundation*
  - *Lymphoma Research Foundation*
  - *Flinn Foundation*
  - *Focused Ultrasound Foundation*
  - *Hydrocephalus Association*
  - *Melanoma Research Alliance*
  - *Parkinson's Foundation*
  - *Pershing Square Sohn Cancer Research Alliance*
  - *Pew Charitable Trusts*
  - *Susan G. Komen*
  - *V Foundation for Cancer Research*

# What career stages do you fund?

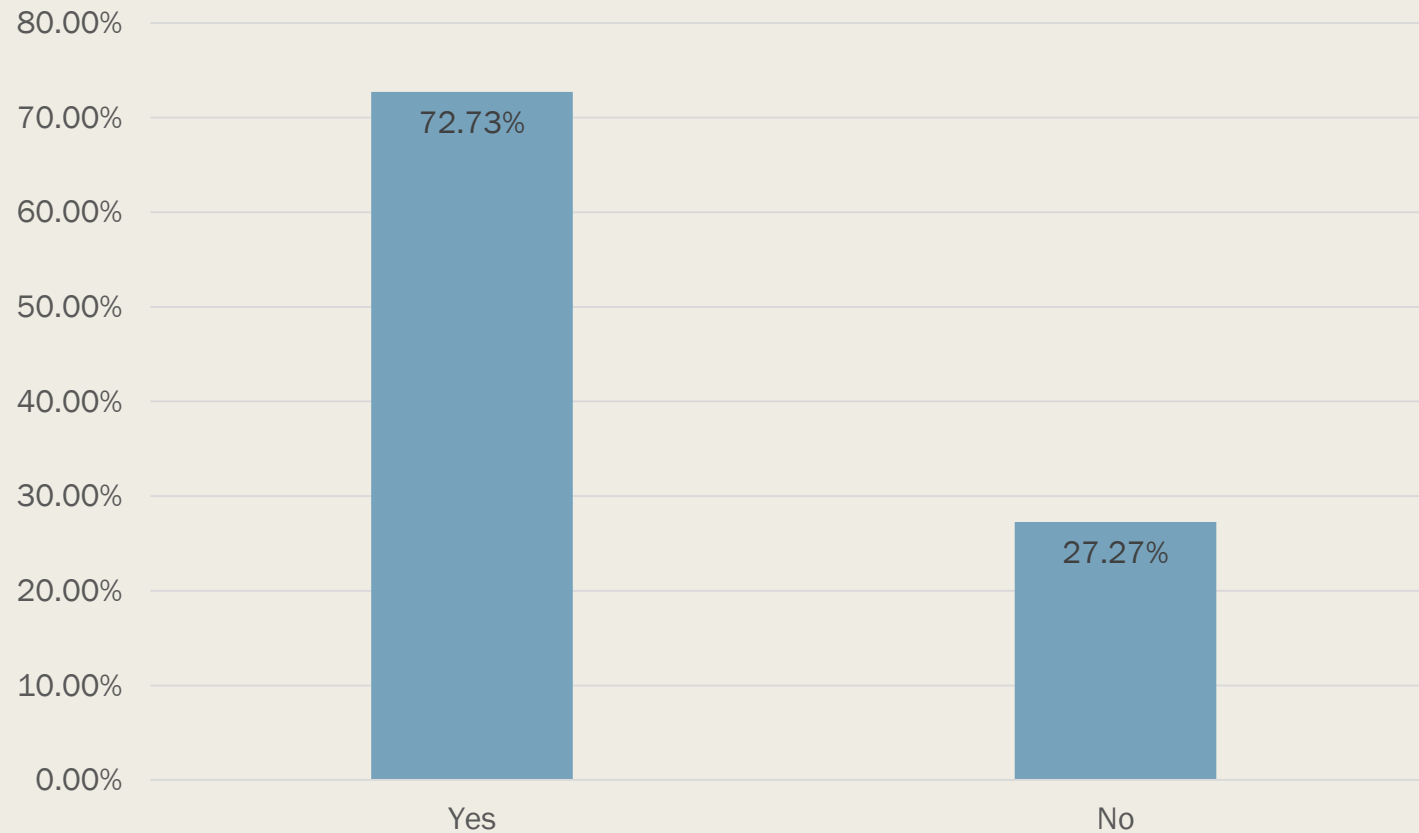


## Other

- Medical students
- Investigator-initiated research
- Strategic new hires in academic institutes
- Faculty at all levels

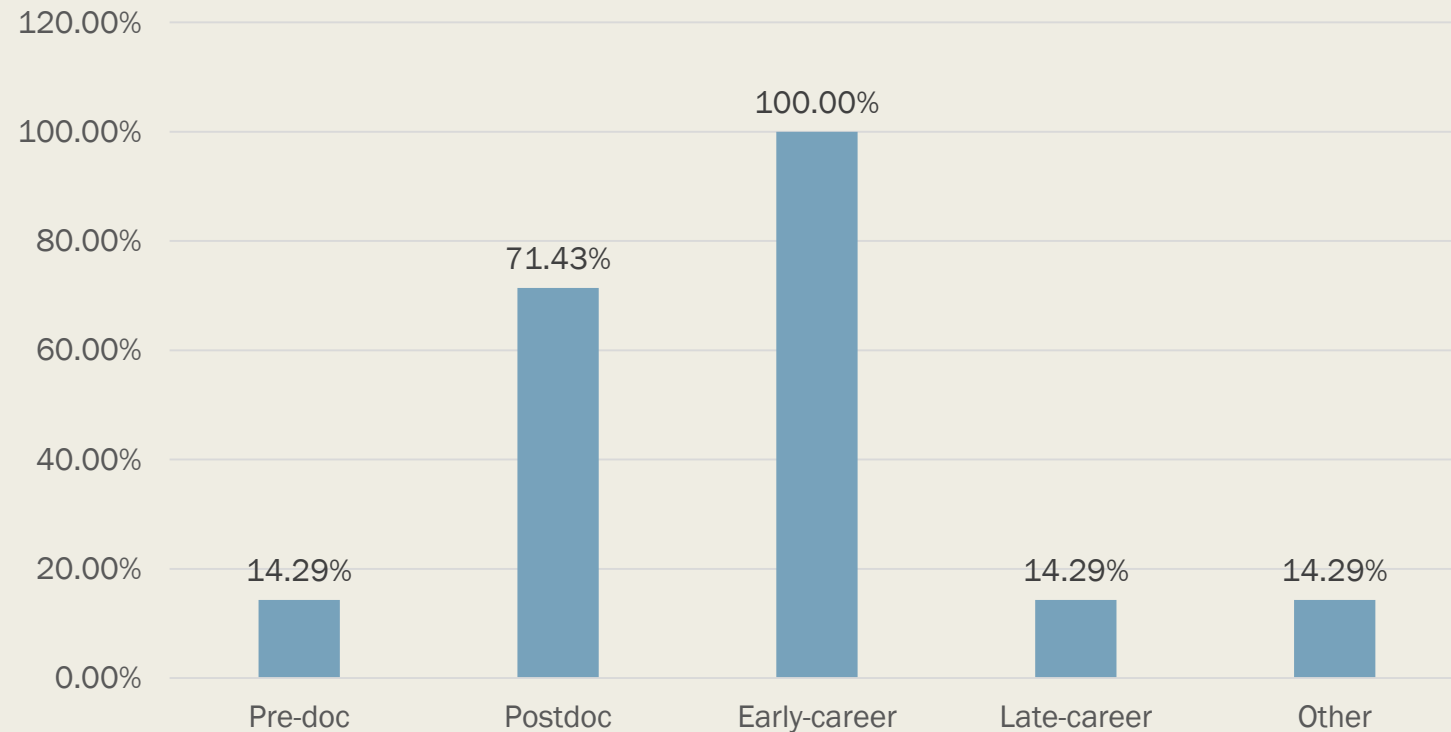
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# Do you provide mentoring resources to grantees in any of your programs?



N=22

# Which types of grantees do you provide mentoring resources for?

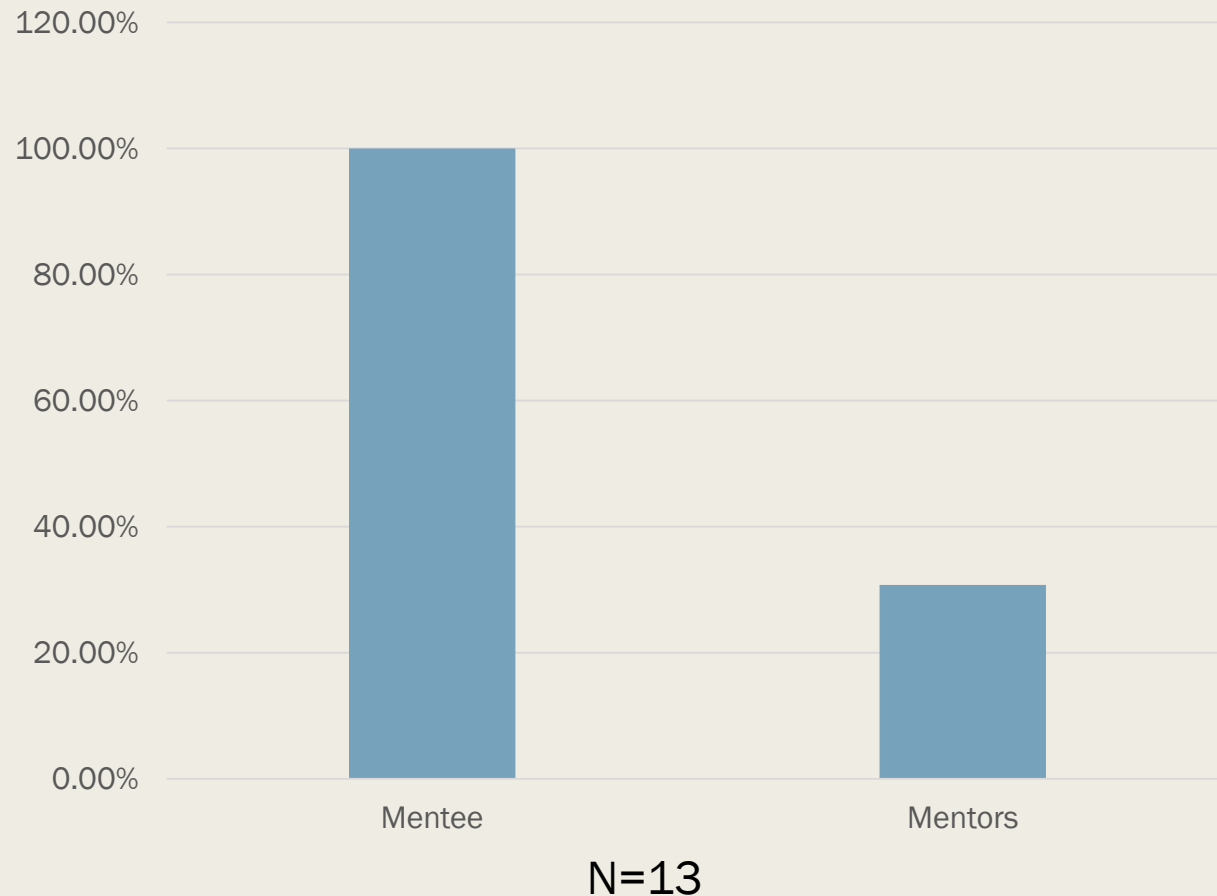


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## Other

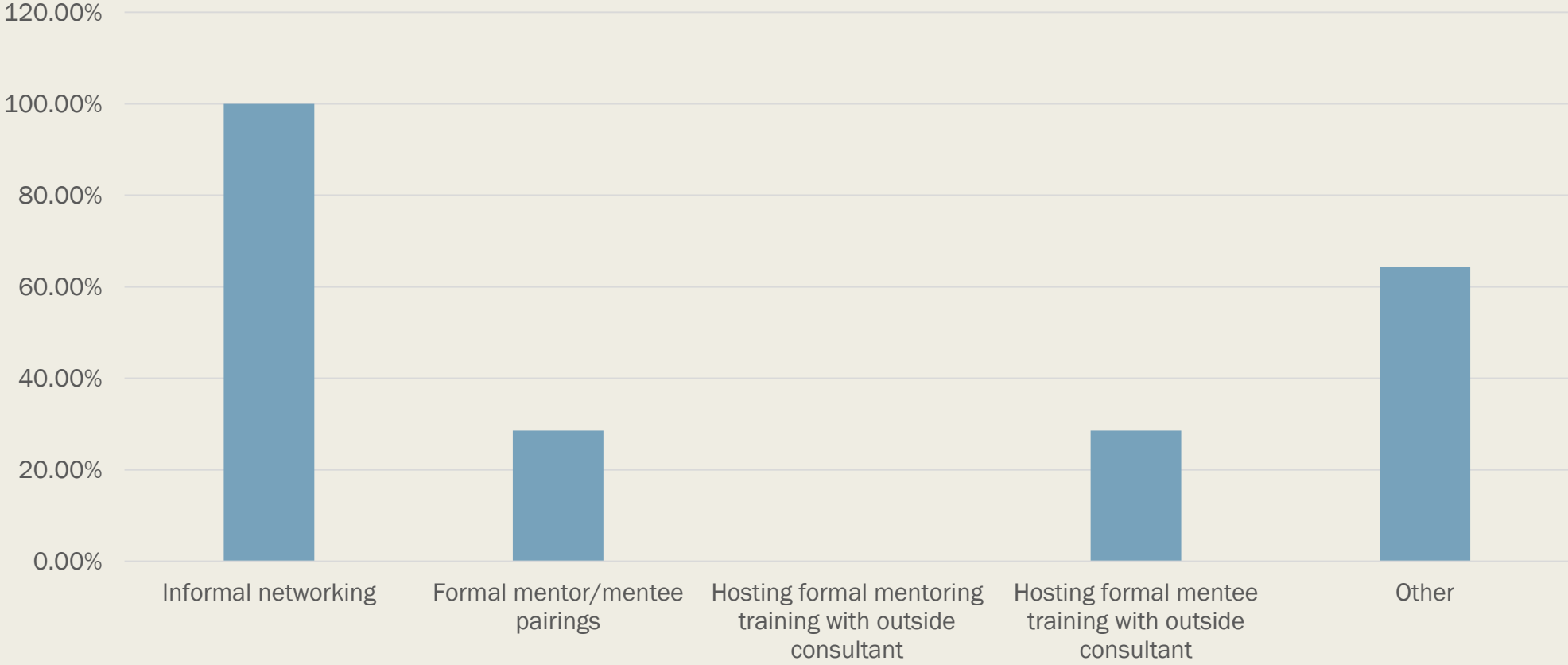
- Stipulate that grantee/host organization provides a mentoring plan as part of their research proposal
- Clinical fellows

# Do you provide resources for mentees, mentors, or both?



- **Mentee:** Grantees are the mentees and you provide mentors/training for them
- **Mentors:** Grantees are mentors. Training is provided so they become strong mentors for their students/postdocs

# What kinds of mentoring resources of activities have you provided



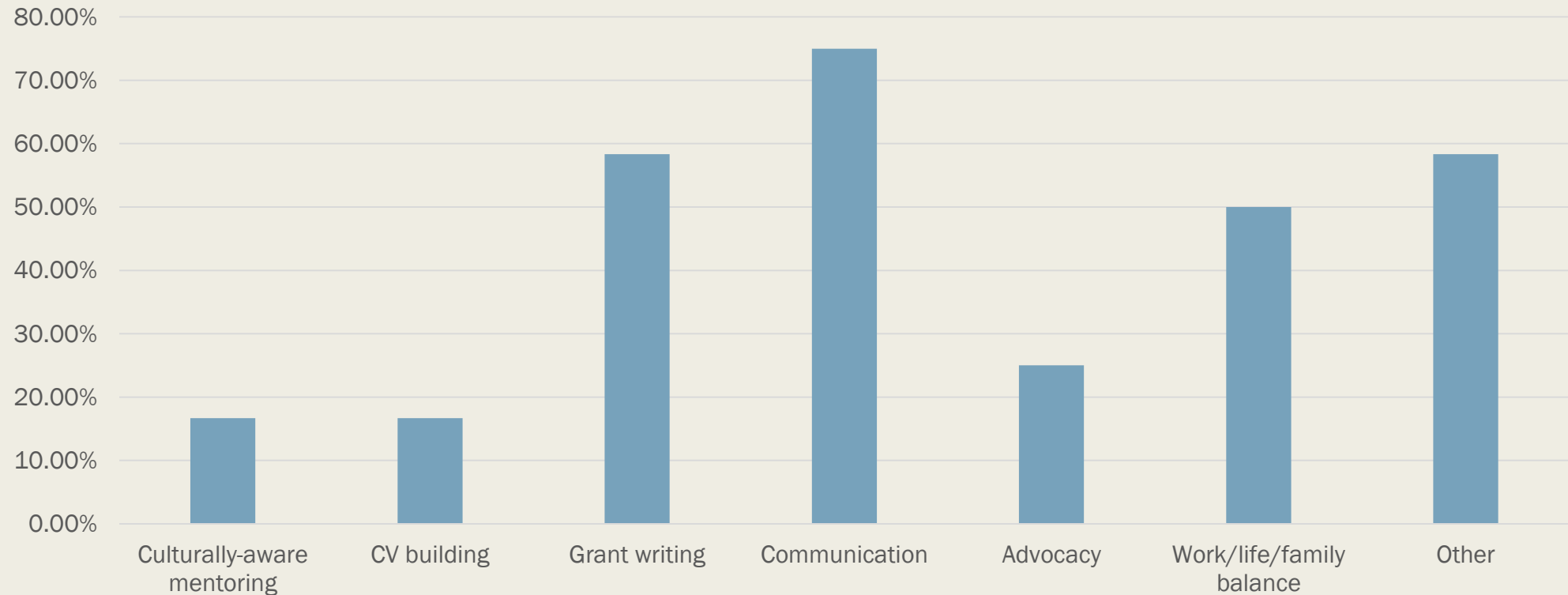
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# What kinds of mentoring resources of activities have you provided (other)

- Formal mentoring program for clinical fellows and faculty
  - *Week long workshop to develop a research proposal, presentations on profession skills*
  - *Follow-up programs over 2 years including sitting in on grant review meeting*
- Scientific and career development retreat where experienced investigators give career and mentoring advice
  - *Lectures in specific areas of interest as requested by awardees*
- Virtual mentoring program
- Panel discussion by program alumni with current grantees
- Panel discussions during retreats
- During annual meeting- professional development speakers, speaking with senior scientific advisors
- Peer-to-peer mentoring
- Webinars on specific topics
- Used to create formal mentor/mentee pairings but stopped because found organic collaborations from networking events are better



# What topics have you covered in your mentoring sessions?



N=12

# What topics have you covered in your mentoring sessions? (other)

- Working within the cooperative group
- How to rebound from research/career setbacks
- Difficult employee situations/conflict resolution
- Career advice
- How to manage the lab/research program
- Effective team science, navigating interdisciplinary teams
- Career negotiations (wage, space, infrastructure, and other disparities)
- How to become a good mentor
- Time management

# What topics have you covered in your mentoring sessions? (other)

- Caring for a diverse patient population
- Diversity in the clinical care and scientific workforce
- Communicating with the public
- Social media savvy
- Best practices for writing, submitting, and revising publications
- How to navigate securing “alternative” funding (industry, individual donors)
- Success stories in commercializing research
- Speed networking/how to expand your network

# What information do you need to get started or expand your work in the mentoring space?

- What workshops are available on different topics?
- What kinds of short sessions could we fit into existing grantee retreats? (ie: not 1-2 full day workshops)?
- What data is available on the impact of mentoring workshops or activities on grantees?
- What are online resources that we can share with grantees?
- What does a granting organization need (in terms of staff, \$, resources) in order to provide mentoring training?
- What resources are available for awardees struggling with poor mentorship?
- What are the different mentoring needs and resources for different groups- predoc vs post doc, etc?
- Does requiring mentoring change the nature of a grant contract?
- What are different ways to address mentoring in the RFA and application?