SUCCESSFUL MENTOR/TRAINEE RELATIONSHIPS

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Goals

- **Career goals**
  - Evolution of career goals
  - Role models
  - Prior research experience
  - Imprint of mentor
  - Prior trainee outcomes

- **Training program goals**
  - Board certification
  - Prior trainee outcomes
  - Role of training grants
  - Desire for advanced degree or courses

- **Coordination with personal goals**
Schedule

- Immersion/focus
- Coordination with courses, clinical service, teaching obligations
Preparation – Mentor

Goals

- Current research priorities
- Coordination with other trainees
- Maintain/enhance productivity/funding

Schedule

- Sabbatical or possible departure
- Imminent administrative responsibilities
Selection - Trainee

- Commitment and productivity of mentor
- Laboratory culture
- Advice from Program or Fellowship Director
- Mentor’s ability to protect trainees
- Topics for research (see mentor’s grants and publications)
- Interpersonal match
Selection - Mentor

- Space and resources (Trainee salary support)
- Skill sets and interests of trainee
- Likely impact on laboratory productivity
- Interpersonal match
Training Program Development

- Scientific specific aims; role of peer review
- Understanding opportunities for interaction with mentor
  - Laboratory meetings
  - Individual meetings
  - Other sources of guidance
- Understanding of landmarks for progress
  - Abstracts
  - Grant applications
  - Manuscript submission and acceptance
  - Regular presentations
Training Program Development

- Importance of Scholarship Oversight Committee
  - External review of progress
- Usefulness of courses (HRPO, animal care) or advanced degree
- Planning for post trainee positions
  - What data, subjects, reagents can trainee pursue?
- Taking time off
Future Mentor/Trainee Relationship

- Reputation of mentor
- Advice for future trainees
- Evolution from trainee to colleague