

Best Practices and Pearls in Interdisciplinary Mentoring from Building Interdisciplinary Research Careers in Women's Health Directors

Jeanne-Marie Guise, MD, MPH, Joan D Nagel, MD, MPH, Judith G Regensteiner, PhD, and the Building Interdisciplinary Research Careers in Women's Health Directors; Journal of Women's Health, 2012

Factors associated with Success

1. Protected time for regular mentoring (weekly or biweekly)
2. Mentor Altruism --Mentor promoting research independence
3. Team mentoring approach (career and content mentors – avg 3 per mentee)
4. Expectations – clear and explicit between mentor and mentee (formal contract)
5. Formal evaluations of mentorship (62% semiannually via survey or interviews –mentor evals mentee, mentee evals mentor and program evals mentor)
6. Training in mentorship for mentors or mentees or both (via workshops, symposiums, seminars)
7. Institutional incentives for mentoring

Process to find best practices

1. 29 Program directors brought together for 1 day
2. Each director presented their mentor program guided by 3 questions
3. After each presentation, open discussion
4. After the meeting, each director was asked to do the following:
 - Answer the 3 questions again
 - Answer structured questions about # of mentors, mentor evaluation and training
 - Bulleted list of pearls for best practices (< 150 words)

Factors associated with Failure

1. Lack of support for mentor and mentee or both
2. Poorly stated or lack of expectations
3. Time constraints
4. Lack of resources
5. Poor time management