Dr. James A. Ferguson Emerging Infectious Diseases RISE Fellowship Program
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 in Public Health Leadership Programs

- Educational opportunities funded by the Centers for Disease Control and Prevention, Office of Minority Health and Health Equity (CDC), Health Resources Services Administration (HRSA), and the Department of Health and Human Services, Office of Minority Health.

  - Dr. James A. Ferguson Emerging Infectious Diseases RISE Fellowship
  - Excellence in Mentoring Under Represented Group (EMURG) Health Equity Leaders 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)
Ferguson RISE Fellows
Center for Diversity
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

- **Orientation**: Monday, May 30, 2022 – Thursday, June 2, 2022
- **RESEARCH Experience**: June 6, 2022 – Friday, July 22, 2022

**CDC Showcase and Expo** Monday, July 25 - Wednesday, July 27

**Closing Research Symposium**, Thursday, August 4, 2022

- 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 Fellowship Eligible Applicants

![Graph showing Ferguson Fellowship applicants from 2012 to 2021. The number of applicants increased from 171 in 2012 to 234 in 2013, then rose steadily to peak at 344 in 2016. There was a slight decline in 2017 to 265, followed by a steady decline to 218 in 2021.](www.kennedykrieger.org)
Ferguson RISE Fellowship
Public Health Training and Career Exploration

- 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

Kennedy Krieger Institute
www.kennedykrieger.org
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

© Wyatt and Belcher, 2019
Ferguson RISE Mentorship M³ 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
• 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
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
  – Orient 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/
- 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/
<table>
<thead>
<tr>
<th>Activity</th>
<th>Date</th>
<th>Time</th>
<th>Topic Area</th>
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<tbody>
<tr>
<td>Orientation</td>
<td>5/30/2022</td>
<td>8:30 AM - 4:00 PM EASTERN</td>
<td>Registration and Health Screening, Health Disparities, Social Determinants of Health, Research Design and Biostatistics, Program Overview</td>
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<td>to 6/2/2022</td>
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<td>RAG Sessions</td>
<td>6/8/2022</td>
<td>7:30 AM - 10:30 PM</td>
<td>Research Question/Hypothesis/Study Procedures/Techniques</td>
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<td>[All Ferguson RISE Fellows]</td>
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<td>[Blue Team]</td>
<td>Research Question/Hypothesis/Study Procedures/Techniques</td>
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<td>Professional Development</td>
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<td>[Panel: MPH Fellows (7)]</td>
<td>Mission Statement</td>
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<td>6/15/2022</td>
<td>7:30 AM - 10:30 PM</td>
<td>Research Literature Review/Study Design/Data Collection</td>
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<td>[Yellow Team]</td>
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<td>[Panel: PM PhD, Gender Studies, Psychology Fellows (3)]</td>
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<td>6/22/2022</td>
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<td>Research Literature Review/Data Collection</td>
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<td>[Panel: MD, PhD Bio, Pharm Fellows (5)]</td>
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<td>6/29/2022</td>
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<td>Mid-Term Focus Group</td>
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<td>[Professional Seminar (TBA)]</td>
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<td>7/6/2022</td>
<td>7:30 AM - 10:30 PM</td>
<td>Data Collection/Analysis/Tables/ Figures/Power Point Presentation</td>
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<td>[Professional Seminar (TBA)]</td>
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<td>7/20/2022</td>
<td>10:00 AM - 1:00 PM</td>
<td>Abstract and Power Point Finals</td>
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<td>[Office Hours – Scheduled 20 minute sessions for 12 Fellows]</td>
<td>Abstract and Power Point Finals</td>
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<td>7/27/2022</td>
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<td>[Office Hours – Scheduled 20 minute sessions for 13 Fellows]</td>
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<td>8/4/2022</td>
<td>8:30 AM - 4:00 PM</td>
<td>Ferguson RISE Summer Research Symposium</td>
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**Tentative Summer Schedule**
Mentor Agreement

Thank you for agreeing to participate as a mentor or preceptor for the Ferguson RISE Fellowship Program funded by the Centers for Disease Control and Prevention (CDC). This a very important experience for the Fellows and we realize how valuable your time is. The Ferguson RISE Fellowship allows the graduate level scholar to gain experience in infectious diseases, health disparities, developmental disabilities, injury preventions, policy research and other areas of importance in promoting the health of US and world citizens.

We understand that there may be unforeseen public health emergencies that must be addressed, however as you consider research mentoring, please reflect on the following:
1. Do I have a research project that a Fellow can reasonably complete to the point of preliminary data presentation within 9 weeks?
2. If I am unavailable, is there a substitute mentor or preceptor who will be able to work with the Fellow?
3. Will all necessary data, equipment, reagents, IRB approval, etc., be available by June 1 of the project year?
4. Most importantly, do I have sufficient time to spend with the Ferguson Fellow, i.e., at least 30-60 minutes per week to meet individually with the Ferguson Fellow regarding the Fellows’ research and professional development?

If you have answered YES to the above four questions. The CDC has requested we have a signed Mentor/Preceptor Agreement, project description, and background information on years of experience and area of focus from each of our mentors/preceptors.
LINKS to know

IMPORTANT PROGRAM INFORMATION LINKS

1. www.kennedykrieger.org/centerfordiversity

MENTOR AGREEMENT LINK
https://jhmi.co1.qualtrics.com/survey-builder/SV_6hAklHVFDomonyu/edit
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: Kenneth B. Williams, Jr., MPH
CDC Site Faculty

Ann Slaughter
Leigh Vaughan, MPH
Nma Ohiaeri, MPH, CHES

Direct questions to:
Ferguson_Fellowship@kennedykrieger.org

Thank you!