Flight Tracker Consortium Meeting

January 4, 2023

www.edgeforscholars.org

@EdgeForScholars

https://redcap.link/flight_tracker

Meeting Agenda

What's New?
National Mentoring Month
Streamlined Uploads of Intake Form & Old NIH Training Tables
Check Mentees' Progress on Mentee-Mentor Agreements

Deep Dive: The Metrics of Mentoring

What's Next?
NIH Training Table 1 Support
An Upgrade for the Grant Wrangler

Office Hours with Rebecca & Scott

What's New?

National Mentoring Month

January is National Mentoring Month! Here's what you need to know:

- National Research Mentoring Network: nrmnet.net
  - Geared towards researchers
  - Events this month celebrate mentoring
- MENTOR National: mentoring.org
- Follow @EdgeForScholars for a month of mentoring
- Tweet #NationalMentoringMonth

National Mentoring Month: Dates

- **January 11**: I am a Mentor Day
- **January 16**: MLK Day of Service
- **January 17**: International Mentoring Day
- **January 26**: Thank Your Mentor Day

Streamlining Data Uploads

- Versions **4.22.0** and **4.22.1**: Streamlining of data uploads
  - Select all/none on certain questions instead of one at a time
  - Only answer repeating questions once and affect all
  - Better parsing of publications from Table 5 (unstructured)

- **Desired Workflow**:
  - Training Tables in MS Word
  - → Copy/paste to Excel
  - → Upload CSV into Flight Tracker
- Work on this topic is ongoing with addition of new projects at Vanderbilt

Mentee-Mentor Agreements

- Mentors can check mentees' progress on the Mentee-Mentor Agreements (**4.22.0**)
- Link available under Mentors menu → Dashboard

Step 3: Pass on the Links

Pass along this link to any mentee or mentor that (A) has a REDCap userid and (B) is registered in your Flight Tracker as a Scholar/Mentee or a Primary Mentor (with a <u>registered userid</u>). With this link, they can access their relevant mentoring information anytime.

https://redcap.vanderbilt.edu/plugins/career_dev/mentor/intro.php?project_id=66635

<u>Copy</u>

Pass along this link to mentors so that they can check their mentees' progress.

https://redcap.vanderbilt.edu/plugins/career_dev/mentor/menteeProgress.php?project_id=66635

<u>Copy</u>

Mentee-Mentor Agreements

- Looks in all Flight Tracker projects for mentees and displays status
- For mentors to check in on their mentees
- Preliminary step to a Scholar Portal coming in late spring
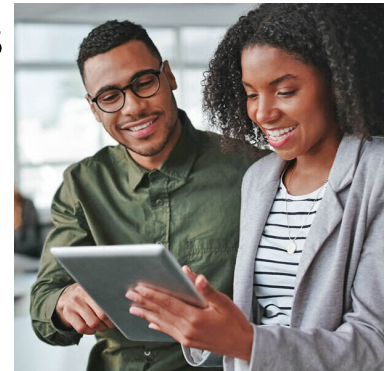
Deep Dive

The Metrics of Mentoring

The Practice of Mentoring

- Perhaps the most important variable in career trajectories
- Can determine a trainee's ultimate success or failure
- Trainees know who's a "good mentor" and want access to that person; more difficult to explain why
- Based on personal traits and difficult to quantify; poorly understood on a sociological level
- Literature about mentoring in academic medicine acknowledges this
- Need data to develop best practices of mentoring
- **Ultimate goal**: Figure out what practices contribute to timely K→R conversion and increased impactful publications

Flight Tracker & Mentoring

- Collect data about career success
- Setup: Adding a mentor for a scholar
- Mentee-Mentor Agreements – greasing the wheels
- Tracking mentor performance (mentor awards?)

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for scholars

"You can't improve what you don't measure."

- Pioneer of Management Peter Drucker

"Count something. … If you count something you find interesting, you will learn something interesting."

- Atul Gawande, surgeon at Brigham & Women's

Factors in Success

- Mentoring!
- Institutional resources & workshops
- Preparation & planning
- Determination amidst setbacks
- Overachiever bias

(Facilitated by Flight Tracker)

Measuring Career Success

- NIH shows the way (especially in training tables)
- Grants, publications & promotion
- Focus on accelerating underrepresented and disadvantaged groups:
  - Historically underrepresented racial & ethnic minorities
  - Socioeconomically disadvantaged
  - Those with disability

Counting Success in Research

How can we count successes?

- (Imperfect at best, but necessary)

- Increase in K→R conversion rates

- Quicker time to conversion

- Promotion rates

- Quantity of publications

- Quality of publications (Relative Citation Ratio)

Goal: Figure out how mentoring affects these

Adding Mentors in Flight Tracker

- You can't analyze mentoring without identifying mentors
- Flight Tracker needs mentors' names and user-ids
- Mentors menu → Add Mentors for Existing Scholars

REDCap user-ids are automatically looked up so that mentees and mentors can use the mentoring agreement. In case of multiple matches, you must confirm each user-id. Be wary that certain mentors might alternately have listed a formal name or a nickname.

Or request a user-id from the REDCap Team.

Upload Mentors in Bulk

Please follow this template and upload the resulting CSV.

Choose File | No file chosen

Upload

Or Specify a Primary Mentor

First, search for a Scholar/Mentee: [_____] Search

Mentee-Mentor Agreements

- Anticipate potential issues and talk about them beforehand via survey
- Get essential data about the inside of a mentoring relationship
- Accessed by mentee and mentor

Getting Started with MMAs

- Mentors menu → Mentee Mentor Agreement Dashboard

- Three steps to get started:
  - Configure for your project
  - Look up REDCap User-ids (for mentees and mentors)
    *** Cannot function without user-ids
  - Email links to mentees

Scholar Portal

- MMAs will be featured prominently in a Scholar Portal, anticipated in late spring

- Scholar Portal will interface directly with scholars and mentors; provide data-based updates on their career development

- Needs user-ids and REDCap logins to function

- Still being designed…

Tracking Mentor Performance

- Great for awards in mentoring
- Mentors menu → Mentor Performance
- Click a button to show table, sorted by metric
- Individual excellence can be identified when used together

Current Scholars and Their Mentors

(K) denotes on K or equivalent; (R) denotes on R01 or equivalent; (left) denotes left-institution; (off K) denotes a lack of conversion

Sorted by Number of Mentees

Sorted by Conversion Rate

Mentor Performance

- Conversion rate is best for postdoctoral (K) training grants
- Measures how many have received an R01 grant or an R01 equivalent

Sorted by Number of Mentees
Sorted by Conversion Rate

Mentor	Number of Mentees	Mentees	Conversion Rate
Wei Zheng	5	Valerie Gunchick (off K) Guochong Jia (off K) Lili (Lyric) Liu (off K) Ying Liu (R) Fangcheng Yuan (off K)	20% 1/5
Katherine Hartmann	5	Ayush Giri (R) Simone Herzberg (off K) Kara Michels (off K) Sudeshna Mukherjee (off K) Sifang Zhao (off K)	20% 1/5
Sten Vermund	4	Webster Kasongo (off K) Jun Tao (K) Chen Zhang (off K) Lan Zhang (R)	33.3% 1/3
zhengw zhengw2	3	Lili (Lyric) Liu (off K) Ying Liu (R) Fangcheng Yuan (off K)	33.3% 1/3

Using Mentor Performance

- We, Vanderbilt's Edge for Scholars team, award an annual mentoring award based on these figures

- Award trumpets distinguished mentoring in translational research

- The awardee gets presented at a research forum and gives an acceptance speech, further highlighting good mentoring practices

- Economical, precise way to make good mentoring prestigious and infectious

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What's Next?

NIH Training Table 1 Support

- Current support for NIH Training Tables: 2, 3, 4, 5 & 8

- Last step: Table 1 for census of programs

- Relies on institutional collaboration for figures

- Initial coding complete; being reviewed by a team tomorrow

Renovations: Grant Wrangler

- The Grant Wrangler is Flight Tracker's way to control which grants are associated with your scholar

- Currently, a clunky, old appearance

- We had our team's user-interface specialist redesign it

- Plan to release update in January and to present it in February

EdgeForScholars.org

Give your scholars a link to keep track of National Mentoring Month with writers from all over America at **EdgeForScholars.org**

Upcoming Deep Dive Topics

February: Celebrating, Wrangling, & Analyzing Grants

Troubleshooting Call

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Monthly Troubleshooting Call (optional)

**Third Wednesday at 1pm Central Time
January 18, 2023**

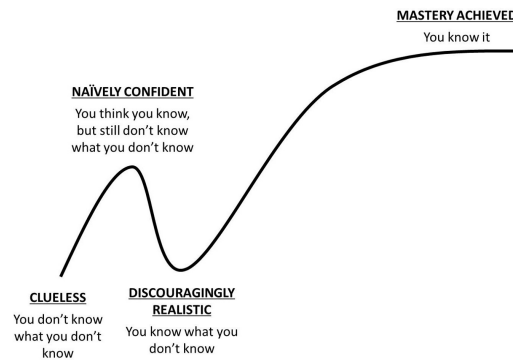***Driven by Your Questions & Problems***
All are welcome!

Ask to join our email list for an invitation...

Newbie Call

FLIGHT TRACKER *for scholars*

Just getting started with Flight Tracker?

MASTERY ACHIEVED
You know it

NAÏVELY CONFIDENT
You think you know,
but still don't know
what you don't know

CLUELESS
You don't know
what you don't
know

**DISCOURAGINGLY
REALISTIC**
You know what you
don't know

There's a definite learning curve.

Move up more quickly by joining **January's "newbie" call**.

Tuesday, January 10, at noon Central Time

[Friday, February 17, at noon Central Time]

Leave your email in the chat to receive an invitation

Office Hours with Rebecca & Scott

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