

## University Maryland Research Mentor Training Evaluation Report

These aggregated data were collected from mentors immediately following their participation in 8 hours of research mentor training and 6 months post training at your institution. This summary report is meant to inform your future efforts in mentor training; therefore you are welcome to share the data with those at your institution who are involved in decisions about next steps in research mentor training on your campus with the caveat that they do not distribute it further.

Please note that text responses may have been edited to remove any identifying information. Questions have also been edited to include whether the question was asked immediately after or 6 months after the training. Please contact Kim Spencer with any questions, [kenspencer2@wisc.edu](mailto:kenspencer2@wisc.edu).

**Institution:** University of Maryland

**Curriculum:** Mentor Training for Community Engaged Researchers

**Facilitators:** Stephen Thomas and Ruth Zambrana

**Dates of Training:** 11/14/13, 12/5/13, 12/19/13

**Response rate for survey:** 7/8 (88%) Baseline; 5/8 (63%) immediate post; 5/8 (63%) 6-month post

### Description of participating mentors (demographic summary):

- Mentors participated in training: 8
- Gender: 2 male, 5 female
- Race: 7 White
- Title: 5 Professor, 3 Associate Professor
- Average mentoring experience: 15.25 years

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**Overall, how effective was your facilitator in guiding discussion during your research mentor training sessions? (Immediate post)**

Very Effective: 3 (60%)

Effective: 1 (20%)

Neither: 1 (20%)

Ineffective: 0

Very Ineffective: 0

**How likely is it that you would recommend the mentor training sessions to a colleague? (Immediate post)**

Very Likely: 2 (40%)

Likely: 2 (40%)

Undecided: 1 (20%)

Unlikely: 0

Very Unlikely: 0

**Was attending mentor training a valuable use of your time? (Immediate post)**

Yes: 4 (80%)

No: 1 (20%)

**How would you rate the overall quality of your mentoring?**

	Very Low 1	2	3	Average 4	5	6	Very High 7	Mean
Before Training	0	0	0	1	3	1	0	5.00
6-month Post	0	0	0	0	1	4	0	5.80

**To what extent do you feel you are meeting your mentees' expectations?**

	Not at all 1	2	3	Moderately 4	5	6	Completely 7	Mean
Before Training	0	1	0	0	3	1	0	4.60
6-month Post	0	0	0	0	2	3	0	5.60

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Please rate how skilled you feel you were in each the following mentoring competencies **BEFORE** attending the research mentor training, and how skilled you feel you are **NOW**, immediately after the training. (Scale 1-7, 1-Not at all Skilled, 4-Moderately Skilled, 7 Extremely Skilled)

Competency	Retro Mean Score Before	Mean Score Now	Mean Gain
Maintaining Effective Communication	4.50	5.75	1.25
Aligning Expectations	3.75	6.00	2.25
Assessing Understanding	4.25	5.00	.75
Addressing Equity and Inclusion	5.00	6.00	1.00
Fostering Independence	3.75	5.25	1.50
Promoting Professional Development	4.00	5.50	1.50

Below are the mean retrospective pre and post scores from the 6 month post training survey. Mentors were asked to rate their skills on the MCA (Mentoring Competency Assessment) 26 item survey retrospectively thinking to before the training and now, 6 months after the training. The 26 items were grouped together by their corresponding competency and are shown below. (Scale 1-7, 1-Not at all Skilled, 4-Moderately Skilled, 7 Extremely Skilled)

Competency	Retro Mean Score Before	Mean Score Now	Mean Gain
Maintaining Effective Communication	4.27	5.73	1.46
Aligning Expectations	4.24	5.76	1.52
Assessing Understanding	4.27	5.33	1.06
Addressing Equity and Inclusion	5.30	6.60	1.30
Fostering Independence	4.76	5.92	1.16
Promoting Professional Development	4.52	5.68	1.16
Composite Score	4.48	5.78	1.30

**What are the strengths and weaknesses of this mentor training? Are there things you would like to see changed or added? If so, what?** (Immediate post)

- It was valuable to have a forum to discuss mentoring with a group of colleagues. This is a very significant topic. It needs more attention at our institution.
- If we'd focused on content, it might have been good. We had too much personal experience and decrying the "system."

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- Excellent facilitators Great group interactions Sharing of ideas, especially across disciplines Finding a "network" for further discussions Weaknesses: In the examples in the one session I could attend, focus was on STEM areas and biomedicine. These are my areas and I very much understood the examples and their "meaning," but others in the room from arts and humanities did not. We did explain the material to foster discussion, but I think the materials would benefit from having examples from broader disciplines. Indeed, one of the really interesting aspects of the program is to see similarities and differences between disciplines, and having examples and case studies reflecting intellectual diversity would be useful.
- If anything, I would like the experience to have been longer. It was very informative and productive, I simply wanted more. The facilitators were masterful at encouraging people to share their views and experiences, and then to draw the key elements of mentoring from these. All in all, a transformative experience and one I hope my departmental colleagues will be able to participate in.
- Articulating mentoring philosophy and plan; being able to discuss mentoring issues with faculty from across campus

**Have you made any changes in your mentoring, or do you plan to make any as a result of this training?**

<b>Immediate post</b>	<b>6-month post</b>
Yes: 2 (50%)	Yes: 4 (80%)
No: 2 (50%)	No: 1 (20%)

**Please describe any changes in your mentoring practices that you have made, or plan to make as a result of this training.** (all responses unless they include personal or identifiable information)

**Changes reported immediately following training:**

- It is very hard for me to answer 9 or 10 since I only attended one session. I am a reasonably experienced and skilled mentor to start, so without seeing the whole program (something I regret!) I cannot say how it might have changed me.
- The whole experience has really made me rethink my entire approach to mentoring, in terms of practices, frequency, and scope. To be frank, it was something I had previously done in a well-intentioned, but haphazard and rather aimless fashion. This training has made me both more structured in my approach and more sensitive to the actual needs/expectations of mentoring moments. I truly believe the self-reflexive elements of

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the program have caused me to radically alter my understanding of, attitude toward, and, hopefully (we shall see in future years) the effectiveness of my mentoring.

- Mentoring plan and clear expectation between mentee and mentor

**Changes reported in 6 month post survey:**

- More active listening. Setting up goals/expectations early.
- I plan to hold my mentees more "accountable" for sticking to their plans (e.g., manuscript writing).
- Meeting mentees more regularly. Making clearer and more career specific goals. Being open and honest in terms of offering constructive feedback.
- Expectations for both roles upfront; detailed plans for what will take place; how to communicate with other mentors

**Has your perspective of the training's impact changed in the last six months? (6 month post)**

Yes: 2 (40%)

No: 3 (60%)

**If your perspective of the training's impact has changed, how as has it changed? (6 month post)**

- I continue to appreciate the insight it gave me on the important role of expectations and setting boundaries.
- I think it has changed radically. I actually think about the mentoring process as a process now, rather than simply blustering my way through it with no plan or forethought. I would like to think I am now a more considered and, hopefully, effective mentor.
- Very positive - excellent practical tools and suggestions