

Dr. James A. Ferguson Emerging Infectious Diseases RISE Fellowship Mentor Information Session



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

Office for Health, Equity, Inclusion & Diversity

The **vision** of the O-HEID is to promote the health and well-being of all those who work or receive training or services at Kennedy Krieger, using evidence- and equity-based, culturally relevant approaches that assure diversity and inclusion.



Center for Diversity in Public Health Leadership Programs

- *Educational opportunities funded by the Centers for Disease Control and Prevention, Office of Minority Health and Health Equity (CDC), Health Resources Services Administration (HRSA), and the Department of Health and Human Services, Office of Minority Health.*
- **Dr. James A. Ferguson Emerging Infectious Diseases RISE Fellowship**
- Excellence in Mentoring Underrepresented Group (EMURG) Health Equity Leaders Fellowship
- Maternal and Child Health Careers/Research Initiatives for Students Enhancement-Undergraduate Program (MCHC/RISE-UP)
- Maternal and Child Health –Leadership Education Advocacy Research Network (MCH-LEARN)





Center for Diversity

Educational Topics and Priorities

- Public health experiences focusing public health challenges & health disparities
 - Social Determinants of Health
 - Infectious Diseases
 - Maternal Child Health Issues
 - Mental Health
 - Disabilities
 - CDC Winnable Battles



Ferguson RISE Fellows





Dr. James A. Ferguson EID RISE Fellowship

- ❑ Instituted in 1989 at the CDC/NCID as an eight-week Summer Research Fellowship Program.
- ❑ Originally designed for scholars from racial and ethnic populations underrepresented in the medical and veterinary students to explore the broad range of public health career opportunities. Served on NCID's Board of Scientific Counselors.
- ❑ First partners: Morehouse School of Medicine and Tuskegee University School of Veterinary Medicine
- ❑ Fourth dean of Tuskegee University's School of Veterinary Medicine and first Tuskegee alumnus to serve in that capacity in 1991. The program was renamed in his honor in 1999.

Ferguson RISE Fellowship Goals

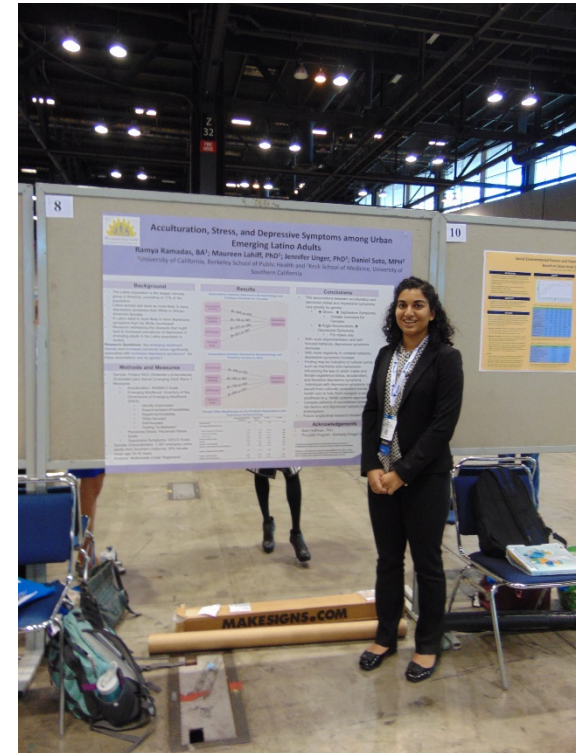
Goals

- Promote knowledge of and commitment to careers in public health.
- Focus on racial and ethnic graduate students who are under-represented in medical, dental, veterinary medicine, pharmacy, social science, and public health professions.
- Provide research and clinical experiences to develop critical thinking, leadership skills, **scientific presentations and publications**
- Mentor and introduce students to public health fellowships and career opportunities at CDC.



Ferguson RISE Fellowship: Dates

- Orientation: Monday, May 29 –Thursday, June 1, 2023
- RESEARCH Experience:
 - **February 6- July 21, 2023 (6-Month)**
 - June 5 – Friday, July 21, 2023 (Summer)
 - **June 5, 2023- May 5, 2024 (12-Month)**
- CDC Showcase and Expo Monday
 - Monday, July 24 - Wednesday, July 26, 2023
- Closing Research Symposium
 - Wednesday, August 2 and Thursday, August 3, 2023



Ferguson RISE-6

- 6-month Ferguson RISE Fellowship: February 6, 2023 –August 3, 2023
- Virtual Orientation February 4, 2023 and in-person Orientation May 29-June 9, 2023
- Part-time (up to 19 hours/week) or Full-time
- Institutions
 - Centers for Disease Control and Prevention
 - Howard University
 - Kennedy Krieger Institute/Johns Hopkins University Medical Institutions
 - Maryland State Health Department
 - Morehouse School of Medicine
 - Morgan State University
 - Rollins School of Public Health at Emory
- Peer-reviewed publication



Ferguson RISE Summer

- In-person Orientation May 29-June 1, 2023
- Research Experiences: Monday, June 5, 2023 - Friday, July 28, 2023
- Institutions
 - *Centers for Disease Control and Prevention
 - *Kennedy Krieger Institute/Johns Hopkins University Medical Institutions
 - *Maryland State Health Department
 - Howard University
 - Morgan State University
 - Rollins School of Public Health at Emory
- Research presentation on August 2nd or August 3rd
- Submit research to a national scientific meeting (e.g., American Public Health Association)
- Peer-reviewed publication



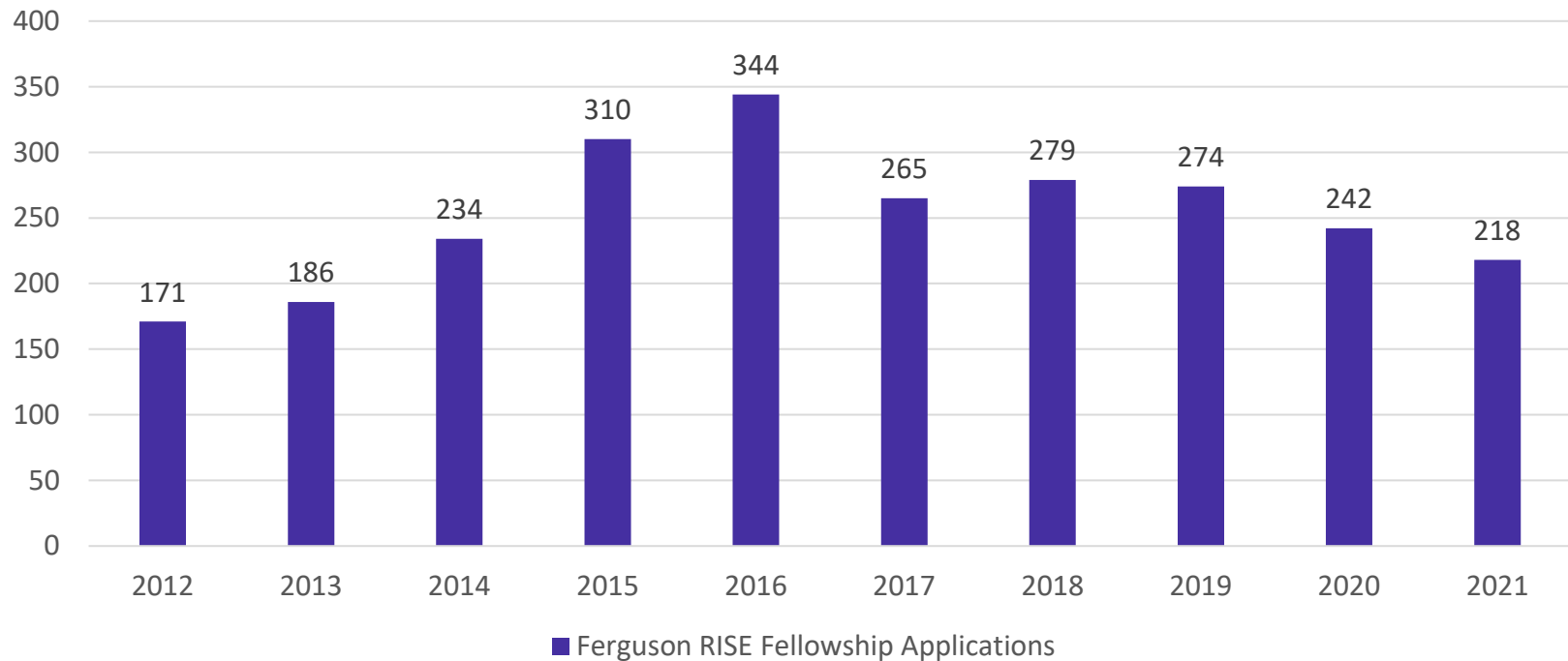
Ferguson RISE-12

- 12-month Ferguson RISE Fellowship: May 29, 2023 – May 5, 2024
- Full-time
- Institutions
 - Centers for Disease Control and Prevention
 - Howard University
 - Kennedy Krieger Institute/Johns Hopkins University Medical Institutions
 - Maryland State Health Department
 - Morehouse School of Medicine
 - Morgan State University
 - Rollins School of Public Health at Emory
- Peer-reviewed publication



2012-2021

Ferguson RISE Fellowship Applications



Ferguson RISE Fellowship

Public Health Training and Career Exploration

- Core Public Health Knowledge
 - Focus on Elimination of Health Disparities
- Infectious Diseases Research Experience
- Research Accountability Groups (RAGS)-
 - Wednesdays 7:30 AM-11:00 AM (summer)
 - Thursdays 8:00 AM-10:00 AM (12-month)
- Weekly Public Health Leaders
- Professional and Research Development through Mentoring
- Abstract Writing
- Presentation Experience
- Publications
- Leadership Experience (Near-Peer Mentoring)
- Networking/Employment Opportunities



Enhancing Mentoring



Mentor Readiness



Mentors' Wheel: Culturally Congruent Foundation for Mentoring



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Ferguson RISE Mentorship M³ Model

- Mentoring Team
 - Research Mentor
 - Ferguson RISE Faculty
- Research Accountability Groups
- myIDP

Belcher, Piggott, Sanders, Trent, 2019



Kennedy Krieger Institute

Mentoring throughout cultures

- Wise advisor; trusted friend
- Mentoring is a fundamental form of human development where one person invests time, energy and personal know-how in assisting the growth and ability of another person.

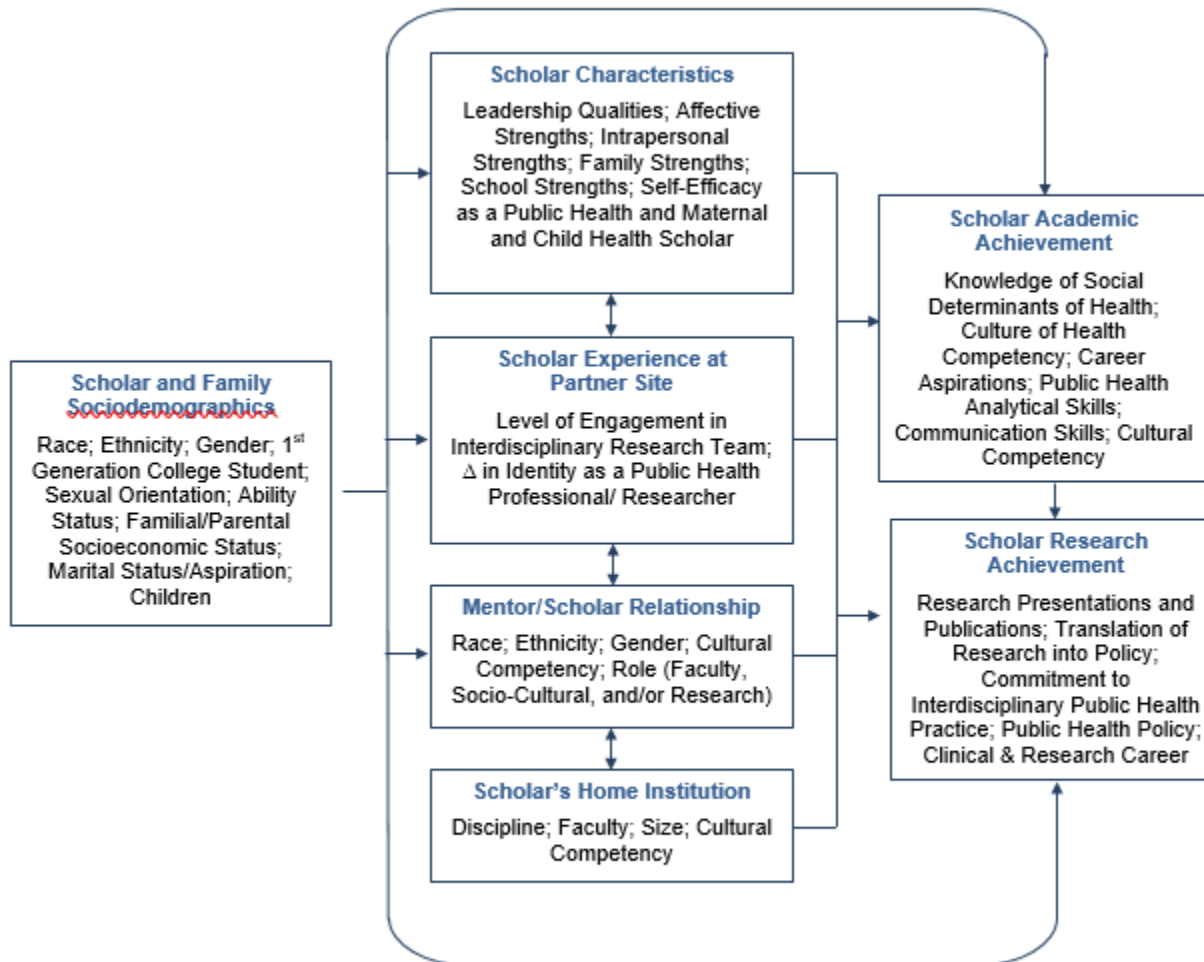


Mentorship

- Mentoring is a positive developmental partnership that provides a reflective space for the scholar
- Builds confidence within the scholar
- Mentors can help to navigate situations and clarify the scholar's perspective by providing an impartial view
- Confidentiality and trust are key to a successful partnership



Ferguson RISE Scholar Heuristic Model



Background & Environment of Scholars

Individual/Interpersonal Resources

- Aspirations
- Academic Self Efficacy
- Undergraduate and Graduate Education
- Post-Doctoral Training
- Prior Research Experience
- Personal Challenges
- Support From Family

Institutional Resources

- Institutional Support
- Support From Peers and Colleagues
- Type of Institution
- Formal Training/Programs
- Research Infrastructure

Academic and Scientific Development of Scholars

- Time Management
- Scientific Presentations
- Journal Articles
- Grant Writing
- Principal Investigator

Mentor Multiple Roles

- **Teacher/Tutor**
 - Provides scientific training
 - Orients scholar to organizational culture & professional skills
 - Locates resources
- **Counselor/Coach/Advisor**
 - Gives career and professional guidance
 - Feedback and support sounding board
 - Problem-solver
- **Intervener**
 - Intercedes on behalf of the scholar
 - Runs interference where needed
- **Sponsor**
 - Recommends and promotes career of scholar
- **Process mentors**
 - Guides in academic and career development but may not have expertise in science of career
- **Content mentors**
 - Guides in your scientific and conceptual development, but may not be good at process mentoring



Mentor Responsibilities

1. Meet regularly with the scholar to create a supportive and successful academic and research environment
2. Set academic and research expectations in collaboration with the scholar
3. Review progress with scholar
4. Ensure scholar is involved in networking activities
5. Prepare scholar for national research presentation
6. Encourage and collaborate on peer-reviewed publications



PHaSS-IDP

<https://test-phs-idp.pantheonsite.io/>

Build a Better Career

PHaSSIDP is a free online career exploration and planning tool for all early career professionals, graduate and undergraduate students in public health and social sciences. In recent years, the graduate education community has begun to respond to the need for advanced degree trainees to take a structured approach to their career planning and professional development. Frequently, the recommended approach is described as an Individual Development Plan (IDP). An IDP is simply a written set of goals designed to answer two important questions with the help of mentors:

Public Health and Social Sciences Individual Development Plan

- Self-Assessment
 - Skills
 - Tasks
 - Mission
 - Values
- Explore 20 Public Health Careers
- Develop SMART Academic and Career Goals
- Build Your Mentoring Team



Ferguson RISE Summer Schedule

Activity	Date	Time	Topic Area
Orientation	5/29/2023 to 6/2/2023	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: by 6/4 Mission Statement Profile/Biosketch
RAG Sessions			RAG Discussion Objectives
1	6/7/2023	7:30 AM - 10:30 AM [All Ferguson RISE Fellows] [Blue Team]	Research Question/Hypothesis/Study Procedures/Techniques Mission Statement
2	6/14/2023	7:30 AM - 10:30 AM [Yellow Team]	Research Literature Review/Study Design/Data Collection
3	6/21/2023	7:30 AM - 10:30 AM [Green Team]	Research Literature Review/Data Collection
4	6/28/2023	7:30 AM - 10:30 AM [Blue Team]	Data Collection Mid-Term Focus Group
5	7/5/2023	7:30 AM - 10:30 AM [Yellow Team]	Data Collection/Analysis/Tables/Figures Power Point Presentation
6	7/12/2023	7:30 AM - 10:30 AM [Green Team]	Data Collection/Analysis/ Tables/ Figures/Discussion Power Point Presentation
7	7/19/2023	10:00 AM - 1:00 PM	Abstract and Power Point Finals Poster Draft
8	7/26/2023	10:00 - 2:00 PM	Abstract and Power Point Finals Poster Draft
9	8/2 & 3/2023	CDC & Kennedy Krieger 8:30 AM - 4:00 PM	Ferguson RISE Summer Research Symposium



Mentor Agreement

Thank you for agreeing to participate as a mentor or preceptor for the Ferguson RISE Fellowship Program funded by the Centers for Disease Control and Prevention (CDC). This is a very important experience for the Fellows and we realize how valuable your time is. The Ferguson RISE Fellowship allows the graduate level scholar to gain experience in infectious diseases, health disparities, developmental disabilities, injury preventions, policy research and other areas of importance in promoting the health of US and world citizens.

→ We understand that there may be unforeseen public health emergencies that must be addressed, however as you consider research mentoring, please reflect on the following:

1. Do I have a research project that a Fellow can reasonably complete to the point of preliminary data presentation within 9 weeks?
2. If I am unavailable, is there a substitute mentor or preceptor who will be able to work with the Fellow?
3. Will all necessary data, equipment, reagents, IRB approval, etc., be available by June 1 of the project year?
4. Most importantly, do I have sufficient time to spend with the Ferguson Fellow, i.e., at least 30-60 minutes per week to meet individually with the Ferguson Fellow regarding the Fellows' research and professional development?

If you have answered YES to the above four questions. The CDC has requested we have a signed Mentor/Preceptor Agreement, project description, and background information on years of experience and area of focus from each of our mentors / preceptors.



LINKS to know

IMPORTANT PROGRAM INFORMATION LINKS

1. www.kennedykrieger.org/centerfordiversity
2. <https://www.kennedykrieger.org/training/programs/center-for-diversity-in-public-health-leadership-training/ferguson-rise>

MENTOR AGREEMENT LINK

https://kennedykrieger.az1.qualtrics.com/jfe/form/SV_aWWEb9gs5VA40Jg



Ferguson RISE Fellowship Partner Sites

- Kennedy Krieger Institute/Johns Hopkins University School of Medicine, School of Nursing, and Bloomberg School of Public Health
- Howard University
 - **Terri Adams-Fuller, PhD**
- Morehouse School of Medicine
 - **Tabia Akintobi, PhD, MPH**
- Morgan State University
 - **Gilliam Silver, MPH, CPH**
- Rollins School of Public Health at Emory University
 - **Sophia Hussen, MD, MPH**





Questions?

Center for Diversity in Public Health Leadership Training

Center & Ferguson RISE Director: **Harolyn M.E. Belcher, MD, MHS**

Ferguson RISE Co-Director: **Damani Piggott, MD, PhD**

Ferguson RISE Faculty Mentor: **Kathryn Van Eck, PhD**

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