

The S.M.A.R.T. Program: Scholars and Mentors Achieving Research Together

A. Participating Divisions/Departments(s): Department of Obstetrics, Gynecology and Women's Health

B. Mentoring Coordinator: Andrea D. Shields, MD, Associate Professor of Obstetrics, Gynecology and Women's Health

C. Program Start Date: October 15, 2014

D. Program Description: The S.M.A.R.T.© Program – Scholars and Mentors Achieving Research Together – is a new, mentor-led, research curriculum with the goal of increasing our faculty's research productivity and scholarly activity by establishing mentoring teams. S.M.A.R.T.© teams are led by senior research mentors within the department (Team Leads), each with the experience, passion, and organizational skills to advocate for and mentor early-career junior faculty (Team Assists) in research and career development.

- **Goals:** We expect that increased research productivity among our faculty will be realized by increasing (1) collaboration, (2) mentor-mentee accountability, and (3) scholarship. All junior faculty were invited to participate in the program.
- **Expectations and Activities:**
 - Within the first month of entering the program, the Team Assists will draft an Individual Development Plan that includes a timeline for achieving their individual goals in research, teaching/education, and professional networking. Mentees will also complete a self-assessment of their skills in research and other professional competency areas.
 - S.M.A.R.T.© teams will meet on a monthly basis, either in person or through electronic or video conferencing. Through group mentoring, Team Leads will assist in the research process as their team members work to reach their individual goals. A structured curriculum with activities and benchmarks was created to assist the Team Leads in guiding their mentees through the program.
 - Evaluation of the progress of the Team Assists will be completed by the Team Leads midway through the program and at the one-year mark. The Team Assists will also evaluate their mentors midway through the program and at program completion.
- **Outcomes**
 - In the pilot year, 4 teams were created, each with 1 Lead (mentor) and 2 Assists (mentees).
 - The Mentoring Coordinator will review evaluation forms at the midway point to track mentees' progress and again at the completion of the program to assess whether the goals established at the beginning of the program were met. The Mentoring Coordinator will monitor any evaluations that have a score of "disagree" or "strongly disagree" midway through the program and address these with individual mentor-mentee pairs to ensure ongoing mentorship success.
 - The S.M.A.R.T.© program will be evaluated through an observational survey tool completed by the junior faculty and residents before initiation of the program, midway through the program, and at the completion of the program after a 1- and 2-year period.
- **Required Resources:** Implementation of this program requires funds for administrative support, including salary support for an evaluation coordinator and administrative assistant, and the costs of video teleconferencing equipment.

E. Contact for more information: Specifics of the program can be viewed at the following website: <https://sites.google.com/a/umn.edu/obsmartprogram/>. To learn more about the program, please contact April Homich, Administrative Assistant, homi0003@umn.edu (612-301-3408).

Report Date: November 20, 2014