



Center for Diversity in
Public Health Leadership Training
at Kennedy Krieger Institute

Mentor Guidelines and Information Graduate 12-Month Program-2024

Review the [Ferguson RISE Fellows' Mentor video](#) for more information.

The Center for Diversity in Public Health Leadership Training Programs at Kennedy Krieger Institute include for graduate scholars the [Dr. James A. Ferguson Emerging Infectious Diseases RISE Fellowship](#) and the Excellence in Mentoring Under Represented Groups (EMURG) Health Equity Leaders Fellowship and for undergraduates, the Maternal and Child Health Careers/Research Initiatives for Student Enhancement (MCHC/RISE-UP), and the Maternal Child Health-Leadership Education, Advocacy, Research Network (MCH-LEARN). The goal of these programs is to **promote public health careers with special emphasis on scholars interested in working in the area of health equity and eliminating of health disparities.**

Click and complete [the Ferguson RISE Mentor Agreement](#).

Mentor Agreements outline the proposed project that the fellow will be involved in and the desired skills and competencies the scholar should possess. Importantly,

*To be a mentor it is essential that you have strong mentorship skills, cultural competency, and **time**.*



It is important that you work closely with your scholar - communicating, teaching, and demonstrating activities to ensure their understanding of the core activities for the fellowship. Fellows are asked to complete an Individual Development Plan in cooperation with you to detail SMART (Specific, Measurable, Action-oriented, Realistic/Relevant, and Time-Bound) goals of the fellowship and deliverables.

The M³ (Multi-Modality Mentoring) model will be used for Ferguson RISE Fellows.¹ Ferguson RISE Fellows are required to present the results of their fellowship experience to their mentors and peers. You will receive a **SAVE THE DATE** for the Ferguson Summer Symposium and the EMURG Spring Symposium. See Table 1 for tentative summer schedule for Ferguson RISE Fellows.

There are varied program activities that your scholar may experience. Video summary of past Ferguson RISE experiences may be viewed at the link below.

Ferguson RISE Public Health Learning Experiences

Ferguson RISE scholars work with research mentors on projects related to infectious diseases treatment, prevention, health disparities, mental health, developmental disabilities, and epidemiology. Fellows may also rotate through clinical experiences related to infectious diseases and public health and attend clinical rounds.

Ferguson RISE Fellows may receive training in the conduct of community-based participatory research.

EMURG Health Equity and Ferguson RISE 12-Month Fellows' Summer Schedule

Summary: EMURG Health Equity and Ferguson RISE -12 Month Fellows will participate in week two of the summer Orientation (June 3 - June 7, 2024). Fellows will receive weekly one-on-one mentoring for the first two months (June and July). Ferguson RISE 12-Month Fellows will participate in Research Accountability Groups weekly at a time convenient for majority of the fellows. Ferguson RISE 12-Month Fellows will meet with EMURG Health Equity Fellows every Thursday from 8:00-10:00 AM. Ferguson RISE-12 Month Fellows will meet monthly virtually during the academic year. Ferguson RISE-12 Month Research Symposium is August 5 and August 6, 2024. Fellows are expected to write and submit a peer-reviewed paper.

All Fellows participate in weekly research and public health seminars.

Kennedy Krieger Institute and Johns Hopkins Medical Institutions Orientation.

All scholars will have certification in JHMI Human Subjects Protection and HIPAA, signed Kennedy Krieger Code of Ethics and Confidentiality, and training on Fire Safety, Child Abuse identification and action plan, and Universal Precautions information. Each scholar has had PPD testing, or CDC required tuberculosis evaluation. COVID-19 Vaccinations are required. Scholars are offered Hepatitis B immunization and dT booster. Scholars will also have access to Biostatistics consultation.

Timesheets and Time Off

All scholars have time sheets and vacation sheets that require approval and signature by their site mentors(s).

Career Development

- Support completion of **Public Health and Social Science-Individual Development Plan** [PHaSS-IDP]
 - Assist the student using the **Public Health and Social Science-Individual Development Plan** [PHaSS-IDP] (<https://www.careersinpublichealth.org/>) for their self-assessment of research skills and developing project goals. Completion date is on or before the second Friday of June.
 - Review scholar's academic and career goals.

Mentor-Scholar Conversation Suggestions:

- Share your story and hear the scholar's story the first time you meet; set preliminary goals for their personal development while helping them focus on a self-assessment – Who they are? What are their assets? Their passion?
- Assess scholar's career goals, talk about their passion, and distill some objectives:
 - That can be done during the academic year and summer.
 - Some that are long term.

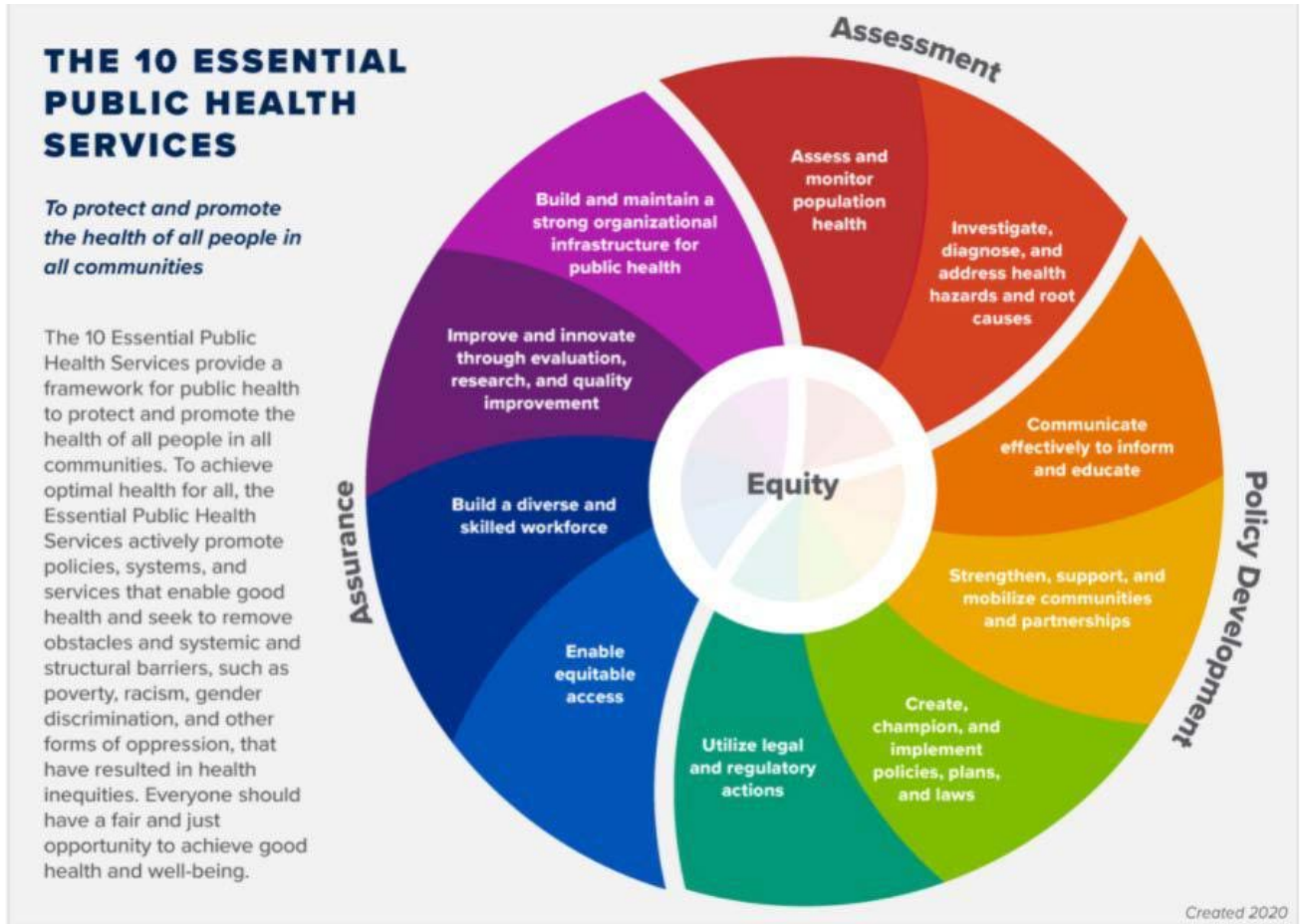
- Each week: Assess progress toward these goals and discuss barriers and facilitators.
- Informational Interview: Recommend that scholar identifies people who are doing the career activities that interest the scholar; encourage them to request an “informational interview” with one of these individuals. Request that scholar learn about the interviewee and prepare questions. The purpose of this is to assess if their work aligns with scholar’s expectations, and identify skills, experiences, and networking that would help them pursue this career path.
- Overall, continue to stress the benefit of having a mission-oriented approach to work and career development as it will allow scholar to feel that their work is meaningful and fulfills a purpose.
- Discuss scholars’ placement(s) and experiences – continuously incorporate and connect them to:
 - Scholar’s PHaSS-IDP
 - Public Health Services Wheel (see Figure 1 in the worksheet below)

Mentor Self-Reflection

How are you doing? Self-reflection is an important practice to improve our performance and efficiency.


1. Review the Mentor’s Wheel: Culturally Congruent Foundation for Mentoring (see Summary and Figure 2 below) and self-reflect on how actively each area appears
 - a. in your mentorship approach
 - b. in understanding of your scholar
2. What is the quality of your rapport with your scholar?
3. What resources or approaches might help strength your mentorship and scholar rapport?
4. These are stressful times! As you reflect on your mentorship, what influences are affecting your reactions, availability, and approach to working with scholar?

Figure 1. [The Public Health Wheel](#)



<https://www.cdc.gov/publichealthgateway/images/publichealthservices/10-essential-public-health-services>

Table 1. Ferguson RISE 12- Month Fellows Summer Schedule

Activity	Date	Time	Topic Area
Orientation	5/27 /2024 to 5/31/2024 & 06/03/2024 to 06/07/2024	8:30 AM - 4:00 PM EASTERN	Registration and Health Screening, Health Disparities, Social Determinants of Health, Research Design and Biostatistics, Program Overview Professional Development Mission Statement Profile/Biosketch
RAG Sessions			RAG Discussion Objectives
1	6/13/2024	8:00 AM - 10:00 AM [All Ferguson RISE Fellows]	Research Question/Hypothesis/Study Procedures/Techniques Professional Development Mission Statement
2	6/20/2024	8:00 AM - 10:30 AM	Research Literature Review/Study Design/Data Collection Professional Development PHaSS-IDP Completion
3	6/27/2024	8:00 AM - 10:00 AM	Research Literature Review/Data Collection
4	7/04/2024 Holiday		
5	7/11/2024	8:00 AM - 10:00 AM	Data Collection/Analysis/Tables/Figures Power Point Presentation
6	7/18/2024	8:00 AM - 10:00 AM	Data Collection/Analysis/ Tables/ Figures/Discussion
7	7/25/2024	8:00 AM - 10:00 AM	Power Point Presentation Abstract and Power Point Finals
8	Monday 7/29/2024 to Wednesday 7/31/2024	8:30 AM-4:00 PM	CDC Showcase and Expo
9	Monday 8/5/2024 & Tuesday 8/6/2024	8:30 AM-1:00 PM	Ferguson RISE Research Symposium

Enhancing Mentoring Summary Activities						
Discuss strategies to promote professional development	List strategies to promote/advocate health and well-being	Maintain effective communication between mentors and scholars	Align expectations between mentors and scholars	Assess understanding of scholar	Foster Independence of scholar	Address Diversity, Equity, and Inclusion

We are grateful for your contribution to our scholars' learning and growth this summer! We hope that these guidelines clearly describe how to conduct these professional mentorship meetings. If you have any questions or concerns, we encourage you to reach out to us. If there are specific resources that would aid your mentorship activities, please let us know. We will do our best to support you! You can reach us at centerfordiversity@kennedykrieger.org

Evaluations

Mentors will receive links to complete midterm and final evaluations for participating scholars. Scholars will complete midterm and final evaluations related to their assigned sites as well.

Please call if you have questions or concerns.

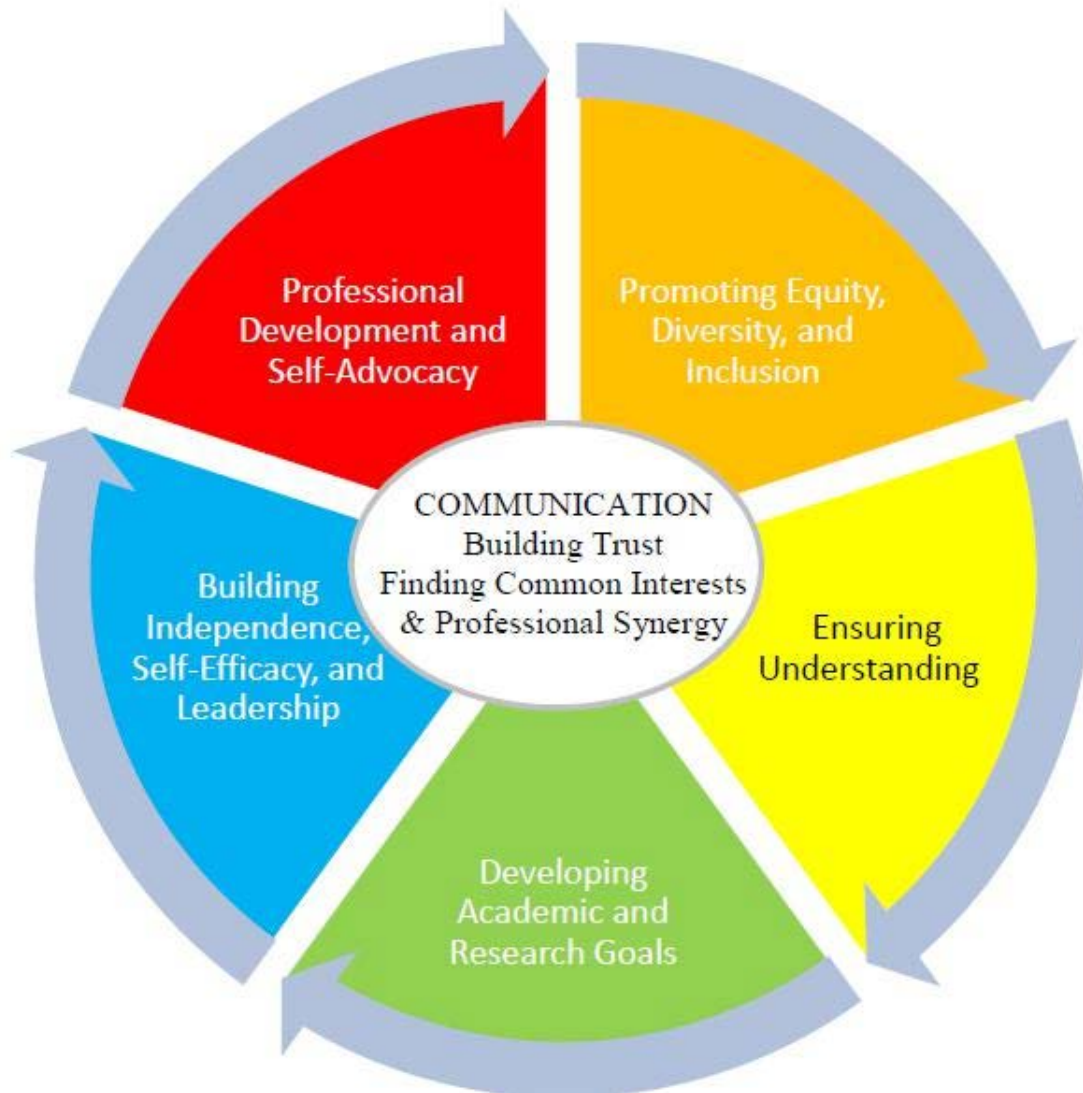
We thank you in advance for your time and effort on behalf of the scholars. We hope your participation as a Mentor will be mutually beneficial to you and the scholar!

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Figure 2. Mentor's Wheel: Culturally Congruent Foundation for Mentoring



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References

1. Belcher HM, Piggott DA, Sanders R, Trent M. Research Accountability Groups and Mentoring Minutes: The M3 Approach to Promote Public Health Infectious Diseases Research for Diverse Graduate Students. *American Journal of Orthopsychiatry* 2019; **89**: 390-9.