

# Mentor Training at UVA

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# CIMER Training

- NIGMS -> NRMN and CIMER (U Wisconsin – Madison)
- Curriculum developed and validated for FREE distribution to the community
- Provide Mentor Training at institutions or at CIMER
- Provide facilitator training for faculty and/or administrators

# Our Training



## Day 1

Introduction

Maintaining Effective Communication

Aligning Expectations

Addressing Equity and Inclusion

## Day 2

Assessing Understanding

Fostering Independence

Promoting Professional Development

Articulating Your Mentoring Philosophy/Plan

# Implementation

2019: Janet Branchaw (CIMER) delivers pilot workshop to stakeholders

Gather support from Training Grant PIs and Department Chairs

I do Facilitator Training at CIMER

2020: Jan – pilot workshop for BME

(Then - we all know what happens)

- Work on converting to virtual workshops
- CIMER offers additional training for virtual
- People train to co-facilitate

2021: Implement BIMS Compact Process

Launch BIMS Mentoring Workshop

Current: Over 160 faculty trained, another workshop scheduled in November

# The Adaptable CIME curriculum

## Entering Mentoring

The Entering Mentoring curricula is designed for those who wish to implement process based, professional development workshops for research mentors. You may choose one of our complete, pre-assembled packages or build your own customized curriculum.



Complete  
Curricula



Custom  
Curricula

Training for: Research Mentor


Competencies: All

Disciplines: All

Career Stages: All

## Addressing Equity and Inclusion

**Activity**



Reflecting on Diversity

- ▶ Addressing Equity and Inclusion
- ▶ Clinical and Translational Sciences
- ▶ Junior Faculty
- ▶ Post Doc

Preview Add to Book

**Activity**



Reflect on Unconscious Assumptions

- ▶ Addressing Equity and Inclusion
- ▶ Clinical and Translational Sciences
- ▶ Junior Faculty
- ▶ Post Doc


Preview Add to Book

**Case Study**




- Uncheck All
- Overview
- Addressing Equity and Inclusion
- Aligning Expectations
- Articulating Your Mentoring Philosophy and Plan
- Assessing Understanding
- Cultivating Ethical Behavior
- Fostering Independence
- Fostering Wellbeing
- Introduction to Mentor Training
- Maintaining Effective Communication
- Promoting Professional Development
- Promoting Research Self-efficacy
- Work Life Integration

**Activity**




Share Experience as Outsider

- ▶ Addressing Equity and Inclusion
- ▶ Clinical and Translational Sciences
- ▶ Junior Faculty
- ▶ Post Doc

Preview Add to Book

**Activity**



Dig Deeper

- ▶ Addressing Equity and Inclusion
- ▶ Clinical and Translational Sciences
- ▶ Junior Faculty
- ▶ Post Doc

Preview Add to Book

**Activity**



**Activity**



## Addressing Equity and Inclusion

Save & Download Book 0

**Activity**

Reflecting on Diversity

- ▶ Addressing Equity and Inclusion
- ▶ Clinical and Translational Sciences
- ▶ Junior Faculty
- ▶ Post Doc

[Preview](#) [Add to Book](#)

**Activity**

Reflect on Unconscious Assumptions

- ▶ Addressing Equity and Inclusion
- ▶ Clinical and Translational Sciences
- ▶ Junior Faculty
- ▶ Post Doc

[Preview](#) [Add to Book](#)

**Activity**

Implications of Diversity Research

- ▶ Addressing Equity and Inclusion
- ▶ Clinical and Translational Sciences
- ▶ Junior Faculty
- ▶ Post Doc

[Preview](#) [Add to Book](#)

**Activity**

...

- ▶ Addressing Equity and Inclusion
- ▶ Clinical and Translational Sciences
- ▶ Junior Faculty
- ▶ Post Doc

[Preview](#) [Add to Book](#)

**Activity**

...

- ▶ Addressing Equity and Inclusion
- ▶ Clinical and Translational Sciences
- ▶ Junior Faculty
- ▶ Post Doc

[Preview](#) [Add to Book](#)

**Activity**

Dig Deeper

- ▶ Addressing Equity and Inclusion
- ▶ Clinical and Translational Sciences
- ▶ Junior Faculty
- ▶ Post Doc

[Preview](#) [Add to Book](#)

**Case Study**

Cultural Sensitivity

- ▶ Addressing Equity and Inclusion
- ▶ Clinical and Translational Sciences

**Activity**

Addressing Equity and Inclusion Full Session

- ▶ Addressing Equity and Inclusion
- ▶ Clinical and Translational Sciences

**Activity**

Reflecting on Diversity

- ▶ Addressing Equity and Inclusion
- ▶ Biomedical

**Activity**

...

- ▶ Addressing Equity and Inclusion
- ▶ Biomedical

**Activity**

...

- ▶ Addressing Equity and Inclusion
- ▶ Biomedical

**Activity**

Outsider Experience

- ▶ Addressing Equity and Inclusion
- ▶ Biomedical

- Uncheck All
- Astronomy and Astrophysics
- Biology
- Biomedical
- Chemistry
- Clinical and Behavioral Sciences
- Clinical and Translational Sciences
- Community Engaged Health Sciences
- Engineering
- Field Biology
- Field Geology
- Generic
- Interdisciplinary
- Math
- Multidisciplinary
- Physics
- Psychology
- Social Sciences

# Search Custom Curricula

Save & Download Book



Training for:  Competencies:  Disciplines:  Career Stages:

## Addressing Equity and Inclusion

- Uncheck All
- Graduate
- Junior Faculty
- Post Doc
- Undergraduate

**Activity**

Reflecting on Diversity

- ▶ Addressing Equity and Inclusion
- ▶ Clinical and Translational Sciences
- ▶ Junior Faculty
- ▶ Post Doc

**Activity**

Reflect on Unconscious Assumptions

- ▶ Addressing Equity and Inclusion
- ▶ Clinical and Translational Sciences
- ▶ Junior Faculty
- ▶ Post Doc

**Activity**

Implications of Diversity Research

- ▶ Addressing Equity and Inclusion
- ▶ Clinical and Translational Sciences
- ▶ Junior Faculty
- ▶ Post Doc

**Case Study**

Is it OK to Ask?

- ▶ Addressing Equity and Inclusion
- ▶ Clinical and Translational Sciences
- ▶ Junior Faculty
- ▶ Post Doc

**Activity**

Share Experience as Outsider

- ▶ Addressing Equity and Inclusion
- ▶ Clinical and Translational Sciences
- ▶ Junior Faculty
- ▶ Post Doc

**Activity**

Dig Deeper

- ▶ Addressing Equity and Inclusion
- ▶ Clinical and Translational Sciences
- ▶ Junior Faculty
- ▶ Post Doc



# Mentor - Aligning Expectations - Biomedical - Graduate

The screenshot displays the CIMER web application interface. At the top, there is a navigation bar with the CIMER logo and links for 'My User Profile', 'My Surveys', 'My Curricula', 'Training Curricula', and 'Log Out'. Below the navigation bar, there are filters for 'Training for: Research Mentor', 'Competencies: 1 checked', 'Disciplines: 1 checked', and 'Career Stages: 1 checked'. The main content area is titled 'Aligning Expectations' and features a grid of six resource cards. Each card includes a title, a DNA helix icon, a category (Case Study or Activity), a list of tags (Aligning Expectations, Biomedical, Graduate, Post Doc), and buttons for 'Preview' and 'Add to Book'. The resources are: 'The Slow Writer' (Case Study), 'Reviewing Mentor/Mentee Compacts' (Activity), 'The Second Year Blues' (Case Study), 'Determining Reasonable Expectations' (Activity), 'Establish Mentee Goals Using Compacts' (Activity), and 'Strategies to Identify Expectations' (Activity). A seventh card, 'Challenges with Multiple Mentors' (Activity), is partially visible at the bottom.

**CIMER** [Home](#) [My User Profile](#) [My Surveys](#) [My Curricula](#) [Training Curricula](#) [Log Out](#)

Training for: **Research Mentor** Competencies: **1 checked** Disciplines: **1 checked** Career Stages: **1 checked**

## Aligning Expectations

Case Study	Activity	Case Study	Activity	Activity	Activity
 <b>The Slow Writer</b>	 <b>Reviewing Mentor/Mentee Compacts</b>	 <b>The Second Year Blues</b>	 <b>Determining Reasonable Expectations</b>	 <b>Establish Mentee Goals Using Compacts</b>	 <b>Strategies to Identify Expectations</b>
<ul style="list-style-type: none"><li>Aligning Expectations</li><li>Biomedical</li><li>Graduate</li><li>Post Doc</li></ul>	<ul style="list-style-type: none"><li>Aligning Expectations</li><li>Biomedical</li><li>Graduate</li><li>Post Doc</li></ul>	<ul style="list-style-type: none"><li>Aligning Expectations</li><li>Biomedical</li><li>Graduate</li><li>Post Doc</li></ul>	<ul style="list-style-type: none"><li>Aligning Expectations</li><li>Biomedical</li><li>Graduate</li><li>Post Doc</li></ul>	<ul style="list-style-type: none"><li>Aligning Expectations</li><li>Biomedical</li><li>Graduate</li><li>Post Doc</li></ul>	<ul style="list-style-type: none"><li>Aligning Expectations</li><li>Biomedical</li><li>Graduate</li><li>Post Doc</li></ul>
<a href="#">Preview</a> <a href="#">+ Add to Book</a>	<a href="#">Preview</a> <a href="#">+ Add to Book</a>	<a href="#">Preview</a> <a href="#">+ Add to Book</a>	<a href="#">Preview</a> <a href="#">+ Add to Book</a>	<a href="#">Preview</a> <a href="#">+ Add to Book</a>	<a href="#">Preview</a> <a href="#">+ Add to Book</a>

**Activity**  
  
**Challenges with Multiple Mentors**

# Next Steps

- Fostering Wellbeing and Work-Life Integration Modules
- Culturally Aware Mentoring Training
- CAM Facilitator Training
  
- BYRC Training
- Entering Research