MICHIGAN INSTITUTE FOR CLINICAL & HEALTH RESEARCH
UNIVERSITY OF MICHIGAN

DISTINGUISHED MENTOR AWARD

The **MICHR Mentor Award** recognizes the value of mentoring to the University of Michigan in assisting early career investigators to reach across disciplinary boundaries in pursuit of science. It also recognizes the important role mentoring plays in ensuring the personal and professional development of a mentee. This award is part of MICHR's continuing efforts to foster a culture of mentoring, especially in the area of clinical and health research.

Eligibility: Nominees must be faculty who have a sustained track record at the University of Michigan* of successfully mentoring students, fellows and/or early career faculty. Nominees may come from any discipline in any school, department or program at any of the University of Michigan's three campuses and need not have any affiliation with MICHR. Nominations are not limited by department or program. You are encouraged to identify faculty who guide students, fellows, and early career faculty throughout their professional training. The successful mentor serves as advisor, teacher, advocate, sponsor, colleague, and collaborator. Only one nomination packet per nominee will be considered by the Award Review Committee.

Award: The recipient will receive a plaque and letter of recognition. The MICHR Mentor Award Review Committee expects to make six awards, adding to the distinguished group of mentor awardees.

Selection Criteria: Nominees should be scholars with a demonstrated commitment to fostering the intellectual, creative, scholarly, and professional growth of their students, fellows, and trainees. They should demonstrate consistent, high-quality mentoring in clinical and translational research and be a demonstrated career mentor. Nominations should address the nominee's contribution to mentoring at the University of Michigan. Review criteria will be based on four competencies (Supports a Diverse Workforce, Communications, Career Development, and Research)** and includes:

- Supports a diverse set of mentees
  - For example: Evidence of supporting women and under-represented minorities*** in the health sciences.
- Communication and relationship management
  - For example: Is an excellent listener, probes, and gives feedback.
- Psychosocial support
  - For example: Through guidance and dialogue, enhances capacity of mentees to reflect on and improve relationships.
- Career and professional development
  - For example: Provides guidance to help navigate the academic/institutional environment and assists with expanding mentees' professional network.
- Professional enculturation and scientific inquiry
  - For example: Is a role model of ethical behavior and teaches the rules of science through lab and clinical research meetings.
- Research development
  - For example: Assists mentee in designing and implementing a research plan.
- Clinical and translational investigator development
  - For example: Models and advises mentee on building an effective multidisciplinary team.

The Award Review Committee is looking for nominations that demonstrate competency in all four competency areas.

Nomination Process: Nominations may be submitted by any faculty member, fellow, student or staff person at the university, and should be addressed to the Award Review Committee. All nominators should work with their department/program chair and/or associate dean in preparing their nomination package:

- Online Nomination Form (the nomination form is available through Competition Space): http://umms.infoready4.com/CompetitionSpace/#competitionDetail/1927054
- A one-page nomination letter explaining the reason for the nomination. What about the nominee's qualities and accomplishments make the individual a superior choice for this award?

- Letters of support which demonstrate the nominee's significant contributions to mentoring. At least two letters of these must be from current and/or former mentees of the nominee. **The letters of support section should not exceed five pages.**
- A letter from a chair or associate dean to address the nominee's overall mentoring capabilities, **not to exceed one page.**
- Nominee's CV.
- A list of mentees, including: name of mentee, type of trainee, dates they were mentored, current position-title and location. This table is available for many faculty members through their administrative assistant or research administrator.

Deadline: March 11, 2024

Nominations should be addressed to the Award Review Committee. Only one nomination packet per nominee will be considered by the Award Review Committee.

Selection: Selection of the awardees will be made by consensus of the MICHR Mentor Award Review Committee and the MICHR Director.

Announcement of the Award: The recipients will be announced in July 2024.

*A sustained track record would be associate level or above for tenure-track faculty, or at least ten years of mentoring experience for non-tenure track faculty.
**For more information on competencies for mentoring, please refer to "Deriving Competencies for Mentors of Clinical and Translational Scholars" by Abedin et al, CTS Journal, 2012: http://onlinelibrary.wiley.com/doi/10.1111/j.1752-8062.2011.00366.x/abstract
***Women, under-represented minority populations, those with disabilities, those who identify as lesbian, gay, or transgender, and those from backgrounds disadvantaged by socio-economic status, cultural or language barriers, or rural geography are all under-represented in the biomedical workforce. More information can be found on the NIH website: http://grants.nih.gov/training/faq_diversity.htm#867

The **MICHR Peer Mentor Award** recognizes the value of mentoring to the University of Michigan in assisting clinical and translational investigators and research staff to reach across disciplinary boundaries in pursuit of science. It also recognizes the important role mentoring plays in ensuring the personal and professional development of a peer or mentee. This award is part of MICHR's continuing efforts to foster a culture of mentoring, especially in clinical and health research.

Eligibility: Nominees must be faculty or staff with a sustained record of <u>peer mentorship or coaching</u>. This can be for peers who are students, fellows, staff or faculty at the University of Michigan. Nominees may come from any discipline in any school, department, or program at any of the University of Michigan's three campuses and need not have an affiliation with MICHR. Nominations are not limited by department or program. You are encouraged to nominate faculty or staff who guide students, fellows, staff, and early career faculty throughout their professional career development. The successful peer mentor serves as advisor, teacher, advocate, sponsor, colleague, and collaborator. Only one nomination packet per nominee will be considered by the Award Review Committee.

Award: The recipient will receive a plaque and letter of recognition. The MICHR Peer Mentor Award Review Committee expects to make two awards (one for a faculty member and one for a staff member), adding to the distinguished group of mentor awardees.

Selection Criteria: Nominees should have a demonstrated commitment to fostering the intellectual, creative, scholarly, and professional growth of their peers. They should demonstrate consistent, high-quality mentoring or coaching in clinical and translational research. Nominations should address the nominee's contribution to mentoring at the University of Michigan. Review criteria will be based on four competencies (Supports a Diverse Workforce, Communications, Career Development, and Research)* and includes:

- Supports a diverse set of peers
  - For example: Evidence of supporting <u>women and under-represented minorities</u>** in the health sciences.
- Communication and relationship management
  - For example: Is an excellent listener, probes, and gives feedback.
- Psychosocial support
  - For example: Through guidance and dialogue, enhances capacity of peers to reflect on and improve relationships.
- Career and professional development
  - For example: Provides guidance to help navigate the academic/institutional environment and assists with expanding peers' professional network.
- Professional enculturation and scientific inquiry
  - For example: Is a role model of ethical behavior and teaches the rules of science through lab and clinical research meetings.
- Research development
  - For example: Assists peers in designing and implementing a research plan.
- Clinical and translational investigator development
  - For example: Models and advises peers on building an effective multidisciplinary team.

The Award Review Committee is looking for nominations that demonstrate competency in all four competency areas.

Nomination Process: Nominations may be submitted by any faculty member, fellow, student or staff member at any of the three U-M campuses, and should be addressed to the Award Review Committee. All nominators are encouraged to work with their department/program chair and/or associate dean in preparing their nomination package:


- Online Nomination Form (the nomination form is available through Competition Space): http://umms.infoready4.com/CompetitionSpace/#competitionDetail/1927054
- A one-page nomination letter explaining the reason for the nomination. What about the nominee's qualities and accomplishments make the individual a superior choice for this award? How many mentees has the nominee mentored or coached?

- Letters of support which demonstrate the nominee's significant contributions to mentoring and should include at least one letter from a current and/or former peer. **The letters of support section should not exceed three pages.**
- A letter from a PI, senior colleague, or someone familiar with nominee's peer mentoring role to address the nominee's overall peer mentoring capabilities, **not to exceed one page.**
- Nominee's CV or resume.

Deadline: March 11, 2024

Nominations should be addressed to the Award Review Committee. Only one nomination packet per nominee will be considered by the Award Review Committee.
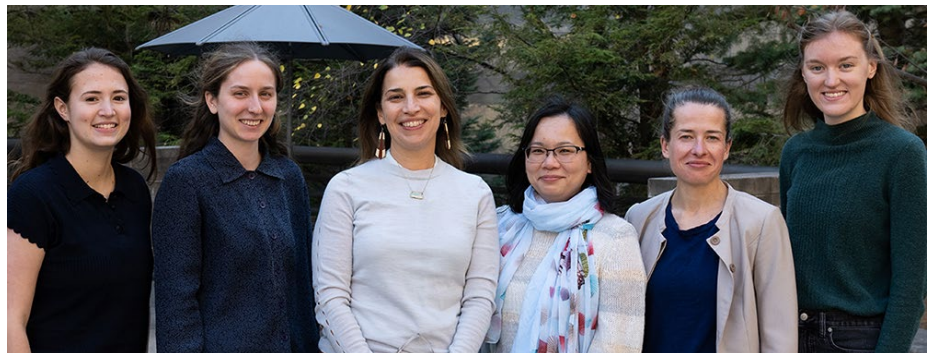
Selection: Selection of the awardees will be made by consensus of the MICHR Peer Mentor Award Review Committee and the MICHR Director.

Announcement of the Award: The recipients will be announced in July 2024.

*For more information on competencies for mentoring, please refer to "Deriving Competencies for Mentors of Clinical and Translational Scholars" by Abedin et al, CTS Journal, 2012: http://onlinelibrary.wiley.com/doi/10.1111/j.1752-8062.2011.00366.x/abstract
**Women, under-represented minority populations, those with disabilities, those who identify as lesbian, gay, or transgender, and those from backgrounds disadvantaged by socio-economic status, cultural or language barriers, or rural geography are all under-represented in the biomedical workforce. More information can be found on the NIH website: http://grants.nih.gov/training/faq_diversity.htm#867