

Dr. James A. Ferguson Emerging Infectious Diseases RISE Fellowship

Mentor Information Session



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) for Health Equity 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 on the elimination of health disparities throughout health-related systems and sectors
 - Political and Social Determinants of Health
 - Infectious Diseases
 - Advanced Molecular Detection
 - Epidemiology
 - Emergency Preparedness
 - Emerging Infectious Diseases
 - Wastewater Surveillance
 - Maternal Child Health Issues
 - Mental Health
 - Neurodiversity/Disabilities

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 graduate scholars, especially those from racial and ethnic populations underrepresented in the medicine and veterinary professions 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

- Promote knowledge of and commitment to careers in public health.
- Provide graduate students, especially students from historically oppressed, marginalized, or disadvantaged populations who are underrepresented in medical, dental, veterinary medicine, pharmacy, social sciences, and public health professions with an introduction to public health research careers.
- Provide a mentored research and clinical experiences to develop critical thinking, leadership skills, and opportunities for **scientific presentations and publications.**
- Mentor and introduce students to public health fellowships and career opportunities at CDC.

Ferguson RISE Fellowship: Dates

- Virtual Mini-Orientation for 6-Month Fellows: Saturday, February 1, 2025
- In-Person Orientation All Ferguson Fellows: **Monday, May 26 –Friday, May 30, 2025**
 - 6-Month Ferguson Fellows presentations will be integrated into the May 2025 Orientation
- RESEARCH Experience:
 - **February 3- July 25, 2025 (6-Month)**
 - **Monday, June 2 – Friday, July 25, 2025** (Summer)
 - **June 9, 2025- May 22, 2026 (12-Month)**
- CDC Showcase and Expo Monday
 - Monday, July 28 - Thursday, July 30, 2025
- Closing Ferguson RISE Summer Research Symposium
 - Thursday, July 30, 2025



Ferguson RISE-6

- ❑ Mini Orientation Saturday, February 1st 9:00 AM-1:00 PM
- ❑ 6-month Ferguson RISE Fellowship
- ❑ Virtual Orientation in February and in-person Orientation
- ❑ Part-time (up to 19 hours/week) or Full-time
- ❑ Institutions
 - ❑ Centers for Disease Control and Prevention
 - ❑ CUNY School of Public Health
 - ❑ Howard University
 - ❑ Kennedy Krieger/Johns Hopkins University Medical Institutions
 - ❑ Morehouse School of Medicine
 - ❑ Rollins School of Public Health at Emory
 - ❑ State and Local Health Departments
- ❑ CDC Showcase and Expo – July 28-30, 2025
 - ❑ Poster Presentation and Judging Lewis Scholars' Posters
- ❑ Peer-reviewed publication

Dates for 6-Month Fellowship

- Applications Open: October 7
- 6-Month Ferguson Fellowship Application due: December 2
- 6- Month application review period: December 2-13
- 6- Month Interview period: December 16-23
- 6-Month Offer Letter: December 23-January 3
- 6-Month Mini-Orientation: Saturday, February 1 (9:00 AM-1:00 PM Eastern, tentative)

Ferguson RISE Summer

- ❑ Research Experiences: Monday, June 2, 2025 – July 25, 2025
- ❑ Institutions
 - ❑ Centers for Disease Control and Prevention
 - ❑ CUNY School of Public Health
 - ❑ Kennedy Krieger/Johns Hopkins University Medical Institutions
 - ❑ Maryland State Health Department
 - ❑ Rollins School of Public Health at Emory
 - ❑ State and Local Health Departments
- ❑ CDC Showcase July 28-30, 2025
 - ❑ Poster Presentation and Judging Lewis Scholars' Posters
- ❑ Ferguson RISE Research Symposium - presentation on July 31st at the CDC PowerPoint Presentation
- ❑ Submit research to a national scientific meeting (e.g., American Public Health Association)
- ❑ Peer-reviewed publication

Ferguson RISE-12

- ❑ 12-month Ferguson RISE Fellowship:
- ❑ Full-time – June 9, 2025 – May 22, 2026
- ❑ Institutions
 - ❑ Centers for Disease Control and Prevention
 - ❑ CUNY School of Public Health
 - ❑ Howard University
 - ❑ Kennedy Krieger/Johns Hopkins University Medical Institutions
 - ❑ Morehouse School of Medicine
 - ❑ Rollins School of Public Health at Emory
 - ❑ State and Local Health Departments
- ❑ CDC Showcase and Expo-July 28-30, 2025
 - ❑ Poster presentation and Judging Lewis Scholars' Posters
- ❑ Ferguson RISE 12-Month Research Symposium – May 2026
- ❑ Peer-reviewed publication

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)
 - Wednesdays 1:00-2:00 PM (6- Month)
 - Thursdays 8:00 AM-10:00 AM (12-Month)
- Weekly Public Health Leaders
- Professional and Research Development through Mentoring
- Abstract Writing
- Presentation Experience



Enhancing Mentoring



Mentor Readiness

Mentors' Wheel: Culturally Congruent Foundation for Mentoring



Ferguson RISE Mentorship M³ Model



American Journal of Orthopsychiatry

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<http://dx.doi.org/10.1037/ort0000413>

Research Accountability Groups and Mentoring Minutes: The M³ Approach to Promote Public Health Infectious Diseases Research for Diverse Graduate Students

ment Plan

Harolyn M. E. Belcher

Kennedy Krieger Institute, Baltimore, Maryland and
Johns Hopkins University School of Medicine

Damani A. Piggott,

Renata Arrington Sanders,
and Maria Trent

Johns Hopkins University School of Medicine

Efforts to recruit and retain public health researchers should include scholars that reflect the demographics of the United States. Innovative research mentoring programs that integrate one-to-one and small group learning experiences may result in improved engagement and research productivity among graduate school scholars from underrepresented populations in public health research fields. This study analyzed leadership characteristics and research productivity of 54 graduate scholars who participated in the Dr. James A. Ferguson Emerging



Mentoring throughout cultures

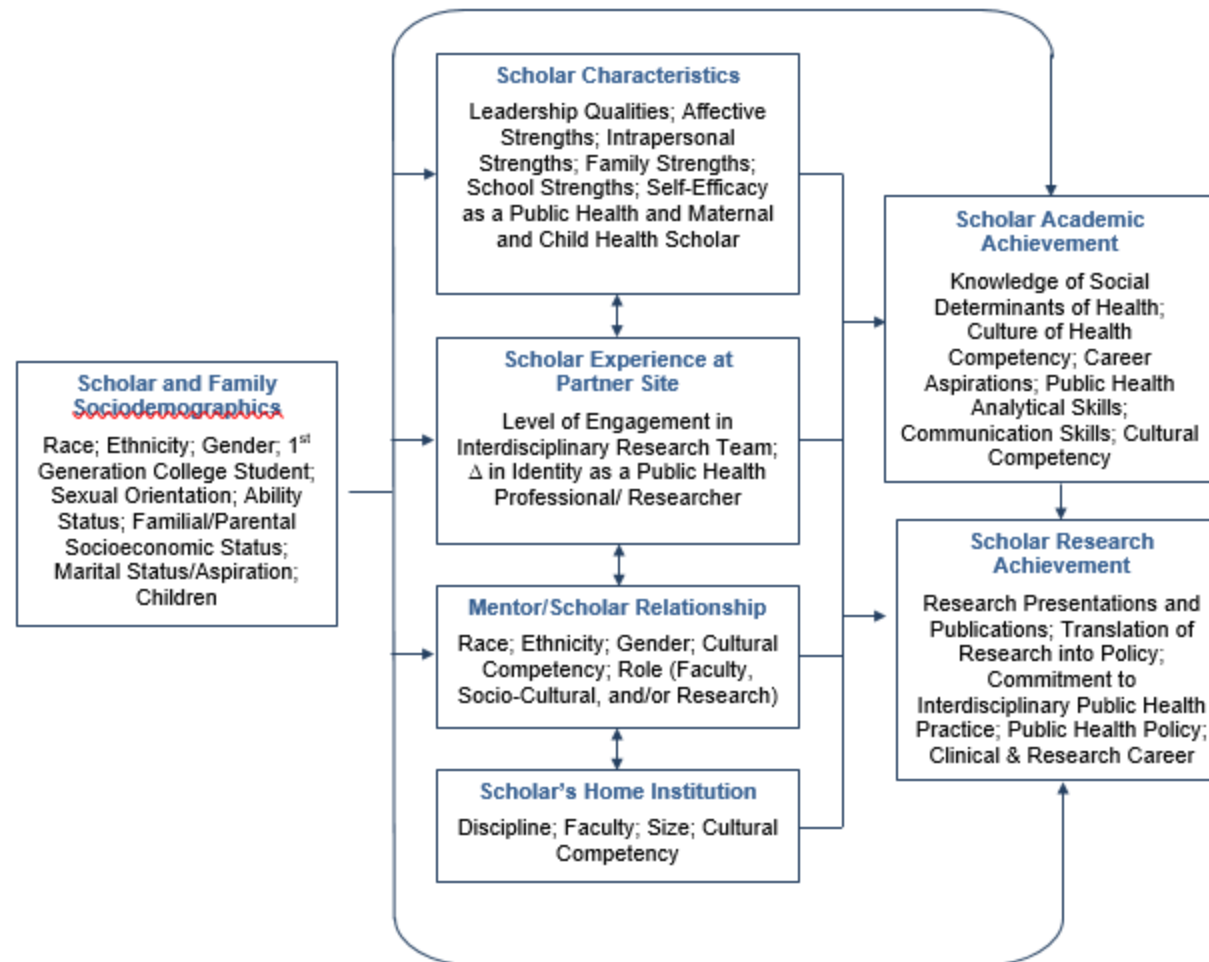
- Wise advisor; trusted friend
- Mentoring is a fundamental form of human development where one person invests time, energy and personal know-how in assisting the growth and ability of another person.



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

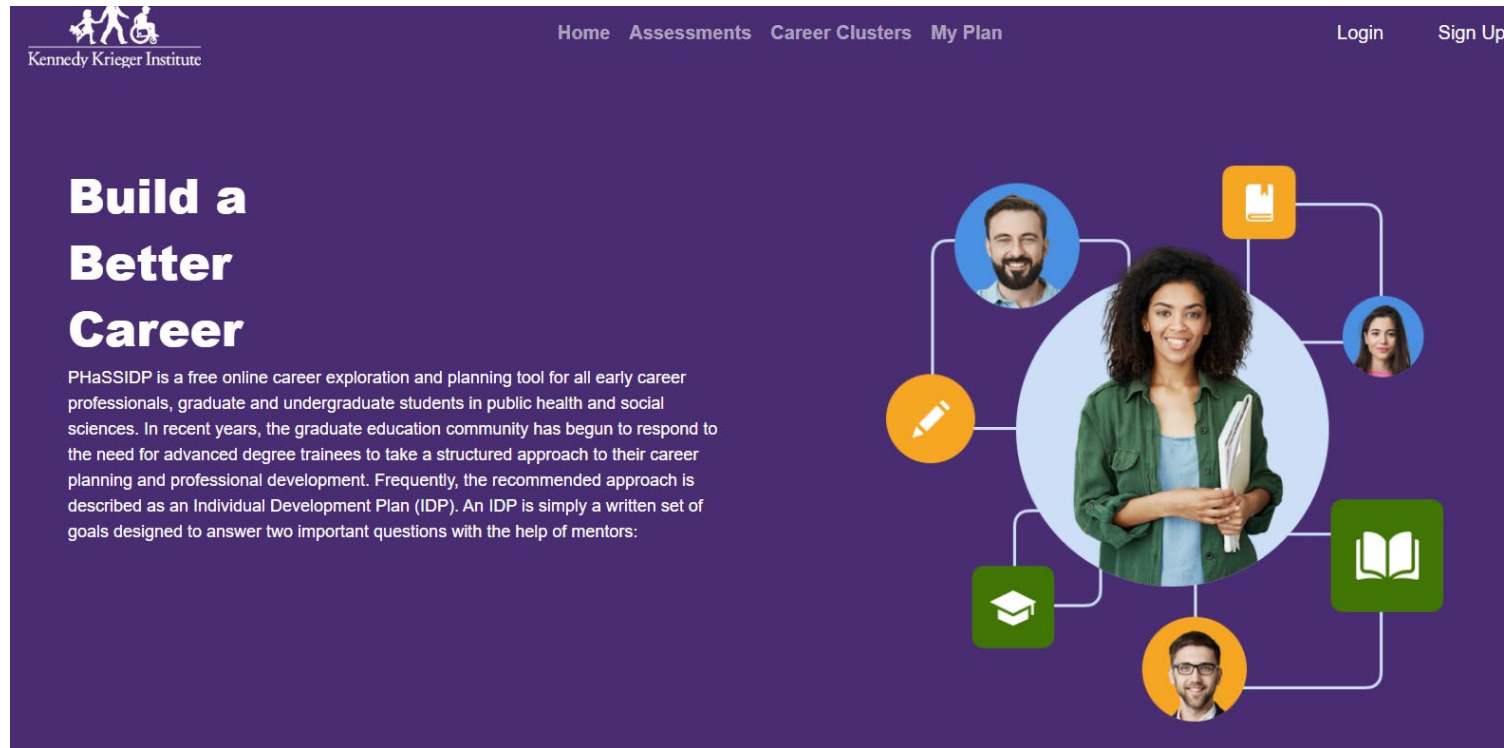


Mentor Responsibilities

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://www.careersinpublichealth.org/>



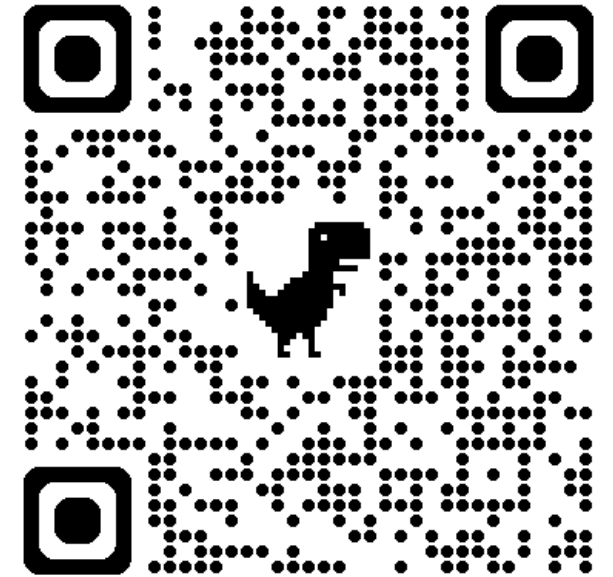
The screenshot shows the PHaSS-IDP website interface. At the top left is the Kennedy Krieger Institute logo. The navigation menu includes Home, Assessments, Career Clusters, My Plan, Login, and Sign Up. The main heading is "Build a Better Career". Below this is a paragraph of text explaining the tool's purpose for early career professionals and students. To the right is a central graphic featuring a woman holding papers, surrounded by icons for a pencil, a graduation cap, a book, and a person, connected by lines to a central hub.

Kennedy Krieger Institute

Home Assessments Career Clusters My Plan Login Sign Up

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


Table 1 Dr. James A. Ferguson RISE Graduate Summer Fellowship Schedule

Activity	Date	Time	Topic Area
Orientation	5/26/2025 to 5/30/2025	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 6/6 Mission Statement Profile/Biosketch
RAG Sessions			RAG Discussion Objectives
1	6/4/2025	7:30 AM - 10:30 PM [All Ferguson RISE Fellows] [Blue Team]	Research Question/Hypothesis/Study Procedures/Techniques Professional Development Mission Statement
2	6/11/2025	7:30 AM - 10:30 PM [Yellow Team]	Research Literature Review/Study Design/Data Collection Professional Development PHaSS-IDP Completion
3	6/18/2025	7:30 AM - 10:30 PM [Green Team]	Research Literature Review/Data Collection
4	6/25/2025	7:30 AM - 10:30 PM [Blue Team]	Data Collection Mid-Term Focus Group
5	7/2/2025	7:30 AM - 10:30 PM [Yellow Team]	Data Collection/Analysis/Tables/Figures Power Point Presentation
6	7/9/2025	7:30 AM - 10:30 PM [Green Team]	Data Collection/Analysis/ Tables/ Figures/Discussion Power Point Presentation
7	7/16/2025	[Office Hours – Scheduled 20-minute sessions for 12 Fellows]	Abstract and Power Point Finals Poster DUED
8	7/23/2025	[Office Hours – Scheduled 20-minute sessions for 13 Fellows]	Abstract and Power Point Finals Poster
9	7/28- 7/30/2025	CDC Showcase and Expo	Poster Presentations
9	July 31, 2025	8:30 AM - 1:00 PM	Ferguson RISE Summer Research Symposium at the CDC

Mentor Agreement

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:

Considerations for hosting research a Ferguson RISE Fellow:

- 
1. Do you have a research project with available data that a Fellow can reasonably complete to the point of data analysis and data presentation within 8 weeks (for summer fellows), 6 months working 19 hours/week, and 12 months full time? **Please Note:** Ferguson RISE Fellows are expected to produce a poster of their research at the CDC Showcase and Expo during the last week in July. Summer scholars are expected to give an oral PowerPoint presentation of their research at the CDC following the CDC Showcase and Expo.
 2. If you are 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 February 1 for 6-month projects or June 1 for summer projects?
 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 requests research mentors sign this Mentor Agreement that includes demographic information, project description, and background information and area of professional and research focus mentors / preceptors.

Thank you for completing this form and information request.

Data Collection Purpose

Consent for Research Participation

Please note that the information collected in this survey serves a dual purpose.

1. First, the information you provide via this survey is required by the funding agency for program evaluation.
2. Second, with your permission, the information you provide will be used for research purposes (i.e., to test hypotheses about the effectiveness of program curricula and activities).

Participation in this research is voluntary. Your permission (or lack of permission) in this research will have no effect on your current or future relationship with the Center for Diversity in Public Health Leadership at Kennedy Krieger Institute. You may cancel your permission to use your information at anytime by contacting Dr. Harolyn Belcher (CenterforDiversity@kennedykrieger.org). Your cancellation will not affect information already collected. Only de-identified (or limited, e.g., including dates) data will be used in research publications. We will use the findings from this survey with other data, to evaluate and improve the program. This study has been reviewed and approved by the Johns Hopkins Medical Institutional Review Board [IRB00398423; Principal Investigator: Harolyn M.E. Belcher, MD, MHS]. If you have any questions regarding this survey study, please contact: Harolyn M.E. Belcher, MD, MHS Director, Center for Diversity in Public Health Leadership Training Kennedy Krieger Institute 716 North Broadway Baltimore MD 21205 Office:(443) 923-5933 CenterforDiversity@kennedykrieger.org

Completing this Ferguson RISE Mentor Agreement Application does not guarantee that a Ferguson RISE Fellow will be matched with you on your proposed project.

I agree that the information provided in this survey can be used for research in aggregate and de-identified (or limited, e.g., dates may be used) format.

- Yes
- No

If Will you work with a co-mentor? Yes Is Selected

Research Co-Preceptor and Mentor Information

Honorific (e.g., Ms., Mr., Dr., etc.)

First Name

Last Name

Degree (e.g., MD, MPH, PhD, etc.)

Position Title

Address:

City

★ State (Please use two letter abbreviation for state)

Zip Code

★ Office Phone Number xxx-xxx-xxxx

Cell Phone for urgent contact xxx-xxx-xxxx

★ Email Address

Institution/Organization

Department

Location Logistics

Q53

Select the Ferguson RISE Fellowship public health research track(s) on which you can serve as primary research mentor for a graduate student (select all that apply)?

- 6- month (part-time student, February through July - note fellows may be continue part-time or full-time during the summer)
 - 6-month (full-time student, February through July)
 - 12-month (full-time student)
 - Summer (full-time student from the first week in June through July; Ferguson RISE Summer Research Symposium the first week in August)
-
-

) Q57

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Is your research experience

- In-Person (Preferred)
 - Hybrid (Combination of In-Person and Virtual)
 - Virtual
-

Demographics

The Mentor Agreement Form is the only source of demographic information about mentors in the Ferguson RISE Fellowship Program. The CDC Annual Performance Report requests information on the demographic composition of Ferguson RISE mentors. Demographic data are reported in aggregate, without identifiers. Data on the Mentor Agreement may be reviewed by CDC and Kennedy Krieger program staff.

Q42



Your Gender

- Female
- Male
- Not listed above, Describe
- Prefer not to respond

Q44



Your Race (Check all that apply, Please provide details)

- African American, Black
- American Indian/Alaska Native (Tribal Affiliation, Nation)
- Asian
- Hispanic or Latino/a
- Middle Eastern/North African (Describe)
- Multi-racial (Describe)
- Native Hawaiian / Pacific Islander (Describe)
- White

Project Type

Q12

Project Type: (check all that apply)

- Advanced Molecular Detection
- Bioinformatics
- Clinical Prevention and Intervention
- Community-Based Participatory Research
- Developmental Disabilities
- Emergency Preparedness
- Epidemiology
- Genomics/Genomic Epidemiology
- Health Care Bioinformatics
- Health Disparities
- Infectious Diseases
- Injury Prevention
- Laboratory Science
- Mental Health/Substance Abuse
- Public Health Communications
- Public Health Economics
- Public Health Education
- Public Health Informatics
- Public Health Policy
- Wastewater Surveillance
- Other, Describe

Q9

Does your project include development, validation, or routine use of the following:

- Complex laboratory protocols
- Bioinformatic workflows
- Integration of laboratory and epidemiologic data or data visualization
- Epidemiologic data visualization

Q63

Description of Proposed Ferguson RISE Project (limit 250 words)

Ferguson RISE Fellowship Partner Sites

- Kennedy Krieger Institute/Johns Hopkins University School of Medicine, School of Nursing, and Bloomberg School of Public Health
 - **Harolyn Belcher, MD, MHS, Director**
 - **Damani Piggott, MD, PhD, Co-Director**
 - **David Oguoma-Richards, ATL-Coordinator**
 - **Ernest Carter, MD, PhD, Faculty**
 - **Kathryn Van Eck, PhD, Faculty**
- CUNY School of Public Health
 - **Lynn Roberts, PhD, Site Director**
- Howard University
 - **Terri Adams-Fuller, PhD, Site Director**
- Morehouse School of Medicine
 - **Tabia Akintobi, PhD, MPH, Site Director**
 - **Rosanna Barrett, PhD, MPH, Site Director**
- Rollins School of Public Health at Emory University
 - **Juan Leon, PhD, Site Director**



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://discover.kennedykrieger.org/jfe/form/SV_9sN3V7MSEGhaZsq





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: **Ernest Carter, MD, PhD**

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

Ferguson-ATL Coordinator: **David Oguoma-Richards**

Center for Diversity and O-HEID Administrative Operations Director: **Kelly Little, MHA**

CDC Ferguson RISE Fellowship Leadership: **Shantrice Jones, MPH** and **Angela Blackwell, DrPH, MPH**

Email: Ferguson_Fellowship@kennedykrieger.org