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?

- Pre-doc: 50.00%
- Post-doc: 81.82%
- Early-career faculty: 81.82%
- Late-career faculty: 54.55%
- Other: 22.73%

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

N=22
Do you provide mentoring resources to grantees in any of your programs?

N=22

Yes: 72.73%
No: 27.27%
Which types of grantees do you provide mentoring resources for?

- Pre-doc: 14.29%
- Postdoc: 71.43%
- Early-career: 100.00%
- Late-career: 14.29%
- Other: 14.29%

N=14

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

N=13
What kinds of mentoring resources of activities have you provided

- Informal networking
- Formal mentor/mentee pairings
- Hosting formal mentoring training with outside consultant
- Hosting formal mentee training with outside consultant
- Other

N=14
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?

- Culturally-aware mentoring
- CV building
- Grant writing
- Communication
- Advocacy
- Work/life/family balance
- Other

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?