

How to Obtain a Mentorship Letter & What it Should Look Like

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Disclosures

AMA, JAMA Oncology (Deputy Editor)

<https://jamanetwork.com/journals/jamaoncology/fullarticle/2785036>

Career Development in Academic Radiation Oncology (Editor)

[Career Development in Academic Radiation Oncology | SpringerLink](#)



PRESENTED BY: Charles R. Thomas, Jr. MD

<https://geiselmed.dartmouth.edu/faculty/facultydb/view.php?uid=8023>

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Section 1: Career Planning

- Career Options in Radiation Oncology
- Foundations of a Successful Career
- Approaching your Academic Career
- Strategies for Applicants Who Belong to URM populations



Career Development in Academic Radiation Oncology

Editors

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Section 3: Early Career Development

- Time Mgt/Discipline
- Identifying & Utilizing Mentors
- Conflict Resolution & Interpersonal Strategies
- Aligning your Goals w/your Colleagues, Dept, & Institution
- Working w/Staff & Colleagues
- Becoming a Clinician: Organization, Documentation, Interprofessional Considerations, Insurance & Billing
- Becoming an Educator: Giving Feedback, Supervising Trainees, & Formal Didactics
- Becoming a Researcher: Budgets & grants, Reviewing a paper, Writing, & IRB considerations
- Models of Success for the Community-based Academic Radiation Oncologists
- Maternity/Paternity/Family Leave/Time off, Sabbatical, non-traditional

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Section 4: Mid and Senior Career

- Professionalism
- Promotions & Appointments
- Maintenance of Certification
- Networking
- Leadership & Service Work
- Disease Site Leadership
- Role of the Department Chair
- Successful Strategies to Exploit the Intersection between the Radiation Oncology Department & the Cancer Center
- Business Development from Research, Entrepreneurship within Academia
- Dealing w/Conflicts, Bias, & Ethics considerations
- Approaching Strategic Planning



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Section 5: Misc. Contextual Issues

- Handling Burnout
- Preparing for Retirement & Career Transitions
- Work-Life Balance & Personal Finance
- Paying it Forward: Being a Good Mentor, Steward, & Colleague



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Learning Objectives

- Describe attributes of an effective mentor
- Describe the mentor/mentee dyad
- ***Describe the key components of a mentor letter of support***
- Provide post-workshop toolbox on mentorship best practices

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Provide Post-workshop Toolbox On Mentorship Best Practices

<https://www.ohsu.edu/school-of-medicine/radiation-medicine/mentorship-and-sponsorship>

<https://cancer.dartmouth.edu/radiation-oncology/medical-education#continuing-ed>

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INNOVATION



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Mentor Letter (essence)

- Not only a recommendation
- Mentoring plan
 - Meetings? Other mentors? Classes? Seminars?
- What is the mentor track record in mentoring?
 - How many? Where are they now?
- What type of support does the mentor have?
 - Would you be supported for new ideas, if your funding did not go through?
- After all this....then how wonderful YOU are!

Don't forget: Institutional Support-You want them; do they want you?

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Mentor Letter of Support (essentials)

- Mentor qualifications
- **Mentor's introduction of you**
- Mentoring plan
- **Institutional resources**
- Institutional commitment
- **Description of goals / future plans as a result of this award**

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Avoiding gender bias in reference writing
 Use a gender-neutral phrasing to write a paper letter of reference?
 Don't fall into these common traps based on unconscious gender bias.

Mention research & publications
 Research references for men and for women should be written objectively and based on merit. Do not make gendered assumptions in your references. Make sure you use gender-neutral pronouns and avoid assumptions in your writing.

Don't stop now!
 Generally, letters for men and for women are more likely to be written for men than for women. Be sure to mention research and publications for women as well as for men. Do not assume that a woman's research is less important than a man's.

Emphasize accomplishments, not effort
 Letters for men and for women should focus on accomplishments, not on effort. Do not assume that a woman's research is less important than a man's. Do not assume that a woman's research is less important than a man's.

We all share bias
 It is important to remember that unconscious gender bias isn't a "man's problem." Research shows that men and women are equally likely to have unconscious gender bias. This is a problem for all of us - let's work together!

Keep it professional
 Letters of reference should be written in a professional, objective, and concise style. Do not assume that a woman's research is less important than a man's. Do not assume that a woman's research is less important than a man's.

Stay away from stereotypes
 Although they describe positive traits, words like "strong," "competitive," and "hardy" are used more frequently to describe men than women. Do not assume that a woman's research is less important than a man's. Do not assume that a woman's research is less important than a man's.

Be careful raising doubt
 Do not assume that a woman's research is less important than a man's. Do not assume that a woman's research is less important than a man's. Do not assume that a woman's research is less important than a man's.

Adjectives to avoid
 Adjectives to include

Conversion on the Status of Women

Report from the U.S. Commission on the Status of Women, 1962

Download at: www.fda.gov/oc/2007/07/20070720.html

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Mentor Letter of Support (sub-headings) *CRT template*


- Faculty appointment & protected research time
- Critical review of the applicant's background, training, research endeavors, grants, & publications
- Critical review of the applicant's research proposal
- Institutional commitment to applicant's career development as an independent clinical investigator
- Assurance of the applicant's sponsoring institutional commitment
- Structure of the mentor/investigator interaction
- *Summary*

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Mentor Letter of Support of Support



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Professional Research Title
(This title is circled in red)

Assistant H. Holman Pathway Chief Resident in the OHSU Department of Radiation Medicine
(This title is circled in red)

<http://www.ohsu.edu/education/schools/school-of-medicine/departments/clinical-departments/radiation-medicine/about/faculty-staff/john-walker-md>. Dr. Walker has been immediately successful as a resident at developing his own research program as well as facilitating the work of other faculty that collaborate with our department. As he finishes residency, he will have 60% protected research time during the entire grant period from 2016-2017, and he will spend the remaining 40% of his time engaged in direct patient care. This proposal will further establish Dr. Walker as a promising young physician scientist in the field of tumor immunology.

Critical Review of the Applicant's Background, Training, Research Experiences, and Achievements
(This title is circled in green)

Dr. Walker has an excellent career as an undergraduate, exhibiting excellent methods for quantitation of antigen-specific T cell responses with Dr. Viviana Malin, PhD. Following his undergraduate he embarked on a 3-year research stint in the laboratory of Dr. Louis Picker, MD, where he helped to develop a novel cancer immunodeficiency vaccine program using a cytomegalovirus vector. He then matriculated into the OHSU MSTP program in August of 2005 and graduated in June 2013. His thesis advisor, Dr. Mark Srinivas, was part of our Molecular Microbiology & Immunology program. In his graduate work he utilized a novel vaccine strategy to explore the differences between T cell immunity induced by cross-presented vs directly presented viral antigens.

After identifying him as a rising star during his graduate years, our Department encouraged him to apply for a RESNA Research Medical Student grant. He was awarded the RESNA Medical Student Grant investigating the role of danger-associated molecular patterns (DAMPs) activators when combined with SIRT1 and IL-2 immunotherapy of metastatic melanoma. Dr. Walker carried out this work in the lab of Dr. Mark Crivellari, MD, PhD, herself a graduate of our residency program and former Holman Pathway researcher.

Dr. Walker has exhibited both an aptitude for research and a commitment to becoming a physician scientist. He has performed research in both animal models

and as part of human clinical trials. He is an accomplished immunologist with broad experience in cancer immunotherapy and viral immunity. Our department was fortunate enough to have him join in 2014 as a radiation oncology resident. Since the beginning of his residency Dr. Walker has conducted research on the cytotoxic effects of radiotherapy and a novel immunotherapeutic drug alpha-tocopherol succinate, and as a mouse breast cancer model. He is completing preparation for publication of that work by the end of this calendar year. He has collaborated with oncologists at OHSU to study the effects of radiotherapy on the trafficking of CD8+ T cells following radiotherapy as well as the role radiotherapy may play as a novel drug delivery system for a glioblastoma therapeutic. He has been professional research within our department on the manufacture of custom tools and tissue equivalent beta material for radiotherapy using 3D printing technology. Dr. Walker has been very productive in a short time. Over the past 2 years, he has numerous abstracts accepted to national meetings and he is poised to submit several first author publications on basic science topics over the next year. Ask your thoughtless.

Large part of his research experience with both SIRT1 and his immunology background, Dr. Walker has developed a clinical trial concept that was accepted to the 2016 ASCO-AACR Methods in Clinical Cancer Research workshop in Vol. CO. Working with Drs. Christopher Willett and Neal Madhavji he submitted a clinical trial proposal titled "A combination immunotherapy consisting of intratumoral body radiotherapy and immunomodulation for the treatment of hepatocellular carcinoma with hepatic vascular involvement." This proposal is currently pending and we anticipate approval of our first patient later this winter. Additionally, Dr. Walker has developed a clinical trial concept combining anti-PD-1 immunotherapy with hepatic SIRT1 for the treatment of metastatic hepatocellular carcinoma that he will present at the 2016 SPOG Fall meeting for helpful cooperative grant opportunities and collaborations.



Critical Review of the Applicant's Research Program
(This title is circled in blue)

Walker's current proposal addresses critical knowledge gaps in the immunotherapy of cancer including the role that SIRT1 and SIRT1 radiotherapy play in the accumulation of energy and functionally exhausted anti-tumor immunity.

Aim 1 of Walker's work will directly compare the ability of radiotherapy compared to immunotherapy to increase tumor-associated T cell number.
(This title is circled in red)

Aim 2 will go on to test the ability of radiotherapy to cause antigen release that will in the absence of SIRT1 or SIRT1 radiotherapy increase specific T cells. This work will attempt to answer critical questions concerning the mechanisms of accumulation of T cell immunity in cancer patients receiving radiotherapy. These studies will be directly translatable to future clinical trial design in dose and fractionation schemes for treatment by us with cancer immunotherapy.

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Institutional Commitment to Applicant's Career Development as an Independent Clinical Investigator

Dr. Walker's work to elucidate the mechanisms of T cell reactivation in radioimmunotherapy is a high research priority for my department and for the OHSU Knight Cancer Institute. Dr. Walker has already demonstrated the discipline and commitment to a productive academic career. Our Department and the OHSU Knight Cancer Institute are committed to ensuring that he has every opportunity to establish himself as a successful researcher in radiation oncology.

Our department has a very strong track record of producing passionate, motivated and thoughtful clinician-scientists. If Dr. Walker's project is funded, he will be the 6th member from our Department to have been awarded this very competitive, prestigious and career-building award (prior awardees: Drs. Sam Wang, Clifton Fuller, Pat Gagnon, Krishna Young and Nima Nalavizadeh)

Assurance that the applicant's sponsoring institution will provide adequate facilities and support for performance of the proposed work


My department, Dr. Redmond's laboratory and the OHSU Knight Cancer Institute are committed to fostering Dr. Walker's academic career development. We are committed to providing adequate facilities and support for Dr. Walker to perform the proposed work. He will be provided with protected research time, without clinical responsibilities, for him to conduct his research work. He will have ample opportunities to collaborate with his fellow researchers in the Departments of Surgery, Medicine, Molecular and Microbiology. Dr. Walker will have full and unimpeded access to our department's biostatistician, Dr. Yiyi Chen, for statistical support.

Structure of Mentor/Investigator Interaction
(This title is circled in blue)

I have had the pleasure of serving as Dr. Walker's supervisor and research mentor since he began training in radiation oncology in 2014. He came to my attention as a rotating medical student. After interviewing Dr. Walker for a residency position, we moved to quickly make a long-term professional commitment to him, since he clearly was one of the strongest resident applicants we had seen. I will continue to serve as Dr. Walker's co-mentor for this research project alongside with Dr. Redmond. In the past, I have also served in this capacity for several other residents, PhD graduate students, and other students. I will be meeting with Dr. Walker on a weekly basis during the course of this research project. I will also solicit input from other nationally recognized experts to provide additional guidance for Dr. Walker.

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Summary

Given his background and prior experience, Dr. Walker would benefit significantly from the support of this grant. It will be critical for him to obtain continued support to enable him to explore the role of radiotherapy in reversal of T cell anergy. Funds from this research grant would enable Dr. Walker to obtain preliminary data needed for him to apply for an NIH award as he transitions into a faculty position following residency. Dr. Walker's diverse training and outstanding research accomplishments to date provide clear justification for this grant. He exemplifies the ideal criteria for this award and harbors the intellectual horsepower as well as focused motivation to carry out his proposed research to completion. The positive impact of his presence in oncology has already been recognized in the field, and I have no doubt that he can achieve further important advances if he is given the opportunity with continued grant support. Dr. Walker is one of those individuals that represent the best and brightest of the emerging generation of academic oncology research investigators.

With best professional regards, I am,
Yours cordially,



Knight News

ASCO Young Investigator Award for an OHSU radiation medicine resident

Andrea Walker, M.D., Ph.D., who is studying how to combine radiation therapy with immunotherapy, has been selected to receive a 2022 Young Investigator Award from the Gungor Cancer Foundation of the American Society of Clinical Oncology.

Walker is an **ASCO Young Investigator Award** recipient in the Department of Radiation Medicine.

The **Young Investigator Award** is a one-year, \$50,000 grant that supports physicians during the transition from a fellowship program to a faculty appointment.


Walker's research is studying an avenue that radiation therapy can be used in combination with immunotherapy to stimulate anti-tumor immunity – and perhaps increase the percentage of patients who respond to immunotherapy. Immune checkpoint inhibitors and other immune-based treatments have delivered dramatic, long-lasting results – but only in a fraction of patients.

The synergy between radiation and immunotherapy may be occurring via two separate mechanisms, Walker says: stimulating new immune responses or re-activating pre-existing anti-tumor immunity.

"In our preliminary work we saw that radiotherapy only partially reverses tumor-associated immune dysfunction when combined with immunotherapy. The effect is not seen in our experiments when we use either radiation or immunotherapy on their own," he says. "The goal of this work is to understand how to further enhance these pre-existing anti-tumor immune responses using previously untested combinations of immunotherapy and radiation therapy."

Walker completed the M.D./Ph.D. program at OHSU in 2011, advised by immunologist Mark Sklar, Ph.D., a professor in the Department of Molecular Microbiology and Immunology.

ASCO will publicly announce all of the award recipients on May 20. Last year, OHSU had two Young Investigator Award awardees: Zohreh Naji, MD, and Maura Nabavi-Zadeh, M.D. Including Walker and Nabavi-Zadeh, six radiation medicine fellows have received the award since 2008. The others are: Samuel J. Wang, M.D., Ph.D.; David Pater, M.D., Ph.D.; Patrick Tagoni, MD, M.S.; and Kristina Young, MD, Ph.D.


 Andrea Walker, M.D., Ph.D.

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November 22, 2020

Dr. Maura Nabavi-Zadeh, MD
 Applicant for the American Society of Clinical Oncology Young Investigator Award

Dear ASCO Young Investigator Foundation Board Members:

As Chair of the School of Medicine and Director of the OHSU Knight Cancer Institute, it is my pleasure to express my sincere support of Dr. Maura Nabavi-Zadeh's application for the American Society of Clinical Oncology Young Investigator Award for her research project having the potential of a new and novel full disease location biomarker for patients with locally advanced esophageal cancer.

Dr. Nabavi-Zadeh is a talented physician and translational scientist who brings a wealth of clinical and laboratory research experience to her current position. Her work focuses on identifying and validating novel biomarkers for patients with locally advanced esophageal cancer. Her research is highly innovative and has the potential to significantly improve patient outcomes. The support of the ASCO Young Investigator Award and the faculty of Dr. Nabavi-Zadeh's research team are essential to her success in this field. Her research work is highly innovative and has the potential to significantly improve patient outcomes. The support of the ASCO Young Investigator Award and the faculty of Dr. Nabavi-Zadeh's research team are essential to her success in this field.

Dr. Nabavi-Zadeh's research work aligns with our institution's goals of accelerating the development of precision cancer medicine and changing the face of cancer, with reducing mortality rates of its patients and patients throughout the world. Further, his research is directly in line with OHSU's mission to advance cancer research and improve patient outcomes. We are committed to supporting Dr. Nabavi-Zadeh's research and providing her with the resources and support she needs to succeed in her research.

Dr. Nabavi-Zadeh will collaborate with Dr. Paul Kaufman, whose quantitative and tumor imaging biomarker research platform includes the programmatic integration of cancer genomics, informatics, and translational biology of signaling systems, which is consistent with the institutional strategic goal that the Knight Cancer Institute has set. Dr. Kaufman will also serve as Dr. Nabavi-Zadeh's basic science mentor and provide clinical and laboratory research expertise. Both have substantial track records in mentoring young investigators and are committed to supporting Dr. Nabavi-Zadeh with appropriate guidance and oversight for translational research. The success of her program, as an institution, are committed to providing her with the resources and protected research time that she will need to pursue not only to protect goals but to continue developing as a young investigator.

Mentor Letter of Support

Institutional Letter signals thematic and programmatic alignment within the institution

In summary, we believe in and fully support Dr. Nabavi-Zadeh and his proposal. He is a worthy candidate for an ASCO Young Investigator Award and we urge you to give his application your utmost consideration.

Sincerely,


 Mark A. Richardson, MD, MScD, MBA
 Dean, OHSU School of Medicine


 Brian J. Draker, MD
 Director, OHSU Knight Cancer Institute

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Criteria for Review of Mentor



- Are the mentor's research qualifications in the proposed research appropriate?
- **Do the mentor(s) adequately address the candidate's potential and his/her strengths and areas needing improvement?**
- Is there adequate description of the quality and extent of the mentor's proposed role in providing guidance and advice to the candidate?
- **Is the mentor's description of the elements of the research career development activities, including formal course work adequate?**
- Is there evidence of the mentor's, consultant's, collaborator's previous experience in fostering the development of independent investigators?
- **Is there evidence of previous research productivity and peer-reviewed support?**
- Are there adequate plans for monitoring and evaluating the career development awardee's progress toward independence?

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Jr. Faculty Advancement Program (from OHSU)

Culture Matters Time Management: Always Looking Forward	Setting priorities, avoiding top time wasters, maintaining momentum, finding joy
Culture Matters Establishing Workplace Culture	Growing Cultures: your role in establishing laboratory rules and norms that match your management style
Career Development Promotion & Tenure	Learn the skills, experiences, and achievements you need to advance your career without thinking about P&T
Career Development Science Writing: Grant & Proposal Writing	Securing Funding: a strategic grant writing workshop External Guest Speaker: NIH program officers
Career Development Intellectual Property	Tech transfer agreements, material transfers, and industry engagements
The Business of Science Lab Economics	Lab size, budgeting, supply chain management and fiscal oversight
The Business of Science People Management	Attracting, recruiting, and training the right mix of talent for your lab
Leadership Development Conflict Resolution, Part I	Confront, Concede, Compromise: identifying your conflict resolution style and understanding how it impacts others External Participants: professional conflict resolution mediators
Leadership Development Conflict Resolution, Part II	Conflict resolution simulations Professional actors
Leadership Development Public Speaking Workshop	Elevator speeches External guest speaker
Leadership Development Team Science and Collaboration	Team Science: when to participate, how to decide, managing teams, and publication strategies
Campus Opportunities	OCTRI design studio mock study section opportunity; educator's collaborative grand rounds; peer to peer mentoring; educators' collaborative presents: giving a ted-style talk; mentoring to increase diversity in science

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The Mentorship Letter Can Articulate How The Intramural CTSA-like (i.e. OHSU's OCTRI) Resources Will Be Leveraged

BHF 318: Study of Informatics, 7 credits (3 credits) - Elective
Course Director: William Hersh, MD
Format: On-line lectures and threaded on-line discussions
Medical informatics is described as "the rapidly developing scientific field that deals with the storage, retrieval, and optimal use of biomedical information, data, and knowledge for problem solving and decision making." Its understanding of medical research is crucial to clinical research. The widespread adoption of electronic medical records and the rising standards on which they are based will advance how researchers acquire and use patient data; the evolution of bioinformatics more fundamentally alter how we view and research disease, and growing concerns over confidentiality of health information, most notably HIPAA, regulations, determine how patient information is stored and used. Course topics include fundamentals of medical computing, electronic medical records, data interchange and terminology standards, information retrieval from databases, security and confidentiality, and bioinformatics. The course consists of on-line lecture with assignments that include hands-on use of electronic medical records, decision support applications, and information retrieval systems; reading assignments; and threaded on-line discussions.
Offered: Summer term
Cost: Subject to tuition

Biostatistics and Computational Biology I: Algorithms - BHF 318.001
Instructor: Chandra Zeng, Ph.D.
Credits: 4.0
Course: The course will be a previous three-semester of the algorithmic basis in computational biology. The course will provide students with the computational fundamentals underlying the techniques covered. Students will be expected to have basic algorithmic principles, basic mathematical and statistical proofs, and scientific biology. The emphasis is on algorithm development and application to biological problems, particularly those from functional genomics studies. Topics will include: Mapping (Genetic linkage maps, physical maps), sequencing (S/Ns, genome sequencing, shotgun approaches and HTS), sequence analysis (multiple sequence alignment, dynamic programming, E-2, similarity, pattern matching, algorithmic talk-of gene finding and BLAST). Students will be evaluated on written assignments and a programming project.
Exam: 4 credits (includes 1 credit Lab)
Prerequisite: None
Following the Campus Plan:
[Follow](#)

Biostatistics and Computational Biology II: Statistical Methods - BHF 318.002
Instructor: Tibor
Credits: 4.0
Course: This course will be a previous three-semester of the quantitative basis in computational biology. The course will provide students with the statistical fundamentals underlying the techniques covered. Topics will include applications involving OCTRI, Models, Hierarchical Models, Random Walks, Hidden Markov Models, Filtering Genes for Differential Expression and Networks. Students will be evaluated on written assignments and a programming project.
Exam: 4 credits (includes 1 credit Lab)
Prerequisite: One-BM1 student require instructor's permission.
Following the Campus Plan:
[Follow](#)

Biostatistics: Programming and Computing - BHF 318.003
Instructor: Michael Moore, Ph.D.
Credits: 3.0
Course: The purpose of this course is to equip research scientists with computational skills necessary to create and analyze data to analyze biological data. The course is divided into three self-paced problem preparation, computing in R, Bayesian theory, bioinformatics applications. Problem sets will be used to work through to sophisticated programming problems, and to review general computational language principles such as problem structure, data types, the IO system, functions and objects. There will also be an emphasis on writing and operating scripts, such as scripts to automate repetitive tasks and extract biological information from using files and pipes. In addition, students will learn to access public repositories to perform basic bioinformatics tasks such as importing gene products, sequence mining, and functional genomics. This course is designed to be a three-year requirement for students in the Biostatistics and Computational Biology graduate program in Department of Biostatistics, OHSU.

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Design Studio (equivalent)

OCTRI Design Studio

Are you planning to submit a career development award like a K award or VA CDA in the next 6 months?

Are you preparing an EHR in the next 6 months?

Are you submitting your first K grant soon?

If you or a member of your research group or department is planning to submit one of these proposals, consider taking advantage of an OCTRI Design Studio.

Design Studios are set up to maximize the success of OHSU's early-career investigators by giving them feedback as they prepare grant proposals. OCTRI invites members of the senior OHSU research community (plus interested partners) to listen to a short presentation, ask questions, and provide feedback. Mentors and additional faculty in the field are also invited.

Each Design Studio includes 3-4 presenters. Presenters are encouraged to schedule a Design Studio at least one month prior to the grant submission deadline, and OCTRI recommends presenting 3-4 months before the proposal is due. Scholars who are requesting OCTRI research services are required to present at a Design Studio.

Ideal times to present at Design Studio are:

- At the time of proposing a career development award
- At the time of implementing a funded career development award research project
- At the time of development of an application for any subsequent K award

Contact Dr. Cindy Martin or Melissa Mead if you are interested in presenting your research proposal at an OCTRI Design Studio Upcoming Dates:

Tuesday, May 8, 12:00 to 2:00 p.m., Location: HBC 1400
 Tuesday, June 12, 12:00 to 2:00 p.m., Location: HBC 1400
 Tuesday, July 10, 12:00 to 2:00 p.m., Location: HBC 1400
 Tuesday, August 14, 12:00 to 2:00 p.m., Location: HBC 1400

The Design Studio is typically scheduled on the second Tuesday of each month, noon to 2 pm.

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Table 1. Career Development Award Timeline

TOPIC	YEAR 1 (2020)	YEAR 2 (2021)	YEAR 3 (2021)	YEAR 4 (2022)	YEAR 5 (2022)	
Scientific Areas	AM I AM 2 AM 3					
Technical Training	VA Clinical Data Science (selection of SST data)	VA Clinical Data Science (selection of SST data)	VA Clinical Data Science (selections)	VA Clinical Data Science (SST)	Advanced Computational Systems Follow-up: uncompleted training / Data collection for Med ResNet	
Formal Oversight	Clinical Informatics Grant Review Group Applied Biostatistics / OCTN (19/20, 21/22)	Inferring Causal Effects from Observational Data Applied Biostatistics / OCTN (19/20, 21/22)	Intro to Statistical Methods for Genes	VA Health Informatics Certification Program	Project Management (OCTN 19/20, 21/22)	
Scientific Development	HORAD / VPMc Cyberseminar (2020-2022)	HORAD / VPMc Cyberseminar (2021)	HORAD / VPMc Cyberseminar (2022)	HORAD / VPMc Cyberseminar (2021)	HORAD / VPMc Cyberseminar (2022)	
Professional Development	National/International meetings of ASTRG (annual) Portland VA Clinical Data Science Research Group lecture/progress (weekly) Portland VA Center to Improve Veteran Enrollees in Care research seminars (bi-weekly, as topically relevant) OHSU Dept. of Medical Informatics & Clinical Epidemiology Informatics Conference (weekly, as topically relevant) OHSU Dept. of Molecular & Medical Genetics Grand rounds (monthly) + seminars (weekly, as topically relevant)	OHSU Junior Faculty Advancement Workshops OHSU Funding Focus (quarterly)	Advanced Grant Writing (bi-weekly) OHSU Research Scholars Program (e.g. Mentoring Skills workshop (monthly), Career Perspectives seminar (monthly)) 1:1 mentor meetings (Dr. Cohen (weekly), Babine (weekly)) Joint mentor meetings (Dr. Cohen, Babine (quarterly)) 1:1 doctoral advisor meetings (Dr. Thomas (monthly), Spillman (monthly), Magowan (quarterly), Feathers (quarterly)) Full committee meetings (Dr. Cohen, Babine, Thomas, Spillman, Magowan, Feathers, including VA ACCE annual)	OHSU Dept. Radiation Medicine Quality Assurance (peer review chart rounds (weekly)) OHSU Multi-disciplinary Systems Biology (Bio (bi-weekly)) VA multidisciplinary Systems Biology (Bio (monthly)) Resident teaching (didactics, clinical supervision, etc.) (as req)	OHSU Dept. Radiation Medicine Quality Assurance (peer review chart rounds (weekly)) OHSU Multi-disciplinary Systems Biology (Bio (bi-weekly)) VA multidisciplinary Systems Biology (Bio (monthly)) Resident teaching (didactics, clinical supervision, etc.) (as req)	OHSU Dept. Radiation Medicine Quality Assurance (peer review chart rounds (weekly)) OHSU Multi-disciplinary Systems Biology (Bio (bi-weekly)) VA multidisciplinary Systems Biology (Bio (monthly)) Resident teaching (didactics, clinical supervision, etc.) (as req)
Benchmarks of Progress	1-2 collaborative publications 1-2 research talks (local or regional) 1 abstract @ ASTRG or AWHC meeting	1 primary publication (Nov 21) 1-2 research talks (regional or national) 1 abstract @ ASTRG or AWHC meeting	1 primary publication (Nov 21) 1-2 research talks (regional or national) 1 abstract @ ASTRG or AWHC meeting	1 primary publication (Apr 22) 1-2 research talks (regional or national) 1 abstract @ AWHC or AWHC meeting	1-2 collaborative publications 1-2 research talks (regional or national) 1 abstract @ AWHC or AWHC meeting	
Independence	1 abstract @ ASTRG or AWHC meeting	1 abstract @ ASTRG or AWHC meeting	1 abstract @ ASTRG or AWHC meeting	1 abstract @ AWHC or AWHC meeting	1 abstract @ AWHC or AWHC meeting	
ABBREVIATIONAL LEGEND						
AMc: Annual Medical Informatics Seminars		OHSU: Oregon Health and Sciences University		SST: Student Status		
AOC: Association of Informatics Training		VAWH: Veteran Health & Science Research				
ASTRG: American Society of Geriatrics Training		AMc: Annual Medical Informatics Seminars				
AM: Training/Workshop at Program Council/Workshop/Forum		AMc: Annual Medical Informatics Seminars				

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Other Letters of Support

Advanced planning, communication and coordination are key

- Provide details of submission deadlines and how letter should be returned to you
- Provide details of required content of letter as well as other requirements (e.g., biosketch)
- Provide draft letter, if appropriate
- Proof read letters carefully. Do not wait until the last minute!
- Thank mentors/colleagues who wrote letters
- Provide a status update to mentors/colleagues who wrote letters

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Some Questions for Discussion

- Who are my mentors/mentees?
 - Parable of Good Samaritan/ “Who is my neighbor?”
- **Pointed Question 1: When was the last time you cared about someone else’s career development?**
- **Pointed Question 2: Do you care enough about your own career to hunt for mentors/mentees?**

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[Charles R Thomas Jr, MD – Faculty Expertise Database – Geisel School of Medicine at Dartmouth](#)

<https://cancer.dartmouth.edu/radiation-oncology/medical-education#continuing-ed>

<http://www.ohsu.edu/xd/education/schools/school-of-medicine/departments/clinical-departments/radiation-medicine/about/training-mentoring.cfm>

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Appendix Slides

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Acknowledgments

Dartmouth Health, Radiation Oncology

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**Thank you!
Questions?**

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