Building a Mentoring Matrix

Robin G. Lorenz, MD, PhD
Physician Scientist Development Office
SHEL 121
rlorenz@uabmc.edu; https://www.uab.edu/medicine/physci/
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Objectives

- Discuss different types of mentorship
  - Senior
  - Scientific
  - Peer
  - Staff
  - Self

- Construct a ‘Mentoring-IDP’

- Build your own mentoring matrix
A Matrix Mentoring Model: Lessons from the University of Utah

Byington et al, Academic Medicine, 2016
Senior Mentorship

- Experienced mentor who can provide guidance regarding:
  - Strategic career planning
  - Institutional resources
  - Tenure and promotion

Scientific Mentorship

- A mentor who can provide specific skills in:
  - Research methodology
  - Clinical expertise
  - Identifying collaborators
  - Publications, grantsmanship
Peer Mentorship

- Fellow colleague who can provide feedback and support in the areas of:
  - Manuscript, grant review
  - Joint research projects
  - Networking
  - Managing conflict

Staff Mentorship

- Non-faculty staff member who can provide assistance with:
  - Grant submission
  - Research compliance
  - Institutional resources
Self Mentorship

- Being your own best mentor:
  - Self-reflection
  - Determine own priorities, goals
  - Time investment, management

A Mentoring Individual Development Plan (IDP)

- A tool to identify / organize mentoring:
  - Needs, priorities
  - Structure