AADR MIND the Future

AADR MENTORING AN INCLUSIVE NETWORK FOR A DIVERSE WORKFORCE OF THE FUTURE
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<th>Panelists</th>
<th>Christopher H. Fox, George Taylor, Lynn King, Effie Ioannidou, David Drake</th>
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<td>Christopher H. Fox, American Association for Dental Research (AADR) CEO and PI</td>
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<td><strong>Application Review</strong></td>
<td>George Taylor, Professor, Preventive &amp; Restorative Dental Science, University of California, San Francisco, and member, Advisory Committee.</td>
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<td><strong>Intent of NIDCR Mentoring Network</strong></td>
<td>Lynn King, Director, Research Training and Career Development Programs, NIDCR, and Program Partner</td>
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<td><strong>Educational Programming</strong></td>
<td>Effie Ioannidou, Professor, Oral Health and Diagnostic Sciences and Director, Dental Clinical Research Center, University of Connecticut, and PI</td>
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<td><strong>How can Hub Institutions Assist in the Promotion of Applications/Mentors</strong></td>
<td>David Drake, Professor of Microbiology, Iowa Institute for Oral Health Research and Department of Endodontics, University of Iowa, and PI</td>
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<td><strong>Q&amp;A</strong></td>
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Principal Investigators

Christopher H. Fox, American Association for Dental Research (AADR) CEO

David Drake, Professor of Microbiology, Iowa Institute for Oral Health Research and Department of Endodontics, University of Iowa

Effie Ioannidou, Professor, Oral Health and Diagnostic Sciences and Director, Dental Clinical Research Center, University of Connecticut

NIDCR Program Partner

Lynn King, Director, Research Training and Career Development Programs, NIDCR
AADR MIND the Future Program Specific Objectives

• To support the development of a diverse cadre of early career dental, oral and craniofacial researchers,

• To incorporate personal career development techniques for new investigators,

• To create a diverse national and sustainable mentoring and mentor training network,

• To develop a lasting educational plan based on existing paradigms in thematic domains,

• To enhance collaborations with a variety of institutions and organizations to sustain the network of diverse mentees, mentors and program alumni.
MENTEE APPLICATION PROCESS

• Call for applications publicized to participate in the AADR MIND the Future program.
• Applicant submits application through online system managed by AADR.

Outreach for Diversity

Applications reviewed for eligibility and criteria by AADR.

• Management Committee reviews applications based on stated criteria and eligibility and using tested scoring matrix utilized by AADR.

Committee scores are compiled and subsequent committee conference calls scheduled.

Further discussion by Management Committee of applicant eligibility, with attention given to applicant institution, and gender, race and/or ethnicity. Recommendation made to Advisory Committee.

Ten mentees are selected and notified of participation in the AADR MIND the Future program.
APPLY HERE!

https://www.iadr.org/AADR/MIND-the-Future/Application
Required Documentation

https://www.iadr.org/AADR/MIND-the-Future/Application

• Letter of support from institutional dean or department chair;
• Outline of projected career plan and research interests;
• Personal statement; and
• Biosketch
Protocol of Mentor-Mentee Assignments

1. Mentees Selected
2. Mentor Participation List compiled and reviewed by Advisory Committee
3. Proposed mentor-mentee assignments
<table>
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<th>Event</th>
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<td>July 1, 2020</td>
<td>Mentee Application Deadline</td>
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<td>July 30, 2020</td>
<td>Application Review Deadline</td>
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<tr>
<td>August 30, 2020</td>
<td>Mentee/Mentor Match</td>
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<td>September 1, 2020</td>
<td>Educational Program begins</td>
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AADR MIND the Future Oversight Committees

**Management Committee**
- Eric Bernstein, University of Connecticut
- Lisa Cain, UT Health Science Center at Houston
- David Drake, University of Iowa
- Christopher Fox, AADR
- Jill Helms, Stanford University
- Effie Ioannidou, University of Connecticut
- Sharukh Khajotia, University of Oklahoma Health Sciences Center
- Kim Mansky, University of Minnesota
- Natasha Mickel, Oklahoma Center for Mentoring Excellence
- Joseph Riley, University of Florida
- Sotiris Tetrads, University of California, Los Angeles
- David Wong, University of California, Los Angeles

**Advisory Committee**
- Pandu Gangula, Meharry University
- Xinbin Gu., Howard University
- Evanthia Lalla, Columbia University
- Lydia López-Del Valle, University of Puerto Rico
- George Taylor, University of California, San Francisco
PARTICIPANT REQUIREMENTS

• early career faculty/investigators (postdoctoral or junior faculty) in academic and research institutions who wish to advance their careers in dental, oral and craniofacial health research.

• willingness and ability to commit to at least one year of programmed activities and travel related to the mentoring network program.
PARTICIPANT ELIGIBILITY

• individuals from underrepresented racial and ethnic groups, individuals with disabilities, and individuals from disadvantaged backgrounds per Notice of NIH’s Interest in Diversity.

• postdoctoral scientists and early career faculty with or without current or previous research training support, including:
  • NIH fellowships (F) awards, mentored career developments awards (K), small grants (R03), institutional training grant support (e.g., Ts, R90, K12) and NIH research supplements to promote diversity, and
  • support for equivalent programs funded by other agencies, foundations, or organizations.

• U.S. citizens and permanent residents

• Non-U.S. citizens, with justification (e.g., R90, K99 awardees)
Evaluation and Selection

Evaluation:
• academic credentials;
• projected career plan;
• research interests;
• commitment to research career;
• academic promise; and
• commitment to a full year of education programming

Selection:
• scoring based on application components – e.g. biosketch, outline, personal statement
• 1-5 scoring method (tested and used by AADR in evaluating abstract submissions and grants, awards and fellowships);
• management committee review and discussion;
• recommendation to advisory committee; and
• advisory committee discussion and final approval
Applications reviewed for eligibility.

Management Committee conducts review using scoring matrix.

All scores are compiled.

Management Committee reviews scores, holds videoconference, and makes recommendation of up to 10 mentees.

Advisory Committee reviews recommendation and holds videoconference for final selection.

Accepted mentees are notified and mentor matching begins, with participation by both mentor and mentee.
AWARDS

- up to 10 mentees selected;

- travel costs of up to $2,500 to travel to AADR Annual Meeting for specific programming: e.g. Faculty Development Workshop and Alan Alda Center for Communicating Science, full day workshop in Science Communication;

- travel costs up to $2,500 for travel to participating hub institution (determined after award);

- training materials and access to virtual online education sessions; and

- prepaid AADR Annual Meeting registration for following year.
NIDCR Mentoring Network Program Goals

Goals are to provide a diverse pool of early career scientists, including individuals from racial and ethnic groups underrepresented in the U.S. biomedical research enterprise, individuals with disabilities, and individuals from disadvantaged backgrounds (see Notice of NIH’s Interest in Diversity NOT-20-031) with:

- supportive mentorship from experienced investigators and peers
- guidance on scientific, technical, and professional research career development,
- development of grantwriting skills resulting in the successful submission of an NIH grant application

as means for emerging scientific talent to enhance their research careers and provide a pathway to NIH/NIDCR funding success
NIDCR Mentoring Network Program Goals

• Establish mentoring network for diverse pool of early career investigators in dental, oral and craniofacial research; sustained involvement
  – National scope: universities, research organizations, professional societies partnerships
  – Increase access to mentoring
  – Facilitate matches between mentees and mentors

• Foster retention and career advancement of postdoctoral scientists and junior faculty
  – Increase access to career development resources and opportunities
  – Provide mentor and mentee training, career development activities
  – Sustain mentoring, develop peer (mentee) cohorts

• Develop participants’ (mentees) independently funded research programs
  – Provide research guidance, mentored grant writing experience (R01 or K)
  – Achieve NIDCR research project grants, advance NIDCR mission to improve oral health
  – Enhance likelihood of achieving tenure, and sustained research careers

• Increase diversity of the NIDCR research workforce
AADR-NIDCR Mentoring Network

Cooperative Agreement Research Education Program (UE5)

• **PD(s)/PI(s):**
  – Have primary responsibility for all administrative, programmatic and evaluation aspects of the mentoring network program
  – Determine program approaches, content, faculty selection, develop collaborations, organizing events
  – Develop benchmarks, milestones, criteria and timeline for evaluation

• **NIDCR Project Collaborator**
  – Provides technical assistance, advice, and other actions to support program
  – Facilitates, monitors, but does not direct program activities
Key Elements of the AADR MIND the Future Program:

- Seminars and U Conn virtual Community of Practice (vCoP)
- Diversity and Inclusion Focus
- Oklahoma Center for Mentoring Excellence
- AADR Annual Meeting
- Educational and Mentoring Programming
- Faculty Development Workshop
- Alan Alda Center for Communicating Science
- Grant Writing, Peer Review and Study Section Experiences
- Scientific Publishing
- Individual Development Plans
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<td>• Responsible conduct of research</td>
<td>• Critical cultural issues in academic landscape</td>
<td>• Effective mentor skills</td>
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<td>• Scientific publishing</td>
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<td>• Reproducibility/Data sharing</td>
<td>• Balancing competing demands</td>
<td>• Establishing a dynamic mentor-mentee relationship</td>
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<td>• Transition from mentee to mentor</td>
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<td>• Research communication</td>
<td>• Negotiation skills</td>
<td>• Team approach to mentoring</td>
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<td>• Building your grant team</td>
<td>• Navigate interpersonal relationships with peers, students and administration</td>
<td>• Conflict resolution</td>
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<td>• Let’s talk budget</td>
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<td>Individual hands-on workshops</td>
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<td>• Preparing an effective biosketch</td>
<td>• Individualized Development Plan (IDP)</td>
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<td>• Significance and Innovation page</td>
<td>• Customized Personal Statement</td>
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<td>• Hypothesis-testing Approach</td>
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<td>• Peer-review and study section experience</td>
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<td>Faculty Development Workshop (FDW)</td>
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Mentors: 32 hours synchronous; 11 hours asynchronous
Mentees: 36 hours synchronous; 12 hours asynchronous
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<th>Interactive</th>
<th>IDP Instructions</th>
<th>Grantwriting: Specific Aims</th>
<th>Grantwriting: Significance and Innovation</th>
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<th>Customize the Personal Statement</th>
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Interactive Hours:

- Mentors: 15.5 hours synchronous
- Mentees: 23.5 hours synchronous
ALAN ALDA CENTER FOR
COMMUNICATING SCIENCE

EXPERIENCE THE ALDA METHOD™
A Transformative Communication Workshop