

EIAP Mentor Training Workshop

May 31, 2022



**Thank You for Being an
EIAP Mentor!!!**

Early Investigator Advancement Program (EIAP)

- With the support of the NCI Equity Council, the National Cancer Institute (NCI) is launching the EIAP
- EIAP Aims to Facilitate the Advancement of Scientists from Diverse Backgrounds:
 - Enhance professional skills;
 - Guide preparation of an R01 grant application;
 - Provide access to a mentoring and peer network; and
 - Grow a community of emerging independent investigators from diverse backgrounds.



Early Investigator Advancement Program (EIAP)

Goal: to facilitate the advancement of underrepresented scientists to independent investigators

Approach

- *Cohort program*: promotes motivation, resilience and collaboration
- Grow and maintain *professional support network* of mentors and peers
- *Grantsmanship training*: guides the construction of a grant proposal
- *Tracking and evaluation*: continued support for alumni participants and continuous improvement of program

Participant

Focus on Diversity: Participants must be U.S. citizens, legal permanent residents, or non citizen nationals

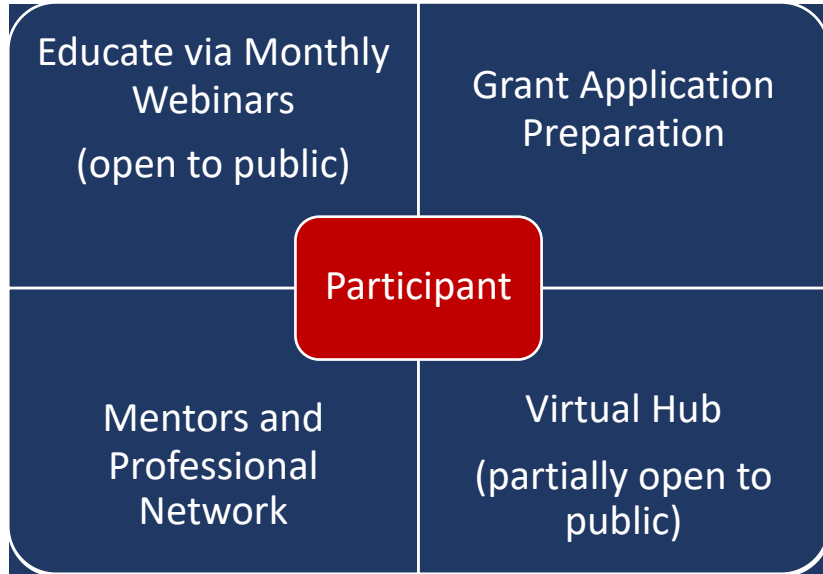
Individuals from groups identified in NIH's Notice of Interest in Diversity ([NOT-OD-20-031](#)) as underrepresented in the biomedical, clinical, behavioral, and social sciences are particularly encouraged to apply.

NIH Notice of Interest in Diversity

- Race and ethnicity
- Disability
- Disadvantaged background

EIAP Content and Framework

Program Components



20 participants per cohort
1 cohort per year

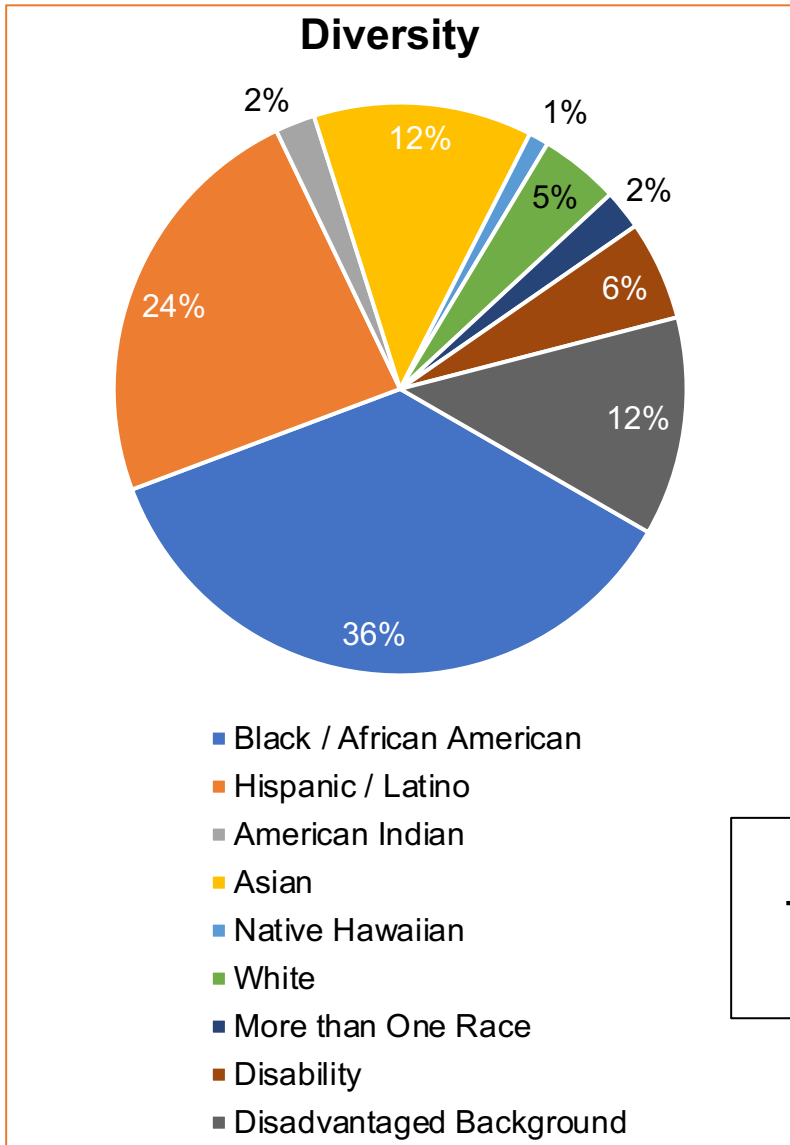
Outcomes for Each Participant

- Complete a R01 grant proposal
- Become part of a group of peers with similar career goals
- Engage with mentors who are established investigators
- Become familiar with job and funding opportunities
- Develop professional and management skills critical to growing a research group

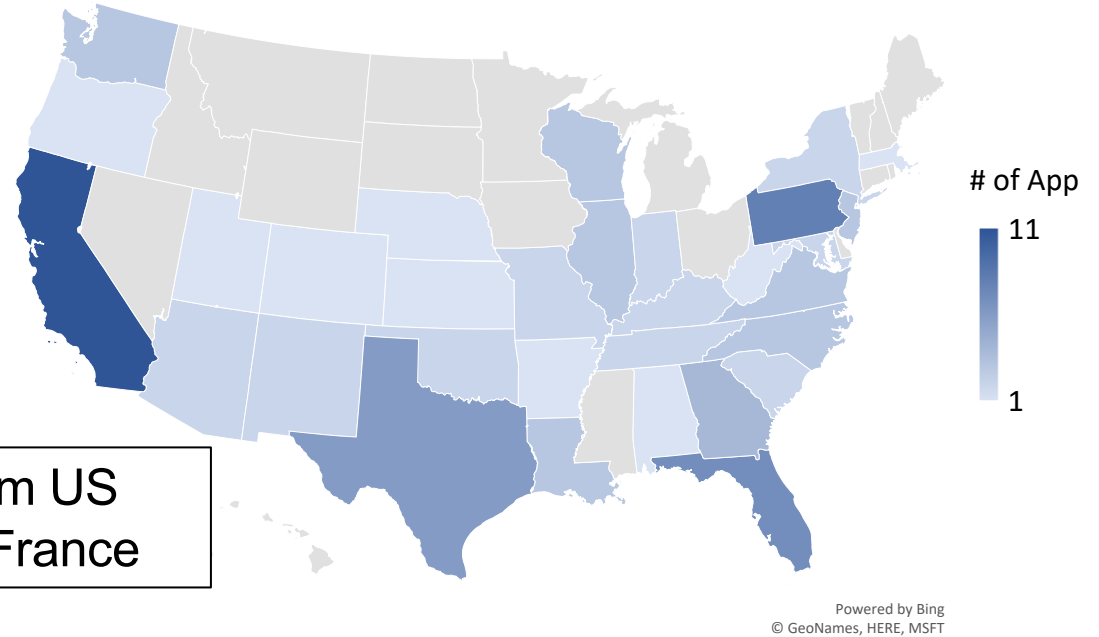
Evaluation Metrics

- Number and demographics of participants
- Number of R01 and other grants applied and awarded
- Perceived strength of relationship with peers and mentors
- Knowledge of funding opportunities
- Improvement in professional skills

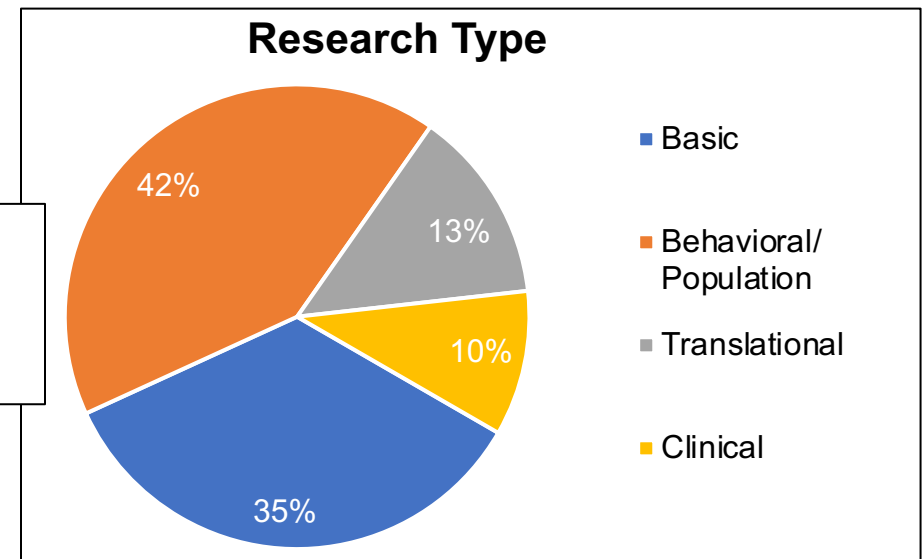
EIAP Applications 2021: 89 complete and eligible; 1 ineligible



88 Applications from US Institutions; 1 from France

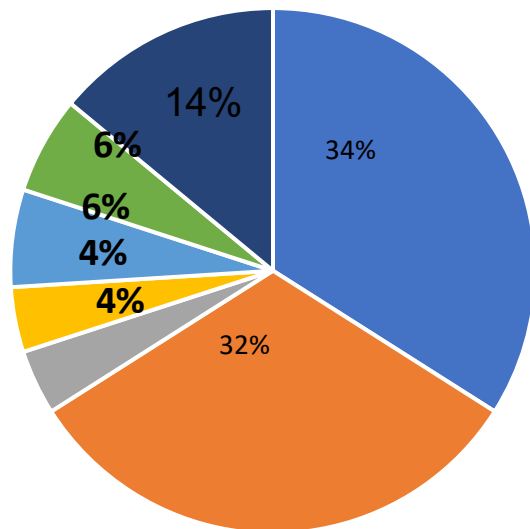


n = 89
76% Female and 24% Male
71% ESI and 29% NI



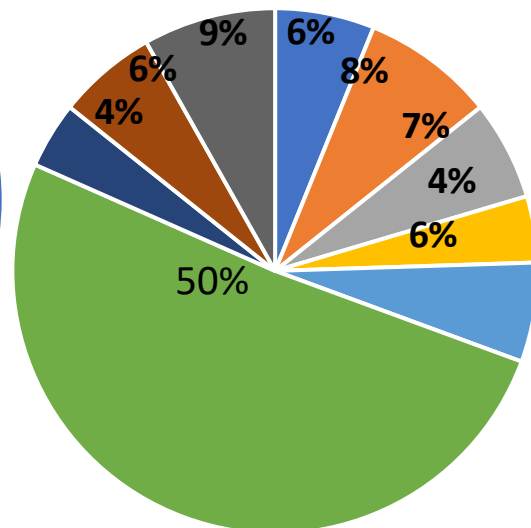
EIAP Applications 2021: 50 applicants attending 2 half day Workshop

Diversity



- Black / African American
- Hispanic / Latino
- American Indian
- Asian
- White
- Disability
- SES

Cancer Type

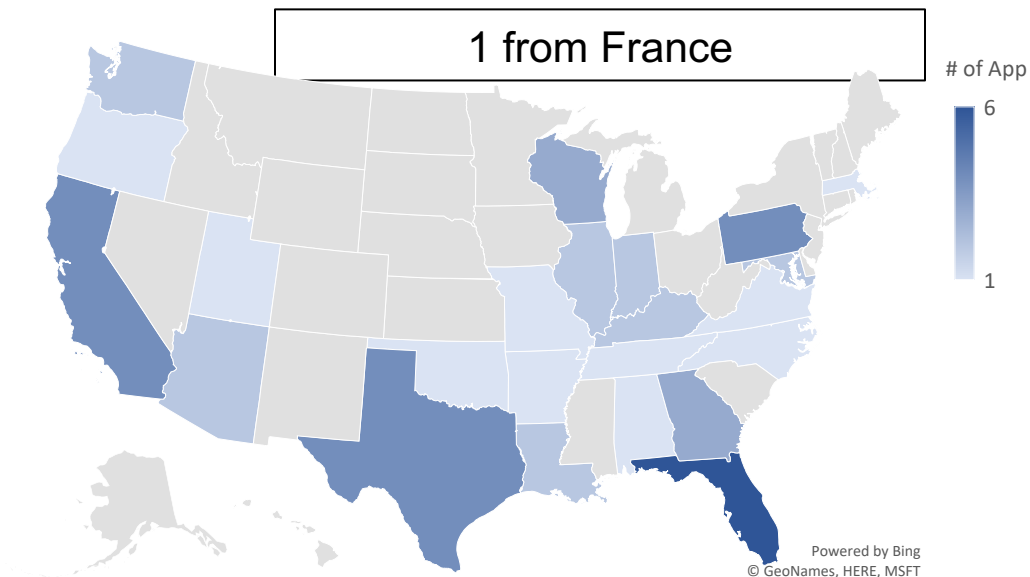


- Blood
- Cervical
- Lung
- Brain
- Colorectal
- Ovarian
- Breast
- General
- Head and Neck

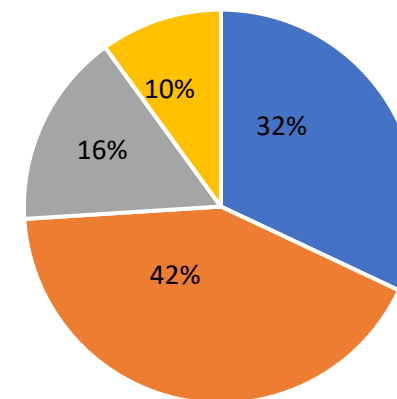
*no one reported being Alaska Native, Native Hawaiian, Other Pacific Islander, or mixed

*Head and Neck, liver, Thyroid, and GI counts were combined on the chart (each had one)

1 from France

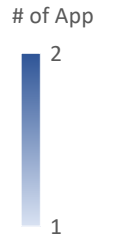


Research Type

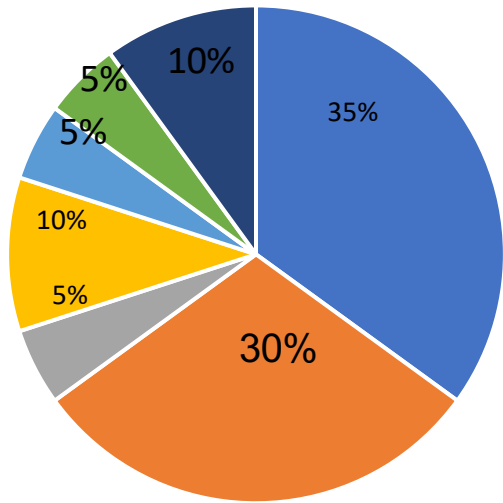


- Basic
- Behavioral/Population
- Translational
- Clinical

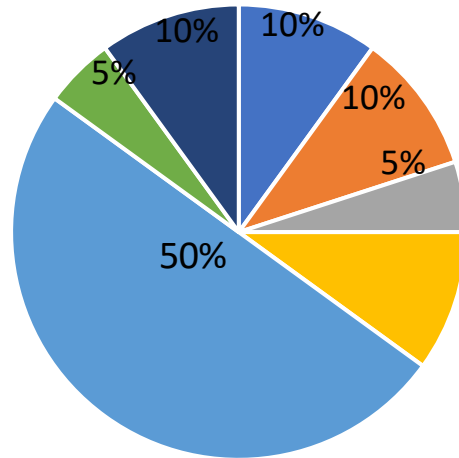
EIAP Applications 2021: 20 Chosen Scholars



Diversity



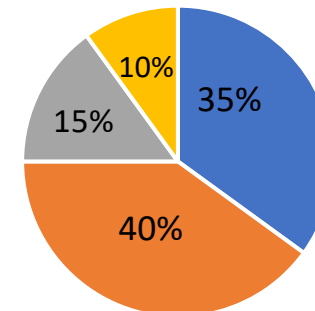
Cancer Type



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Research Type



- Basic
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EIAP Mentoring Network

- Aims to provide a supportive mentoring network for EIAP scholars and match each scholar to at least one mentor
- Connect them with established investigators, scientists in different sectors as well as near-peer and peer mentors
- Activities will be held for each EIAP cohort to encourage peer mentoring and community building
- Mentors would provide guidance to EIAP scholars in:
 - their career development
 - assisting them in securing research funding
 - helping them to translate and disseminate their research findings
 - managerial and leadership skills
 - navigating institutional culture,
 - Etc.

Volunteer mentors are expected to:

- Meet with EIAP scholar at least 1 time per month (virtually or in person, if possible)
- Proactively initiate contact with the matched EIAP scholar
- Participate in mentor training/orientation session
- Participate in EIAP mentor- mentee mixer session
- Participate in conversations with EIAP program staff or survey/evaluation related to the mentoring experience
- Mentors are expected to commit to one year at a time to ensure a degree of consistency in support for the scholars
- Program will review the arrangements yearly

Today's Speakers



Chanelle Case Borden, PhD

Associate Director of Training Programs
Office of Training and Education
Center for Cancer Training
NCI, NIH



Jackie Lavigne, PhD, MPH

Chief, Office of Education
Division of Cancer Epidemiology
and Genetics
NCI, NIH

Who Are Our EIAP Mentors?

Let's go around for introductions

- Name
- Institution
- Favorite snack



Workshop Objectives

- ✓ Help You Prep for This Unique Mentoring Opportunity
- ✓ Provide Resources for Success
- ✓ Help Build a Community of EIAP Mentors



A close-up photograph of a person's hands with red nail polish typing on a white laptop keyboard. The person is wearing a grey and white plaid blazer over a white top and blue jeans. The background is a warm, yellowish-orange wall.

How We Will Work Together

This workshop is for you - let's make it interactive!

- Use the chat
- Ask questions
- Participate in the activities

AGENDA

- Importance of Mentoring
- Expectations & Goal Setting
- Tips for Success
- Wrap Up



AGENDA



Importance of Mentoring



Expectations & Goal Setting

Tips for Success

Wrap Up



ACTIVITY

Share a mentoring experience that left an impact on your career journey

5 minutes large-group discussion



Mentorship Outcomes



- Increased productivity
- Enhanced self-efficacy
- Persistence
- Higher career satisfaction

Mentoring Scientists from Underrepresented Groups

- Scientists from underrepresented groups typically receive less mentoring than their peers
- Inadequate mentoring poses obstacles to obtaining funding



ACTIVITY

Share what you hope to accomplish as an EIAP Mentor or what you hope to gain from this experience.

5 minutes on Jamboard



AGENDA

● Importance of Mentoring

● Expectations & Goal Setting

● Tips for Success

● Wrap Up



ACTIVITY

In break out groups, generate a list of up to 5 questions you want to ask during your first meeting together.

Small-group discussion (5-7 min)



Things to consider



Mentor & mentees often have different goals, interests, aspirations, expectations



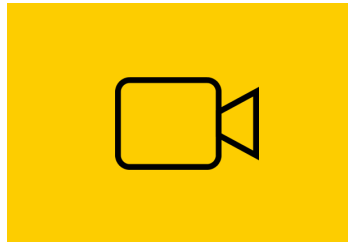
We often do an inadequate or poor job of setting expectations



We often do an inadequate or poor job of understanding expectations



Aligning expectations is key to a productive mentor/mentee relationship



Setting Expectations

- **Come up with a meeting schedule**
 - How often for 1-on-1 meetings?
 - How often should they check in with you?
 - How should they contact you?
 - Who will set the agenda?
 - What platform will you use?
- **Set reasonable expectations:** but do set them; be flexible and forgiving

Set Achievable Goals

GOALS: your mentee should work with the end goal in mind as s/he sets goals

- Clear, concise goals and expectations result in mentee less likely to forget tasks, miss deadlines, etc.



Video: Goal Setting

<https://youtu.be/1zLtfzaP58>



Set **YOUR** Goals

Video Takeaways – not this

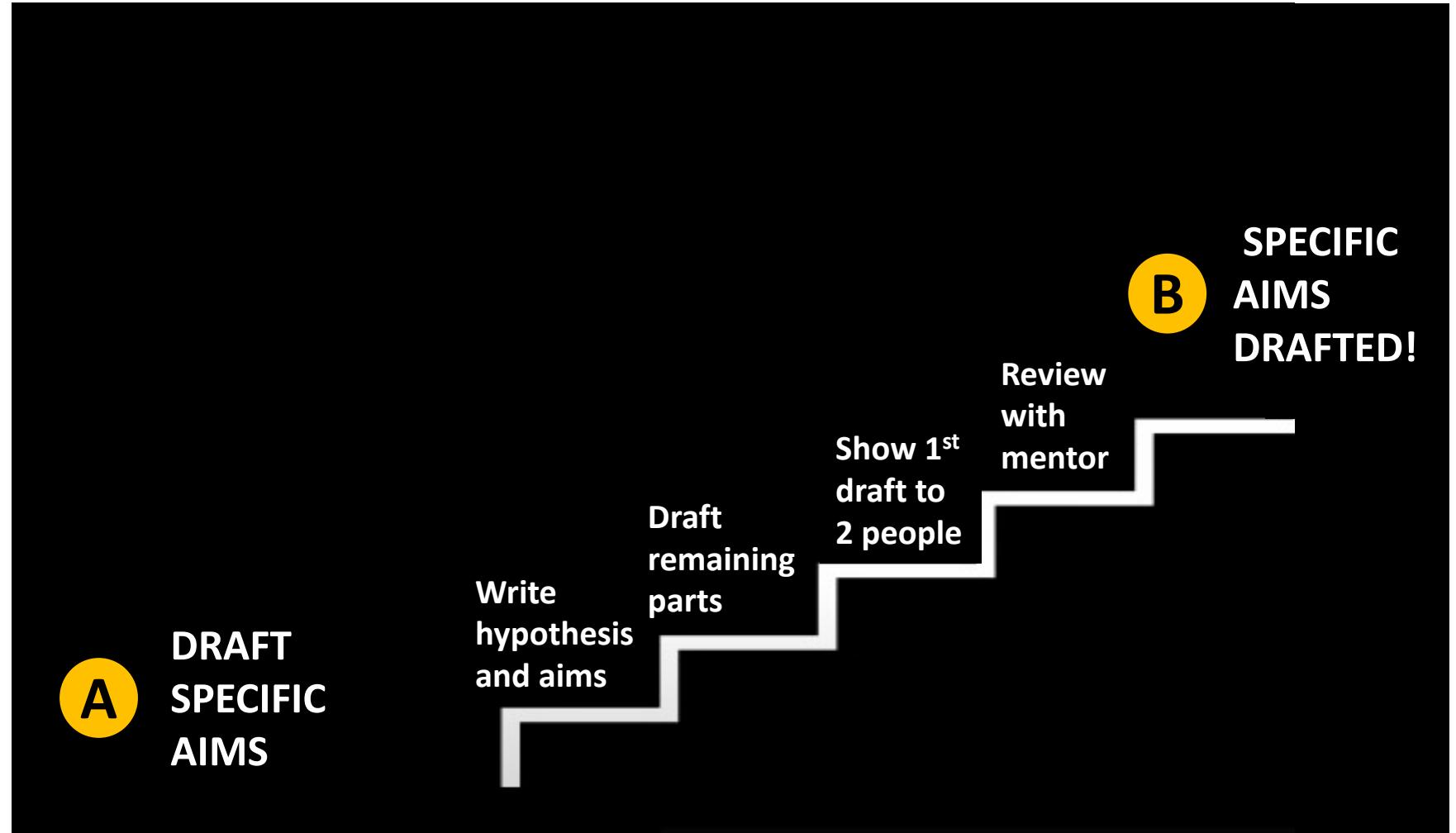
Start EIAP



Submit RO1!



Video Takeaways – do this instead



Setting R01 Goals

- Have mentee outline their specific goals
- Make sure they set timelines
- Discuss the plan together
 - Are the goals specific?
 - Are they reasonable and attainable within timeframe?
 - Where do they need your help the most?
- Make sure to revisit the goals along the way



Expectations/Goal Setting: [resource](#) for EIAP mentors

Setting Expectations

Instructions: To download a personal copy of this document that you can edit, go to File > Download.

One critical element of an effective mentor-mentee relationship is a shared understanding of what each person expects from the relationship.

How can we best work together?

Meeting Time and Frequency	<i>Who will set them up?</i>
	<i>Frequency?</i>
Communication	<i>How best to contact you? Time?</i>
	<i>Preferred platform?</i>

Establish a baseline

Helping your mentee get to know you	What is your mentoring style?
	What are your strengths?
	What lessons have you learned throughout the grant process that you can share?
Getting to know your mentee	What are their strengths?
	What are their pain points?
	What feedback have they received thus far?
	What are the key areas they would like to address?

Define your goals

Goals	Make them specific
	Make sure they are attainable
	Establish a timeline

AGENDA

● Importance of Mentoring

● Expectations & Goal Setting

● Tips for Success

● Wrap Up



Establishing a Relationship

- Tell them about you and **your mentoring style**
- Talk about your **career path**
- **Share your science story** – challenges you've had and how you overcame them



Cultural Competency

Ability to understand and interact effectively with people from other cultures; critical for cross cultural relationships

- Need to first understand your own culture
- Be willing to learn about cultural practices and worldviews of others
- Need to demonstrate a positive attitude toward cultural difference and a readiness to accept and respect those differences



Katherine Lee



Lee Felts



Hilary Reyes



Kevin Jackson



- Ask open ended questions
- Listen carefully and with interest
- Don't judge; try to understand their perspective
- Consider participating in bias training

Being Culturally Competent



Get to know your mentee

- Where do they live?
 - Be mindful of meeting times – they might live in a different time zone
- What are they working on currently?
- What do they see as their strengths as a grant writer?
- What do they see as their challenges as a writer?
- What kind of mentoring style works best for them?



Giving Feedback



Giving feedback is one of the most important things you do as a mentor

- ✓ Tell people when they're doing a good job
- ✓ Respectfully point them in the right direction when they aren't

Giving Feedback



Giving feedback is one of the most important things you do as a mentor

➤ **Mistakes Happen!**

Be understanding and use them as learning tools

➤ **Lose the Fear of Confrontation**

No one likes to give/get negative feedback, but it's [an important part of bringing out the best in mentees](#)

Giving Feedback



Giving feedback is one of the most important things you do as a mentor



Making Expectations Clear

In advance helps make feedback easier



Practice Giving Feedback

Use “I” statements, not “you” statements, and make sure to describe ideas for change



Follow Up Afterwards

Check in for clarity immediately and within a week

Ask for Feedback on Your Mentoring

Plan for check ins

- Would you like more or less direction from me?
- Do you feel you're getting enough feedback? If not, where would you like more feedback?
- What could I do as a mentor to help with challenges?



**Learn and grow
together**

Figure out what works best
for the both of you

ACTIVITY

What are you most worried about as you embark on your EIAP mentoring relationship?

Discussion (5 min)



AGENDA

● Importance of Mentoring

● Expectations & Goal Setting

● Tips for Success

● **Wrap Up**

Useful Websites



- [Culturally Aware Mentoring in Science \(6 min video\)](#)
- [DCEG Inclusivity Minute](#)
- [NRMN Online Bias Course](#)

Take a moment to reflect and post on the following question:



- In the chat, share at least one thing you will make sure to do in this EIAP relationship?

Wrap Up



Answer the following: based on today's discussion, what one thing will you try or do differently as a mentor in each of these categories

- Communication
- Aligning Expectations
- Cultural Competency

Don't hesitate to reach out with questions



Chanelle Case Borden, PhD

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Jackie Lavigne, PhD, MPH

Jackie.Lavigne@nih.gov

Enjoy Your Experience as an EIAP Mentor!

Special thanks to DIANE
WIGFIELD for the
beautiful slides!



Links to Resources



- [Setting Expectations](#) Guide
- Goal Setting and How To Achieve Your Goals [Video](#)
- Shared [Mentoring Plan Worksheet](#)