



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](https://twitter.com/EdgeForScholars) for a month of mentoring
- Tweet [#NationalMentoringMonth](https://twitter.com/EdgeForScholars)



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 registered userid). With this link, they can access their relevant mentoring information anytime.

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

Copy

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

Copy



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



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Eric Austin's Mentees

Project	Agreement Last Updated	Mentee	Link to Agreement
MSCI (pid 117692)	X	Joshua (Josh) Chew (joshua.d.chew@vumc.org)	https://redcap.vanderbi Copy
	X	Neil Charles Tarek Zaki (neil.zaki@vumc.org)	
	Sep 24 2020	Meredith Campbell (meredith.campbell@vumc.org)	
	Sep 18 2020	William Aubrey McEachern (william.a.mceachern@vumc.org)	
Pediatric Cadiology (pid 136337)	X	Joshua D Chew (joshua.d.chew@vumc.org)	https://redcap.vanderbi Copy
	X	Neil C Zaki (Neil.zaki@vumc.org)	
	X	William A McEachern (William.a.mceachern@vumc.org)	
	X	Kelsey W Malloy (Kelsey.w.malloy@vumc.org)	



Looking for Mentees Across 51 Projects...





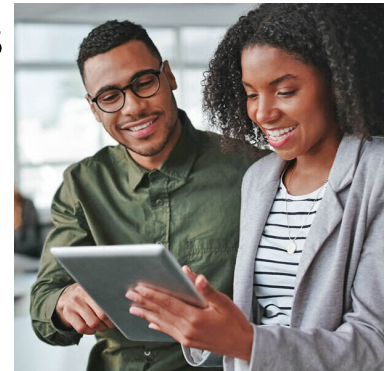
Deep Dive

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?)





“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 $K \rightarrow R$ 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.

No file chosen

Or Specify a Primary Mentor

First, search for a Scholar/Mentee:

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



[Front Page](#)

Welcome, Eric!

[Start Now](#)

Welcome to a new way to think about the agreement of collaboration between a Mentee (also referred to here as 'Scholar') and Mentor. Mentee-Mentor Scholar Agreements ('Mentoring Agreement') function to define a mutually agreed upon set of goals and parameters which provide a foundation for the mentoring relationship. Ideally, a formal agreement will address a broad range of domains, including the Scholar's research and education, professional development and career advancement and interactions between the scholar and mentor with respect to support, communication, personal conduct and interpersonal interactions.

While seen as a valuable mechanism to align expectations between scholars and mentors, and provide a road map for collaboration, agreements are not uniformly employed. One possible reason for the lack of universal use is the need for a more

Characteristics
of a
Successful
Mentor



A successful mentor is not just an advisor, but a role model, guide and colleague.

[Learn More](#)

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

Getting Started

Step 1: Configure

Configure the Agreements for your institution and project.

Step 2: Get User IDs

You will need to make sure you have REDCap user-ids for any mentees and for their mentors. Currently, you have 61 scholars/mentees, 58 user-ids for mentees, 41 mentor names, and 40 user-ids for mentors. Input the mentee userid on each record's Identifiers form. Mentor names can be input using [this tool](#) or manually input on each record's Manual Import form. Multiple mentor names and user-ids can be separated by commas.

[Lookup REDCap User IDs](#)

Lookup a REDCap User ID

Please remember that some users might employ nicknames or maiden names.

First Name:

Last Name:

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 [registered userid](#)). With this link, they can access their relevant mentoring information anytime.

https://redcap.vanderbilt.edu/external_modules/?prefix=flightTracker&page=mentor%2Fintro&project_

[Copy](#)

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

https://redcap.vanderbilt.edu/external_modules/?prefix=flightTracker&page=mentor%2FmenteeProgre

[Copy](#)

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

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



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

Cardiology T32

FLIGHT TRACKER for scholars

Home General Grants Pubs View Wrangle Scholars REDCap Dashboards Cohorts / Filters Mentors Resources Help

Show 100 entries Search: euroscience

Date	Input By	Participating Department or Program	Population	Total Faculty	Participating Faculty	Total Trainees	Total Trainees Supported by any HHS Training Award	Total Trainees with Participating Faculty	Eligible Trainees with Participating Faculty	TGE Trainees Supported by this Training Grant (Renewals / Revisions)	Trainees Supported by this Training Grant (R90 Only Renewals / Revisions)
2022-12-29		Neuroscience	Postdoctorates	32 (4/5)	20 (4/5)	27 (4/5)	20 (3/5)	12 (3/5)	5 (4/5)	3 (4/5)	1 (4/5)
2022-12-26	Rebecca Helton	Neuroscience	Predoctorates	32 (2/5)	20 (3/5)	31 (4/5)	20 (5/5)	14 (3/5)	7 (4/5)	4 (4/5)	1 (3/5)

Showing 1 to 2 of 2 entries (filtered from 6 total entries)

NIH Training Table 1 Rows

AAA

Please complete the survey below.

Your answers will be shared with other training grant administrators across this institution. Thank you!

1) Name * must provide value

2) Email * must provide value

3) Participating Department or Program * must provide value

Postdocs and predocs must be entered separately so that they can be made into separate tables for Parts 1 & 2. Some grants only have one component, and only that row needs to be entered.

4) Population Predoctorates Postdoctorates
Predocctorates = Part I; Postdoctorates = Part II

The **reliability index** is a subjective measure to specify roughly how confident you are in this result. A value of 1 denotes a low reliability; a value of 5 denotes high reliability. This index will allow consumers of your data to quickly ascertain whether they need to regenerate it or not.

5) Total Faculty **Reliability Index** (1 = low, 5 = high)
 1 2 3 4 5

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

A screenshot of the EdgeForScholars.org website. The header features the site name "edgeforscholars.org" in a dark grey bar, with "Log In", "Register", and a search icon to the right. Below the header is a navigation bar with the tagline "CANDID COMMENTARY. GRITTY TRUTHS. SHARPEN YOUR ACADEMIC EDGE." and a "Video Vault" tab. The main content area displays three article cards. The first card, "Growing Opportunities: Research Funding Bulletin Board" by The Edge for Scholars, includes a photo of seedlings and statistics: 0 comments, 24 likes, and 9606 views. The second card, "Lessons Learned While Building a Research Career: Mentoring Matters" by Ciara Shaver, MD, PhD, includes a photo of silhouettes and statistics: 0 comments, 0 likes, and 7 views. The third card, "Figure It Out with These Poster Design Tips from the Pros" by Aimee Edgeworth, includes a photo of a poster. On the right side, there is a "FOLLOW US" section with social media icons for Facebook, Twitter, LinkedIn, and Instagram, and a quote: "Edge for Scholars is a space for candid discussions about life in academics." Below this is a portrait of a woman.

Upcoming Deep Dive Topics



February: Celebrating, Wrangling,
& Analyzing Grants



Troubleshooting Call



Monthly Troubleshooting Call (optional)

Third Wednesday at 1pm Central Time
January 18, 2023

Driven by Your Questions & Problems
All are welcome!

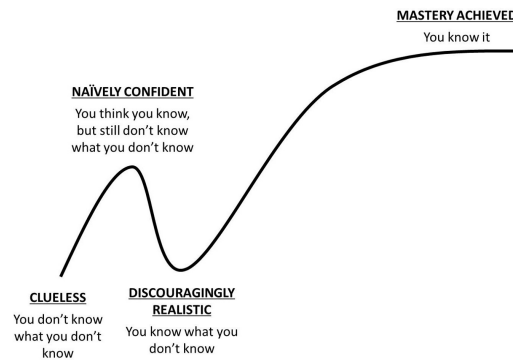
Ask to join our email list for an invitation...



Newbie Call



Just getting started with Flight Tracker?



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



Office hours



www.edgeforscholars.org

 [@EdgeForScholars](https://twitter.com/EdgeForScholars)

https://redcap.link/flight_tracker