Dr. James A. Ferguson Emerging Infectious Diseases RISE Fellowship Program: VIRTUAL SUMMER
Center for Diversity in Public Health Leadership Training

MISSION STATEMENT

To develop diverse scholars and leaders who use culturally relevant, evidence-based, and health equity approaches to inform research, practice, advocacy, and policy to promote optimal child brain development.
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 Programs

- Educational opportunities funded by the Centers for Disease Control and Prevention, Office of Minority Health and Health Equity (CDC) and Health Resources Services Administration (HRSA).
  
  - Dr. James A. Ferguson Emerging Infectious Diseases RISE 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 Educational Topics and Priorities

- Public health experiences focusing public health challenges & health disparities
  - Social Determinants of Health
  - Infectious Diseases
  - Maternal Child Health Issues
  - Mental Health
  - Disabilities
  - CDC Winnable Battles
Instituted in 1989 at the CDC/NCID as an eight-week Summer Research Fellowship Program.

Originally designed for scholars from racial and ethnic populations underrepresented in the medical and veterinary students 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

- VIRTUAL RESEARCH Experience: June 5, 2021 – Friday, July 23, 2021

CDC Showcase and Expo Monday, July 26 - Wednesday, July 28

Closing Research Symposium, Thursday, August 5, 2021

- Promote knowledge of and commitment to careers in public health.
- Focus on racial and ethnic graduate students who are under-represented in medical, dental, veterinary medicine, pharmacy, social science, & public health professions.
- Provide research (CDC & Baltimore) & clinical experiences (Kennedy Krieger) to develop critical thinking, leadership skills, & scientific presentations.
Ferguson Eligible Applicants
VIRTUAL Ferguson RISE
Public Health Training and Career Exploration
N=476

- Core Public Health knowledge focusing on health disparities & social determinants of health
- Infectious Diseases Research Experience
- Research Accountability Groups (RAGS)-Wednesdays 7:30 AM-11AM
- Weekly Public Health Leaders
- Professional and Research Development through Mentoring
- Abstract Writing
- Presentation experience
- Publications
- Leadership Experience (e.g., near-peer mentoring)
- Networking/Employment Opportunities
Mentor Readiness
Mentors’ Wheel: Culturally Congruent Foundation for Mentoring

Facilitate Professional Development & Self Advocacy

Promote Equity, Diversity, & Inclusion

Support Independence, Self-Efficacy & Leadership

Ensure Mutual Understanding & Expectations

Develop Academic & Research Goals

COMMUNICATION

© Wyatt and Belcher, 2019
Ferguson RISE Mentorship $M^3$ Model

- Mentoring Team
  - Research Mentor
  - Ferguson RISE Faculty
- Research Accountability Groups
- myIDP

Belcher, Piggott, Sanders, Trent, 2019
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.

learningservices.emory.edu/mentor_emory/mentorstory.html
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

Bumpus, N. 2016
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

Wyatt, Milburn & Hamilton, 2015
Academic and Scientific Development of Scholars

- Time Management
- Scientific Presentations
- Journal Articles
- Grant Writing
- Principal Investigator
Short-Term Outcomes

- Interact with mentors/other scholars
- Use mentors to problem-solve and address barriers
- Socialization from mentors

Wyatt, Milburn & Hamilton, 2015
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
myIDP

- [https://myidp.sciencecareers.org/](https://myidp.sciencecareers.org/)
- Endorsed by NIH and Johns Hopkins for graduate students and early faculty
- Provides a roadmap for academic and career development
- Gives a framework for development of mentor-scholar relationship
- Facilitate and Measure progress towards achieving goals
myIDP Sections

- Overview
  - **Personal Information** *

- Assessment
  - **Skills Assessment** *
  - Interests Assessment
  - Values Assessment

- Career Exploration
  - Consider Career Fit
  - Read About Career
  - Attend events
  - **Talk to People** *
  - Choose a Career Path

- Set Goals
  - Career Achievement Goals
  - Skill Goals
  - **Project Goals** *

- Implement Plan
  - Mentoring Team
myIDP

https://myidp.sciencecareers.org/
# Tentative Summer Schedule

<table>
<thead>
<tr>
<th>Activity</th>
<th>Date</th>
<th>Time</th>
<th>Topic Area</th>
</tr>
</thead>
<tbody>
<tr>
<td>Orientation</td>
<td>5/31-6/32021</td>
<td>8:00 AM - 5:00PM</td>
<td>Registration and Health Screening, Health Disparities, Social Determinants</td>
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<tr>
<td></td>
<td>6/4/2021- CDC</td>
<td></td>
<td>of Health, Research Design and Biostatistics, Program Overview</td>
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<td>RAG</td>
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<tr>
<td>Sessions</td>
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<tr>
<td>1</td>
<td>6/9/2021</td>
<td>7:30 AM -10:00AM</td>
<td>Research Question/Hypothesis/Study Procedures/Techniques</td>
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<tr>
<td></td>
<td></td>
<td>[All Ferguson RISE Fellows]</td>
<td>Biosketch Completion</td>
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<tr>
<td>2</td>
<td>6/16/2021</td>
<td>7:30 AM -10:00 AM</td>
<td>Literature Review/Study Design/Data Collection</td>
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<tr>
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<td>[All Ferguson RISE Fellows]</td>
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<tr>
<td>3</td>
<td>6/23/2021</td>
<td>7:30 AM -10:00 AM</td>
<td>Literature Review/Data Collection</td>
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<td>[Green Team]</td>
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<tr>
<td>4</td>
<td>6/30/2021</td>
<td>7:30 AM -10:00 AM</td>
<td>Data Collection</td>
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<td>[Blue Team]</td>
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<tr>
<td>5</td>
<td>7/7/2021</td>
<td>7:30 AM -10:00 AM</td>
<td>Data Collection/Analysis/Tables/Figures</td>
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<td>[Green Team]</td>
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<tr>
<td>6</td>
<td>7/14/2021</td>
<td>7:30 AM -11:00 AM</td>
<td>Data Collection/Analysis/ Tables/ Figures/Discussion</td>
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<td>[Blue Team]</td>
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<tr>
<td>7</td>
<td>7/21/2021</td>
<td>7:30 AM -10:30 AM</td>
<td>Abstract and Power Point Finals</td>
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<td></td>
<td>[Office Hours – Scheduled 20 minute sessions for 9 Fellows]</td>
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</tr>
<tr>
<td>8</td>
<td>7/22/2021</td>
<td>7:30 AM – 10:30 AM</td>
<td>Abstract and Power Point Finals</td>
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<tr>
<td></td>
<td></td>
<td>[Office Hours – Scheduled 20 minute sessions for 9 Fellows]</td>
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<tr>
<td>9</td>
<td>8/5/2021</td>
<td>Videoconference</td>
<td>Ferguson RISE Summer Research Symposium</td>
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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: Kathryn Van Eck, PhD
Center Program Manager: Jenese McFadden, DM, MS, MBA

www.kennedykrieger.org/centerfordiversity
CDC Site Faculty

Ann Slaughter
TaNeeka Hinds, MPH
Leigh Vaughan, MPH

Direct questions to:
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Thank you!