

# Giving Mentors their Due

Using Mixed-Methods to Ascertain this Perspective  
within the Context of a Predoctoral Training Program

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Research reported in this presentation was supported by the National Institute of General Medical Sciences of the National Institutes of Health under award number T32GM128596-03S1. The content is solely the responsibility of the authors and does not necessarily represent the official views of the National Institutes of Health.

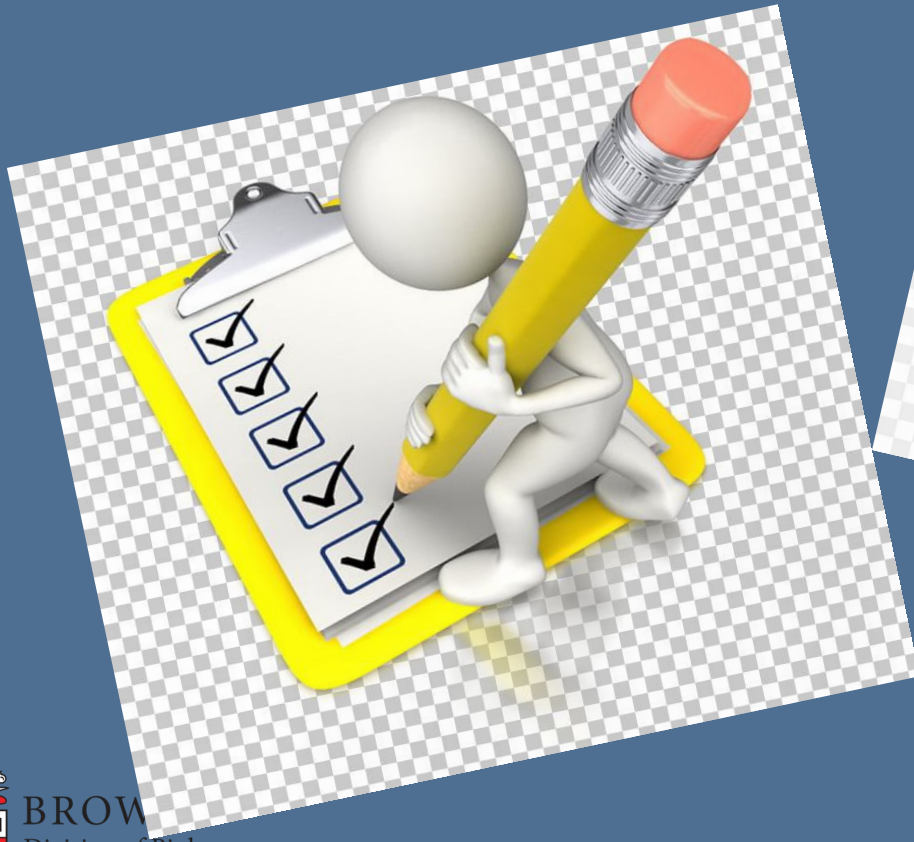
# Background

Even though they are central to programs and successes of trainees, a formal evaluation *of mentors* is often overlooked in graduate training programs.



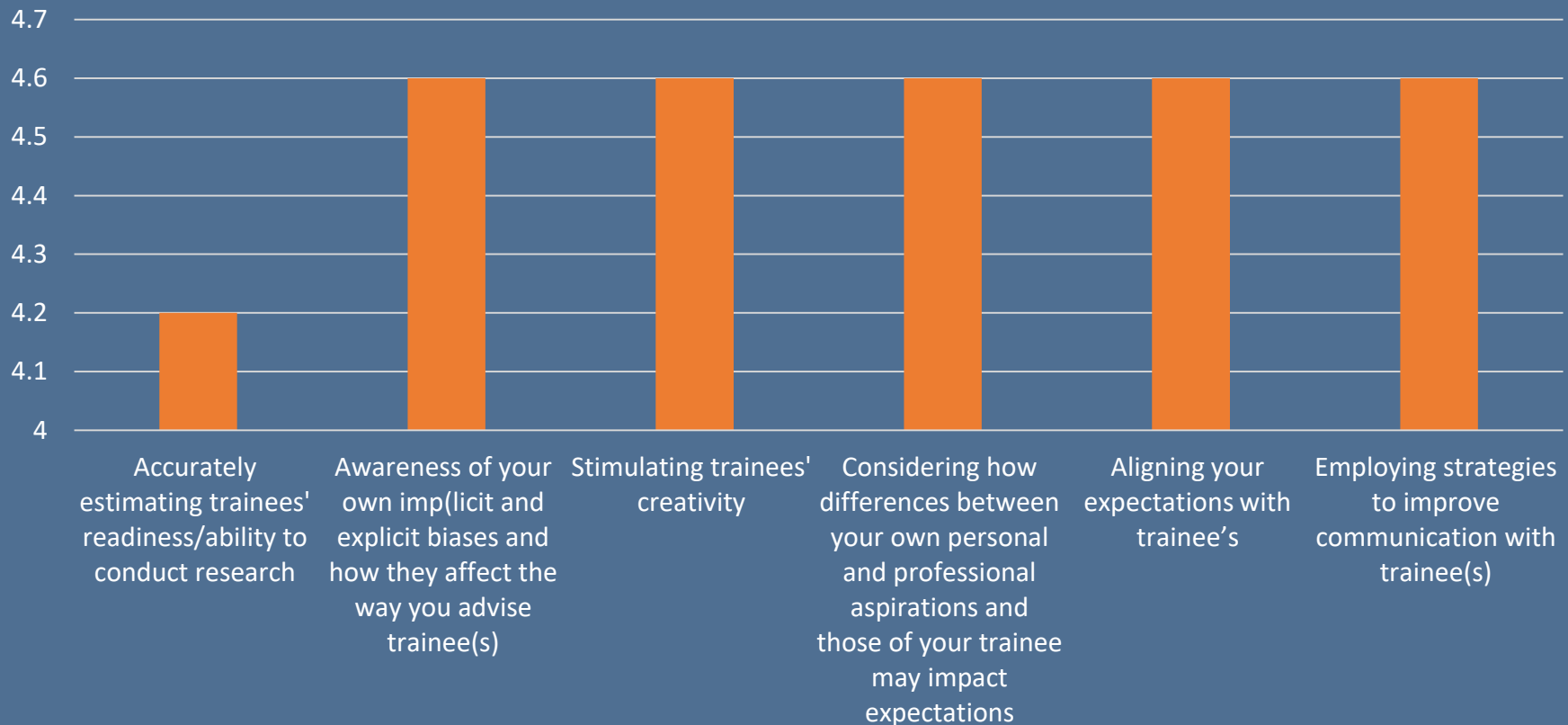
# Mixed-Methods Approach

Used both surveys and interviews

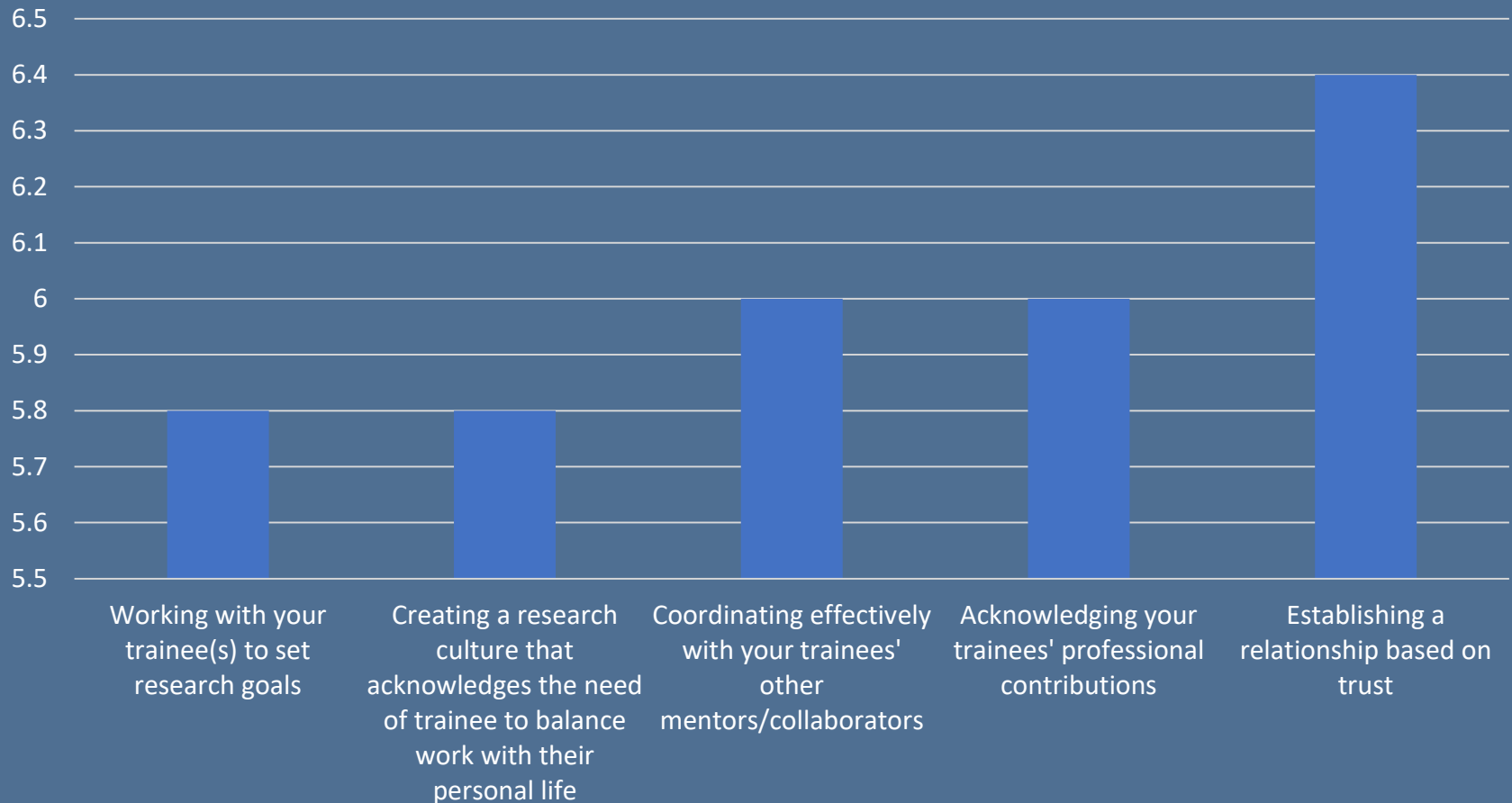


# Survey Results: Mentors (Baseline)

## Lowest Mentoring Skills/Abilities



# Best Mentoring Skills/Abilities



# Mentor Interviews

- What do you believe has been most instrumental in propelling your trainees toward his/her/their independence as a researcher?
- What shortcomings in the program do you see?
- Thinking about the culture of the group—do you feel like diversity was represented and respected? [Institutional, experience, race, ethnicity, gender, discipline, degree]. How so/not? Do they want community?
- How can this program benefit you more? What kind of peer-mentoring can this T32 foster?



# Diversity respected

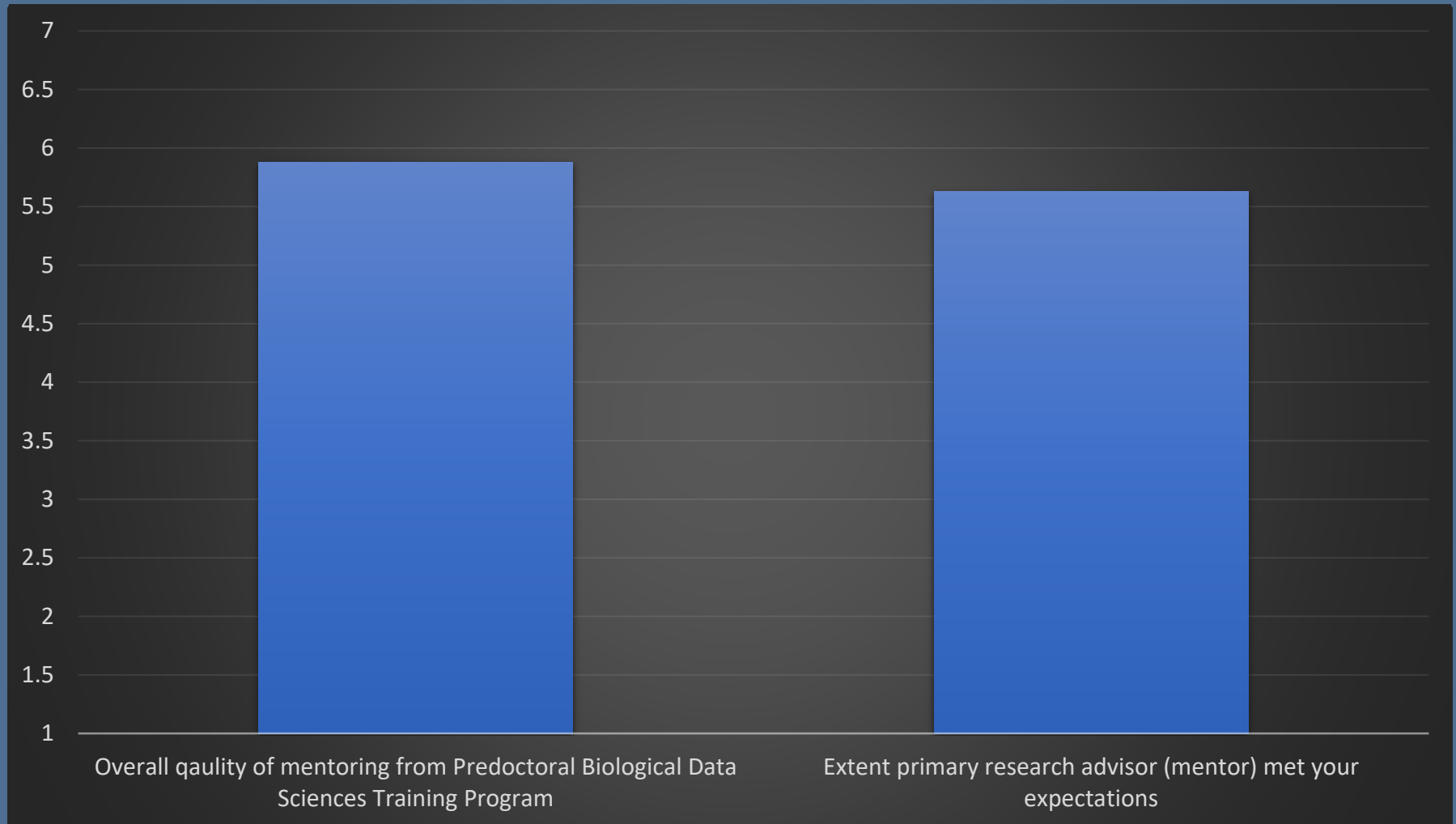
*I have an older student and mentors are aware of the struggles of trainees and faculty sympathize with this. For example, due to various family and personal constraints, there is an urgency among the faculty to ensure he finishes on-time or before.*

## Additional training for mentors on:

- How to boost team morale when one trainee is struggling
- Managing a group, maintaining effective communication, creating a supportive and creative learning environment and setting clear expectations



# Trainees: Mentoring Quality (Posttest only)





# Mentor Relationship: Trainee Perspective

(Posttest Only)

## Lowest Rated Items

- My mentor promotes my pursuit of professional opportunities outside of Brown (e.g., professional organization membership, conference attendance and presentations) ( $\bar{x} = 3.75$ )
- My mentor promotes my pursuit of scholarly opportunities (e.g., publications, grant writing) ( $\bar{x} = 4.00$ )

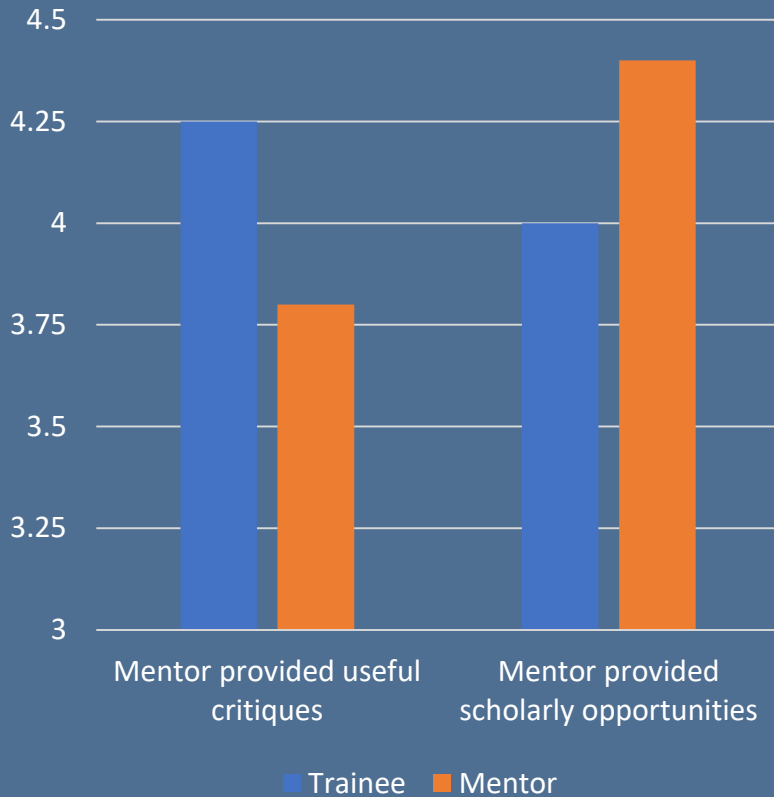
## Highest Rated Item

- My mentor demonstrates professional integrity ( $\bar{x} = 4.63$ )

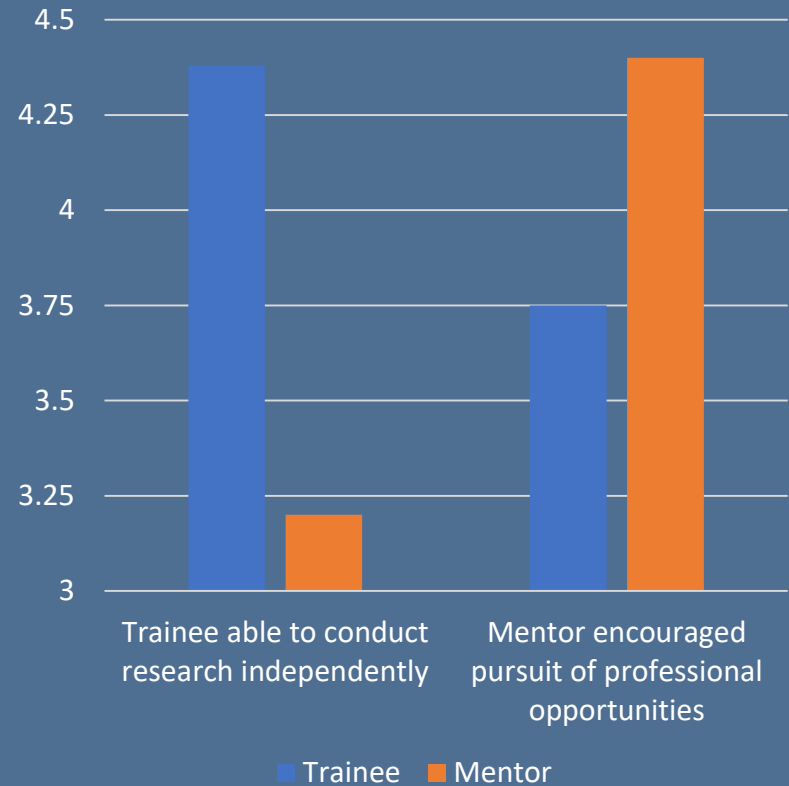


# Depends on who (and what) you ask.....

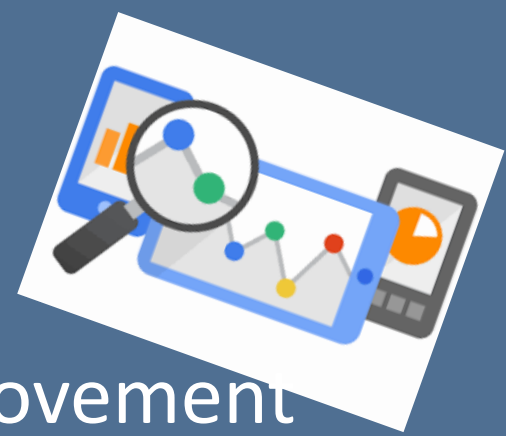
### Convergent Opinions (<.50)



### Divergent Opinions (>.50)



# What's it all mean?



- ❖ Using inventory for program improvement
  - ❖ Examining divergence items led to exposing trainees to other facets of data science not originally part of program
  - ❖ Encouraging trainees to explore outside mentors area of expertise
- ❖ Important to assess mentors and to do so from multiple perspectives

# Thank you!!

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**Questions/concerns not answered here please contact:**

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