Influence through Clinical Research Mentoring: Willing, But Am I Able?

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Objectives:

1. Discuss five components of a research mentoring agreement in the clinical setting.

2. Describe the role of a research mentor in facilitating the development of a research proposal.

3. Explain five guidelines for supporting mentees during implementation of a research project.

4. Propose at least two strategies for evaluating success of a research mentor-mentee relationship.
COMPONENTS OF RESEARCH
MENTORING AGREEMENT
Mentor Qualifications

- Educational preparation and research coursework
- Experience with proposal writing and conduct of research
- Research vs. content expert
- Interest, patience and time

Make a good match!
Expectations of Mentorship

- Confidentiality and safe environment
- Goals
- Timeline
- Meetings
- Work to be accomplished
Role of Mentor and Mentee

• Dynamic, reciprocal relationship – both are learners, power differential diminished

• Mentor – clear understanding of mentee’s unique needs and desires; flexibility and humility to adjust approach to support mentee’s success

• Mentee – drives the process; motivation and interest; clear communication of expectations; flexibility; open-mindedness; seeks feedback and challenge; reflective
Attributes of Mentoring Relationship

- **Research** – development of research skills, disciplinary knowledge, technical skills, ethical behavior, research self-efficacy
- **Interpersonal** – active listening, aligning mentor-mentee expectations, building trust and honesty
- **Psychosocial & Career** – motivating, facilitation of coping efficacy, career self-efficacy, science identity, sense of belonging
- **Culturally Responsive/Diversity** – advancing equity and inclusion, culturally responsive, reduce impact of bias, reduce impact of stereotype threat
- **Sponsorship** – fostering independence, promoting professional development and professional networks, actively advocating

*Pfund, Byars-Winston, Branchaw, Hurtado, & Egan, 2016*
Mentor Self-Awareness

• Speaking only for self
• Speaking only of your experiences
• Knowing what you don’t know
Measures of Success

- For mentor
- For mentee
- For healthcare system
ROLE OF RESEARCH MENTOR DURING RESEARCH PROPOSAL PREPARATION
Problem Identification & Significance

- Research vs. PI vs. EBP project
- Interesting clinical problem vs. institution priority
- Logical flow from background to RQ and study purpose
Literature Appraisal

• Library search skill development – librarian as team member
• Quantity and quality of literature
• Fine tuning of RQ based on literature appraisal
Study Design

• Choice of qualitative, quantitative, mixed methods
• Adherence to institutional guidelines for proposal
• Sampling – rationale for inclusion/exclusion criteria
• Sample size considerations
• Data collection instruments – match RQ
• Importance of statistician – data analysis strategies
• Realistic design based on time and resources
Human Subjects Approval & Sampling

• On-line human subjects research training
• Use IRB template for proposal and informed consent
• Mentee understanding of type of review
• Mentor review prior to submission
• Protocol revisions
Budget & Resources

• Internal resources (time, copies, storage space, etc.)
• Notification of involved parties (admin, staff, MDs, etc.)
• Support letters
• Grants
GUIDELINES FOR MENTEE SUPPORT DURING STUDY IMPLEMENTATION
Data Collection Procedure

• Step by step review of procedure
• Practicing informed consent
• Importance of interrater reliability
• Data security – separate storage of consent and data
Researcher & Staff Engagement

- Gaining access
- Providing updates
- Celebrating milestones
- Showing appreciation
Data Entry & Cleaning

- Training for data coding
- Cleaning data
- Missing data
- Meeting with statistician
Data Analysis & Implications

- Asking questions of statistician
- Significant vs. non-significant results
- Limitations and conclusions
- Results – reporting to IRB
- Implications – internally, locally, nationally
EVALUATING SUCCESS OF RESEARCH MENTOR-MENTEE RELATIONSHIP

TRANSFORMATION

INFLUENCING THROUGH ACTION
Translation & Dissemination

- Conference possibilities – think ahead
- Writing for publication
Further Considerations

• Dyad vs. Peer vs. Multi-mentor Approach
• Growing a mentorship network
• Need for evidence-based practice of mentoring
• Need for metrics to evaluate mentorship success
• Need for ongoing mentor education
Thank You!

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