

# Enhancing Mentee Relationships

Larissa Myaskovsky, PhD

Associate Professor and

Director, Center for Healthcare Equity in Kidney Disease (CHEK-D)

UNM Health Sciences Center and School of Medicine

Associate Director, Professional Development Core, MW CTR-IN



# Outline

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- Background and training
- Former and current mentees
- Enhancing mentoring relationships
- Mentoring pearls

# Background and Training

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- BA in Psychology and Women's Studies at UCLA, 1993
- MA in Experimental Psychology at CSUN, 1995
- PhD in Social Psychology at University of Pittsburgh, 2001
- Post-Doctoral Fellowship in Clinical Epidemiology at UPSOM
- VA Fellowship in Health Services Research at VA Pittsburgh

# Advanced Training in Mentorship

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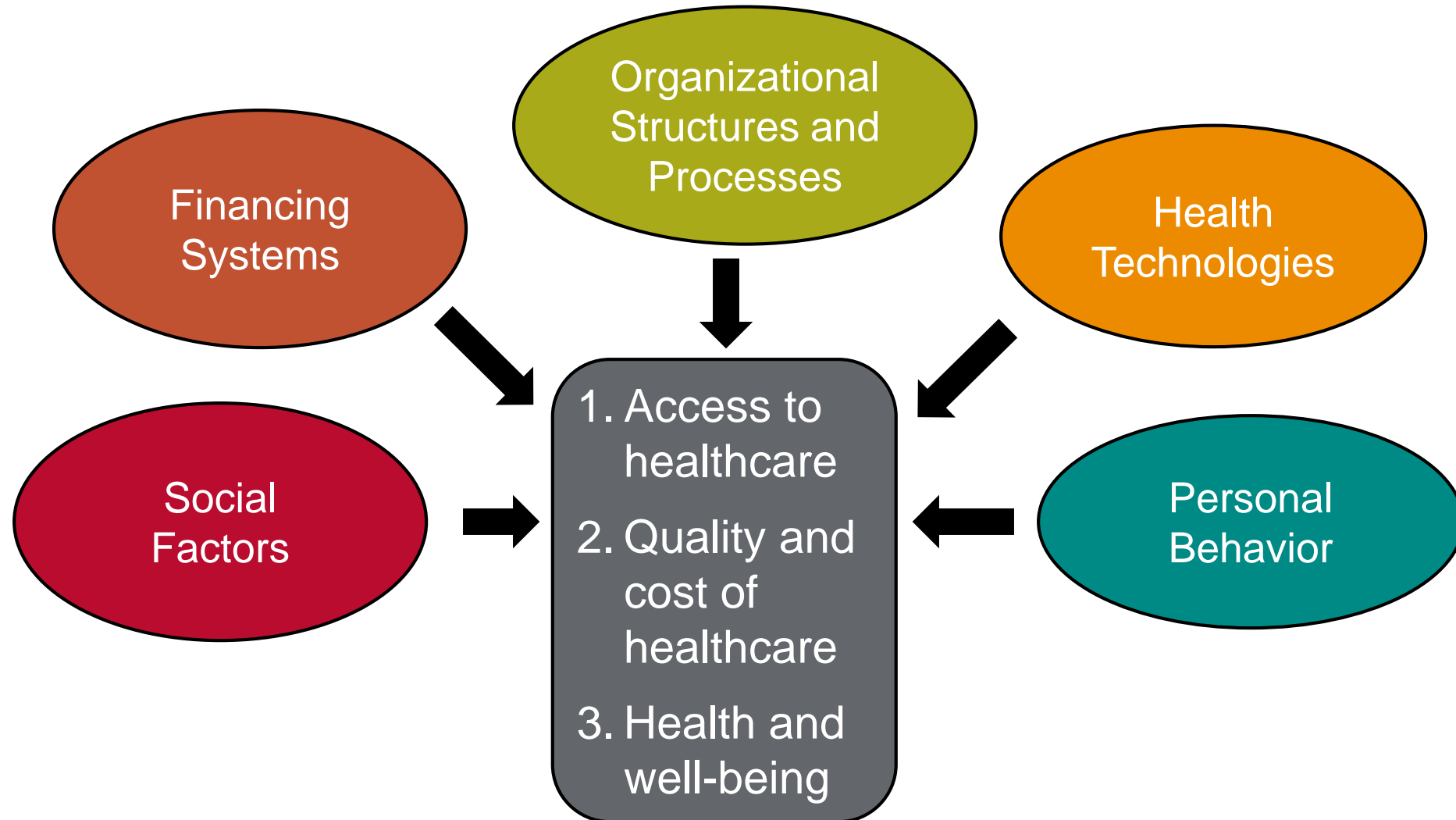
- Year-long fellowship mentoring fellowship for mid-career faculty:
  - Professional Mentoring Skills Enhancing Diversity (PROMISED) leadership training program
  - Funded by National Research Mentoring Network (NRMN)

# Three Areas of Research

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- Health Services Research
- Disparities in Healthcare
- Quality Improvement

# Health Services Research



# Health Services Research Domains

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Individuals

Families

Organizations

Institutions

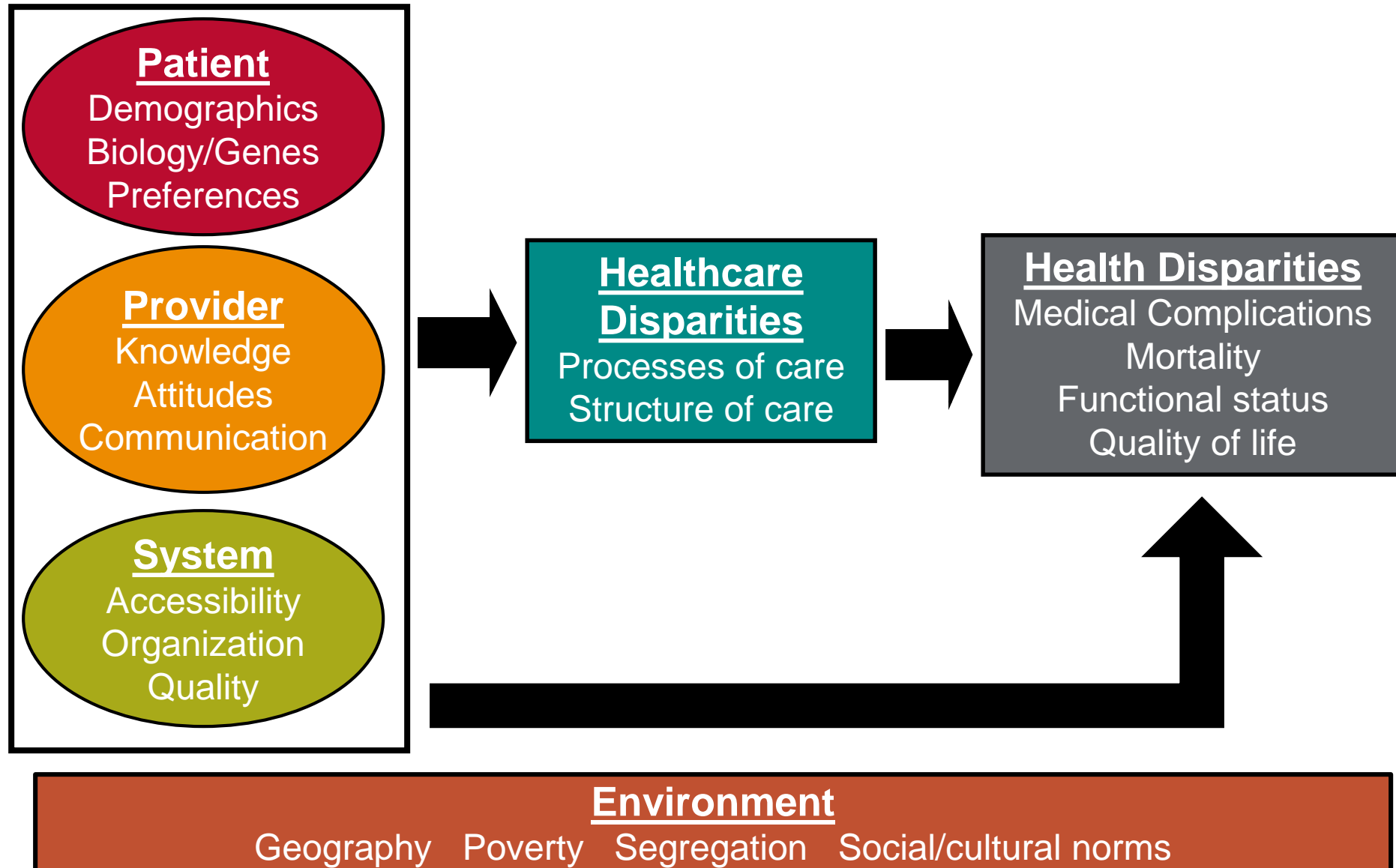
Communities

Populations



Equity  
and  
Disparities

# Conceptualizing Disparities in Health and Health Care





# Former Mentees



Amber Johnson, MD,  
MBA  
cardiology fellow



Crystal Lim, MSW, PhD,  
graduate student in social  
work



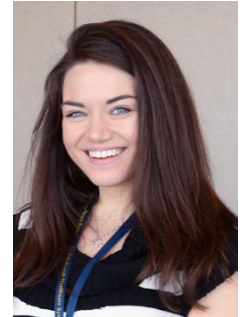
Tiffani Johnson, MD  
fellow in pediatric  
emergency medicine



Alexis Chidi, MD, PhD  
MD/PhD student



Emilee Crowell, BA



Kellee Kendall, MPH



Michael Freeman, MD  
fellow in pediatric  
nephrology



Menna Abaye, BA  
post-baccalaureate fellow



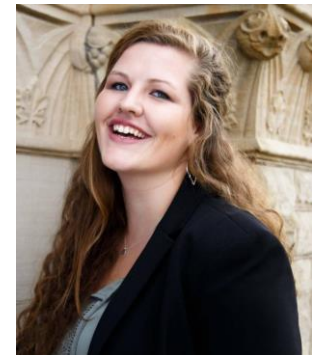
Lilinette Polsunas, MD  
medical student



Kaveh Ardan, MD  
fellow in pediatric  
rheumatology



Corinne Hendrock, MPH



Hannah Wesselman, BA

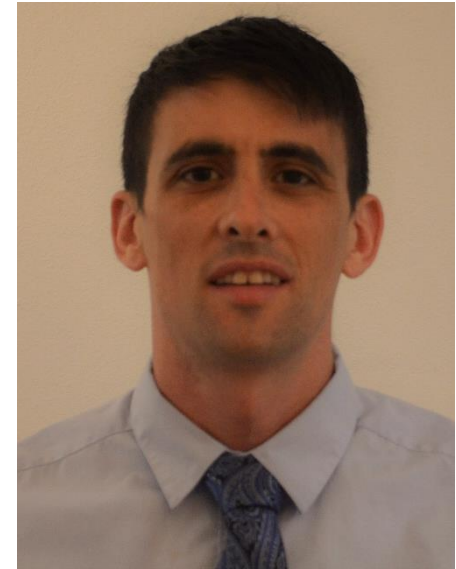
# Current Mentees in CHEK-D



**Yuridia Leyva, MS**  
CHEK-D Biostatistician



**Graham Ford, MA, MDiv**  
Graduate Student, CHEK-D;  
Psychology Department



**Samuel Swift, PhD**  
CHEK-D Post-Doctoral Fellow

# Current Faculty Mentees



**Kelly Chong,  
PhD**  
Assistant  
Professor,  
Nephrology  
Division, Internal  
Medicine



**Dolores Guest,  
RD, PhD**  
Research  
Assistant  
Professor,  
Internal  
Medicine



**Elizabeth  
Yakes  
Jimenez, PhD**  
Research  
Associate  
Professor,  
Pediatrics and  
Internal  
Medicine



**Jamie  
Krashin, MD**  
Assistant  
Professor,  
Family  
Planning  
Division,  
OB/GYN



**Jean  
McDougall,  
PhD**  
Assistant  
Professor,  
Internal  
Medicine



**Miria Kano,  
PhD**  
Assistant  
Professor,  
Internal  
Medicine

# Guiding Principles to Enhance Mentoring Relationships

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- Assess the goals of your mentee so that you are on the same page
- Experiences and life lessons are precious and informative for your mentees
- What do you wish you would have known at your particular mentee's stage?
- Mentoring benefits your research!

# Mentoring Pearls

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- Seek multiple mentors
- Respect mentor's time
- Set reasonable expectations
- Time management is critical
- Self-promotion is not a bad thing
- Be open to serendipitous opportunities
- Make time for sleep, healthy diet, & recreation

# Seek Multiple Mentors

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- Substantive mentor - Scientific content
- Colleague/peer mentor - Writing/presentation advice
- Professional mentor - Career development advice
- External mentor - Reality check
- Senior mentor - Historical advice
- Colleague/peer mentor - Upcoming experiences advice
- Jiminy Cricket mentor - Ethical considerations



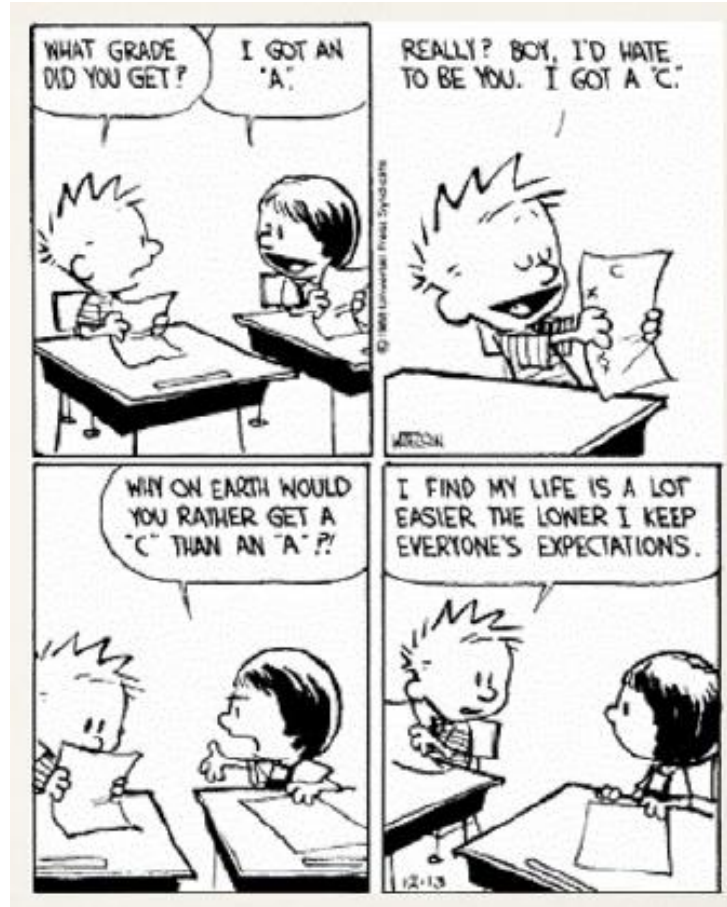
# Respect Mentor's Time

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- Open communication about expectations/deadlines
- Agree on lead time for draft review
- Prepare a plan/agenda for every meeting
- Cancel meeting if nothing to discuss
- Do not expect a response to evening/weekend emails
- Establish authorship protocol
- Remember to say please/thank you



# Set Reasonable (not low) Expectations





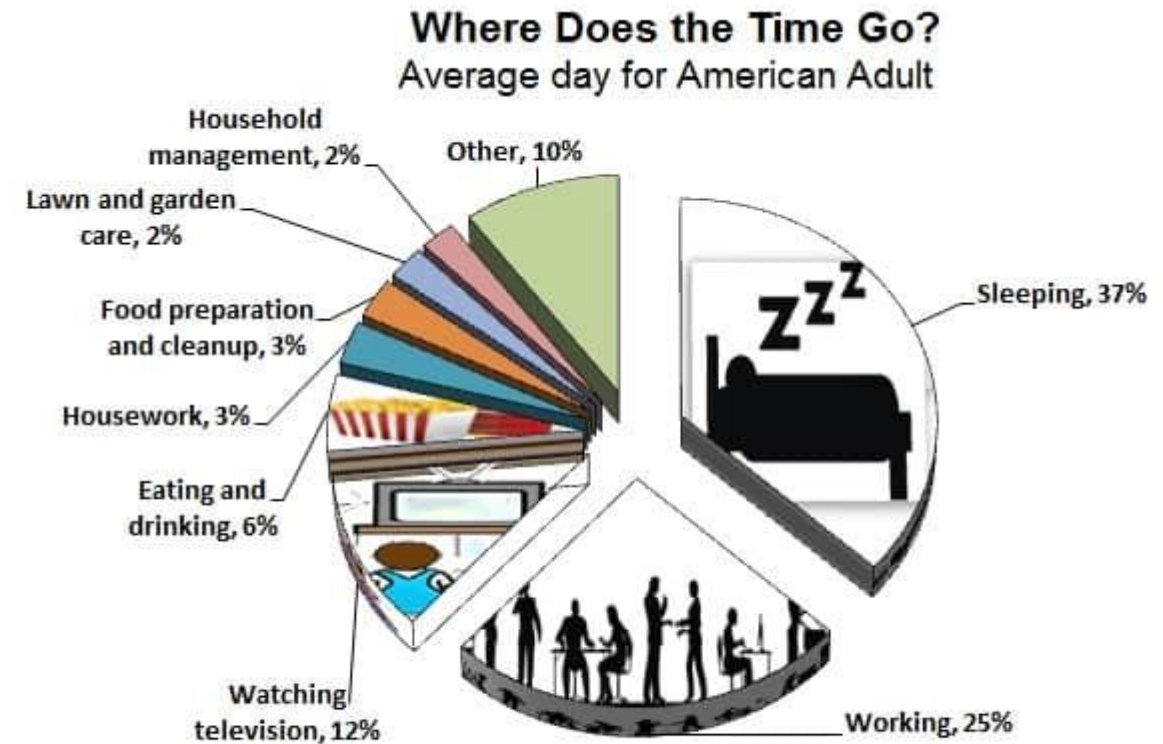
# Set Reasonable (not low) Expectations

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- IRB approval takes 2x any estimate
- Hiring (good) staff takes 2x any estimate (at least)
- Participant recruitment takes 2x any estimate
- Pilot data doesn't always provide a clear guide
- Become comfortable with rejection

# Time Management

- Schedule your day according to your priorities
- Log your time on different tasks
- Set intermediate (but firm) deadlines
- Block off time for writing in small increments
- Eliminate guilt for taking a break
- Hold yourself accountable
- Turn off email notifications



Source: Bureau of Labor Statistics, American Time Use Survey (2014)

# Self-Promotion is Good

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- Not self-aggrandizement or arrogance
- Sharing important information about your work
- Sharing findings with extremely busy people
- Disseminating one's results or deliverables



# Be Open to Serendipitous Opportunity

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- Find a useful lesson from every activity
- Eliminate rigidity in research/career goals
- Use conferences for networking and research
- Listen for research ideas from your patients



# Make time for Sleep, Diet & Recreation

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- Health and longevity
- Stress reduction
- Productivity
- Balance

