Mentoring New Faculty

Highlighting the roles of:
Connector
Opportunity Giver
Advocate

2021

Kirk Deitsch, PhD
Professor of Microbiology and Immunology
Co-Chair, Biochemistry, Molecular, Cell and Developmental Biology PhD Program
Introduction to Mentorship

- This presentation is part of a series of videos designed to facilitate the improvement of mentorship practices at Weill Cornell Medicine.
- The format of the presentation and basic concepts were derived from an introductory presentation made by Alice Tang and Susan Bostwick. You can view their presentation, as well as other videos on this topic, here....

2021
Introduction to Mentorship

- The following presentation is designed as a guide for mentors who have been asked to serve as mentors to newly hired, junior faculty.

- The goal is to effectively address the specific needs that junior faculty have in establishing their careers, navigating our organizational culture and addressing the teaching and committee opportunities of our institution.

- The emphasis of this presentation is on activities that mentors can perform that are beyond the typical, one-on-one mentoring activities that most senior faculty are familiar with.

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Objectives

By the end of the session, participants will be able to:

1. Understand the different roles that mentors can play in advancing the careers of their mentees
2. Appreciate the importance of roles that extend beyond the traditional activities of advice giving and guidance
3. Identify specific opportunities that mentors can highlight to their mentees to facilitate career development and advancement
4. Recognize the need to serve as an advocate for mentees in various venues
What is a Mentor?

... A professional, **working alliance** in which individuals work together over time to **support the personal and professional growth, development, and success of the mentee** through the provision of career and psychosocial support.

- *Modified from the National Academies of Science, Engineering, and Medicine 2019.*
What is a Mentor?

Role Model

Advice Giver/Problem Solver

Encouragement

Slides adapted from S. Bostwick and A. Tang
What is a Mentor?

Connector

Opportunity Giver

Advocate

Slides adapted from S. Bostwick and A. Tang
Being a good Connector

Establishing **institutional** connections:

Directors of core facilities
Being a good Connector

Establishing **institutional connections:**

**Other Division and Departments**
Being a good Connector

Establishing **institutional** connections:

Senior Colleagues:

Junior Colleagues:

Slides adapted from S. Bostwick and A. Tang
Being a good Connector

Establishing **institutional** connections:

Educational Connections: (graduate education)
Being a good Connector

Establishing institutional connections:

Educational Connections: (medical education)

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Being a good Connector

Establishing *external* connections:

Upper East Side of Manhattan:
Being a good Connector

Establishing external connections:

New York Area Connections:

Slides adapted from S. Bostwick and A. Tang
Being a good Connector

Establishing **external** connections:

New York Area Connections:

- **NEW YORK STRUCTURAL BIOLOGY CENTER**
- Northeast Group on Educational Affairs (NEGEA)
- AAMC
- The New York Academy of Sciences

Slides adapted from S. Bostwick and A. Tang
Being a good Connector

Establishing **national** and **international** connections:

Slides adapted from S. Bostwick and A. Tang
Being a good Opportunity Giver

Facilitating institutional opportunities:

"A unique C2 domain at the C-terminus of Munc13 mediates vesicle tethering to promote synaptic transmission"

MURUGESH NARAYANAPPA, PHD
Postdoctoral Associate in Biochemistry
in the lab of Dr. Ditman
Department of Biochemistry
Weill Cornell Medicine

FRIDAY, DECEMBER 18, 2020
12:00 PM

Journal Club

"Microbial signals drive pre-leukaemic myeloproliferation in a Tet2-deficient host. Nature 2018"

Presented by
Nuria Mencía-Trinchá, PhD
Postdoctoral Associate in Medicine

Pass along articles of interest or nominate enthusiastic speakers to
trb@2003@med.cornell.edu or man546@med.cornell.edu

Thursday, September 20, 2018

FEBRUARY 2020

Open & Limited Submission Funding Opportunities

Alice Bohmfalk Charitable Trust Research Grant
This grant provides up to $10K for one year for a specific research project.

Charles A. Frueauff Foundation Equipment Grant
This grant provides approximately $40K to support early-career faculty.

The Gladys and Roland Harriman Foundation Bridge Grant
This $25K grant provides interim support to junior faculty whose research funding is pending resubmission of an NIH application.

NIH Shared Instrumentation Grant Program - SIG (S10)
This grant aims to provide funds to purchase or upgrade a single item of expensive or specialized instruments for shared use.

NIH Shared Instrumentation for Animal Research Grant Program - SIFAR (S10)
This program provides NIH-funded investigators using animals with support to buy high-cost, state-of-the-art, commercially available scientific instrumentation.

NIH High-End Instrumentation Grant Program - HEI (S10)
This grant provides funds to purchase a single expensive, specialized instrument.

To access more funding opportunities, please visit the Funding Database on the Office of Research website.
Being a good Opportunity Giver

Facilitating international opportunities:

Gordon Research Conferences
Frontiers of Science

KEYSTONE SYMPOSIA
Accelerating Life Science Discovery

Slides adapted from S. Bostwick and A. Tang
Being a good Advocate

Facilitating institutional recognition:

Slides adapted from S. Bostwick and A. Tang
Being a good Advocate

Facilitating institutional recognition:

Slides adapted from S. Bostwick and A. Tang
Being a good Advocate

Facilitating international recognition:

Congratulations
2017 DAISY Award Honoree
International Award for Nursing Excellence

Kerry McDuffee
BSN, RN, OCN
Bone Marrow Transplant Program

Kerry McDuffee has been part of the inpatient bone marrow transplantation team for four years, assisting and advocating for patients throughout their transplant journey.
Being a good Advocate

Facilitating international recognition:

Slides adapted from S. Bostwick and A. Tang
Being a good Advocate

Advocating for Promotion:
Take Home Points

• Mentorship takes on many different forms and structures, including roles well beyond the traditional, one-on-one interactions.

• By always keeping your mentees in mind as you pursue your work within Weill Cornell, locally and Internationally, you can help identify unique opportunities that will enable your mentees to reach their maximum potential.

Slides adapted from S. Bostwick and A. Tang