

# **Mentoring**

**American Federation of Medical Research  
(AFMR)**

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## **Mission statement**

*Develop and mentor tomorrow's leaders  
in medical research*

- The AFMR is involved in offering mentoring support to physicians across different disciplines in keeping with its mission to develop and mentor tomorrow's leaders in medical research
- Created a mentorship committee to oversee its mentorship activities
- Each of the regional meetings has a mentorship session where interested mentees are invited to meet AFMR's senior members who are across many disciplines and career pathways.

- Opportunity to do a needs assessment followed by some speed mentoring.
- Subsequently, based on the interest of the mentees, long term mentorship opportunity via e-mentoring or a blended approach is available.
- Opportunities for peer mentoring.
- AFMR has created a national and regional repository of mentors who are interested in serving as mentors.

- AFMR also has a repository of information, including presentations, which are useful tools for those seeking mentorships, and those wanting to know how to make the most of mentor-mentee relationships.
- Plans to hold mentorship sessions with more of a webinar concept.
- This would allow multiple “mentors” to speak and address individual questions from a group of mentees, allowing more interaction without a need to meet one-on-one.

# Expectations of Mentor/Mentee

- The mentor reviews career planning, work-life balance, and any other concerns with the mentee.
- Mentors need not review academic progress since this is usually followed by the advisor.
- Mentors are expected to assist their mentees in engaging in research and quality improvement projects, submitting publications/grants, presenting cases, etc. to augment their scholarly activities.

# Expectations of Mentor/Mentee

- A mentor should empower and encourage the mentee, be a role model, build a professional network, and assist in the mentee's personal development.
- A mentee should set agendas, follow through, accept criticism, and be able to assess performance and the benefits derived from the mentoring relationship
- While there are many qualities expected of mentors, the most important quality of a mentor is the ability to maintain a confidential relationship, and the mentor's commitment to his/her mentee's professional and personal development.

# Faculty/Peer Mentoring

- Issue with faculty mentoring is that few physicians will find one mentor who is able to meet all of their mentoring needs.
- In peer mentoring, each party has the experience of being the giver as well as the receiver, allowing mutual benefit from mentoring while developing mentoring skills themselves.
- For this reason, peer-mentoring may be more enduring than traditional senior-junior mentoring relationships.



# **What best describes you?**

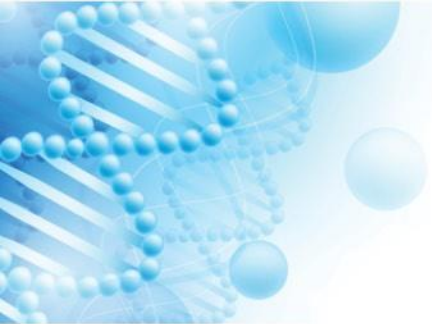
- A. Medical Student
- B. Resident
- C. Fellow
- D. Junior Faculty( Instructor,  
Assistant Professor)

# Why do you need a mentor?

- A. Know more about research opportunities and/or help on research question
- B. Know more about clinician educator opportunities/how to advance as a clinician educator
- C. Get help on next steps in career building
- D. Need help with publication/presenting at a meeting
- E. Advice on work-life balance

# **What are your expectations from AFMR mentor?**

- A. Face to face at meetings or telephonic conversations
- B. Advice via email
- C. Help with grant writing/manuscript writing
- D. Introduction to colleagues for networking



Questions?

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