



Mentor Guidelines and Information Graduate 12-Month Program-2026

The Center for Excellence in Public Health Leadership Programs at Kennedy Krieger Institute include the [Dr. James A. Ferguson Emerging Infectious Diseases RISE Fellowship](#) and [Excellence in Mentorship for Unity, Resilience, Growth \(EMURG\) in Health Leaders Fellowship](#) for graduate scholars and the Maternal and Child Health Careers/Research Initiatives for Student Enhancement (MCHC/RISE-UP) for undergraduates. The goal of these programs is to **support public health careers with special emphasis on scholars interested in health promotion for all populations**. Below is guidance for research mentors considering mentoring a Ferguson RISE Fellow. Visit the [Overview Video for Ferguson RISE Mentors](#) for a brief summary and further information.

Ferguson RISE fellows work with research mentors on projects related to infectious diseases treatment and prevention, health promotion, advanced molecular detection, wastewater surveillance, mental health, developmental disabilities, and epidemiology. Fellows may also rotate through clinical experiences in infectious diseases and public health and attend clinical rounds. Ferguson RISE fellows may receive training in conducting community-based participatory research. Fellows will also have access to biostatistics consultation.

There are varied public health program activities that the Ferguson fellow may experience. Visit the [30th Anniversary of the Ferguson RISE Fellowship video research presentations](#) and the [Center for Excellence in Public Health Leadership webpage](#).

*To be a mentor, it is essential that you have strong mentorship skills and **time**.*

Click QR code for Mentor Agreement:



Mentorship Model

The M³ (Multi-Modality Mentoring) model will be used for Ferguson RISE Fellows.¹

- Research Site Mentoring
- Collaborative development of an Individual Development Plan, including setting SMART (Specific, Measurable, Action-Oriented, Realistic/Relevant, and Time-Bound) goals for the research project, fellowship program, and professional development.
- One-on-one coaching by a member of the program team
- Research Accountability Groups (structured meetings to present research progress to peers)

Mentor responsibilities

- Completion of [the Ferguson RISE Mentor Agreement](#), which outlines the proposed project that the fellow will be involved in and the desired skills and competencies the fellow should possess.

- Support fellow's completion of the **Public Health and Social Science-Individual Development Plan** [PHaSS-IDP] (<https://www.careersinpublichealth.org/>)
 - Self-assessment of research skills
 - SMART goals
 - Completion date is on or before the second Friday of June.
- Review fellow's academic and career goals.
- Work closely with your fellow - communicating, teaching, and demonstrating activities to ensure their understanding of the core activities for the fellowship.
- Virtual bimonthly meetings will be offered for mentors to receive announcements and provide updates on fellows' research progress.
- Complete midterm and final evaluations for participating fellows.

Schedule of activities for fellows

Dates	Activities
Early to mid-April	• Mentor-fellow match notification
June 1 st -12 th 2026	• In-person orientation at the Kennedy Krieger Institute • Mentors will receive a Save the Date to attend a breakfast meet and greet • Mission statement and biosketch due
Jun – Jul 2026	• Weekly Research Accountability Groups • Weekly one-on-one coaching • Weekly public health seminars and workshop • Fellows focus on literature review and data collection
Sep – Dec 2026	• Monthly Research Accountability Groups • Monthly programming to support data collection/analysis • Monthly public health seminars
Jan – May 2027	• Monthly Research Accountability Groups • Monthly programming to support writing/presentation • One section of manuscript due each month
End of May 2027	• Final Research Symposium • Mentors will receive a Save the Date

Deliverables for Ferguson Fellows

Peer-reviewed publication

- Between January to May, fellows will submit a draft of one manuscript section each month to help set the pace to complete this deliverable.
- Fellows usually continue to work toward their publication on a volunteer basis after completion of the program.

15-minute PowerPoint research presentation

- Delivered at the Final Research Symposium at the end of May 2027
- Fellows present draft slides at Research Accountability Groups, Jan – May 2027

Mission statement and biosketch

- Drafted and submitted during orientation and revised as needed
- Feedback from mentors is encouraged
- Feedback also provided by coaches and program staff

Research abstract submitted to national scientific conference.

- Conference typically attended during the calendar year of fellowship completion (2027)
- Ferguson RISE program provides funding for registration, flights, accommodation, and per diem (food and transportation) for each fellow to attend one conference.
- Abstract submission is required to receive funding.

- Abstract acceptance is not required to receive funding.
- Ferguson RISE fellows usually have a large presence at the American Public Health Association annual meeting, but attendance at other conferences is welcome based on the interests and goals of fellows and mentors.

Program evaluations

- Speaker evaluations
- Course evaluations
- Symposium evaluations
- Baseline, post-summer, and final core competencies
- Mid-term and final program evaluations
- Mid-term and final mentor evaluations
- Post-orientation and final focus groups
- Alumni questionnaire

Timesheets and Time Off

All fellows have time sheets and vacation sheets that require approval and signature by their site mentors(s).

Mentor-Fellow Conversation Suggestions

- Share your story and hear the fellow's story the first time you meet; set preliminary goals for their personal development while helping them focus on a self-assessment – Who they are? What are their assets? Their passion?
- Assess fellow's career goals, talk about their passion, and distill some objectives:
 - That can be done during the academic year and summer.
 - Some are long-term.
- Each week: Assess progress toward these goals and discuss barriers and facilitators.
- Informational Interview: Recommend that the fellow identify people who are doing the career activities that interest the fellow; encourage them to request an “informational interview” with one of these individuals. Request that the fellow learn about the interviewee and prepare questions. The purpose of this is to assess whether their work aligns with fellows' expectations and to identify skills, experiences, and networking that would help them pursue this career path.
- Overall, continue to stress the benefit of having a mission-oriented approach to work and career development as it will allow fellow to feel that their work is meaningful and fulfills a purpose.
- Discuss fellows' placement(s) and experiences – continuously incorporate and connect them to:
 - Fellow's PHaSS-IDP
 - Public Health Services Wheel (see Figure 1 in the worksheet below)

Mentor Self-Reflection

How are you doing? Self-reflection is an important practice to improve our performance and efficiency.

- Self-reflect on how shared goals with the Ferguson RISE fellow appear
 - in your mentorship approach
 - in understanding of your fellow
- What is the quality of your rapport with your fellow?
- What resources or approaches might help strengthen your mentorship and fellow rapport?
- These are stressful times! As you reflect on your mentorship, what influences are affecting your reactions, availability, and approach to working with the fellow?

We are grateful for your contribution to our fellows' learning and growth! We hope that these guidelines clearly describe how to conduct these professional mentorship meetings. If you have any questions or concerns, we encourage you to reach out to us. If there are specific resources that would aid your mentorship activities, please let us know. We will do our best to support you! You can reach us at Ferguson_Fellowship@kennedykrieger.org

We thank you in advance for your time and effort on behalf of the fellows. We hope your participation as a mentor will be mutually beneficial to you and the Ferguson RISE fellow!

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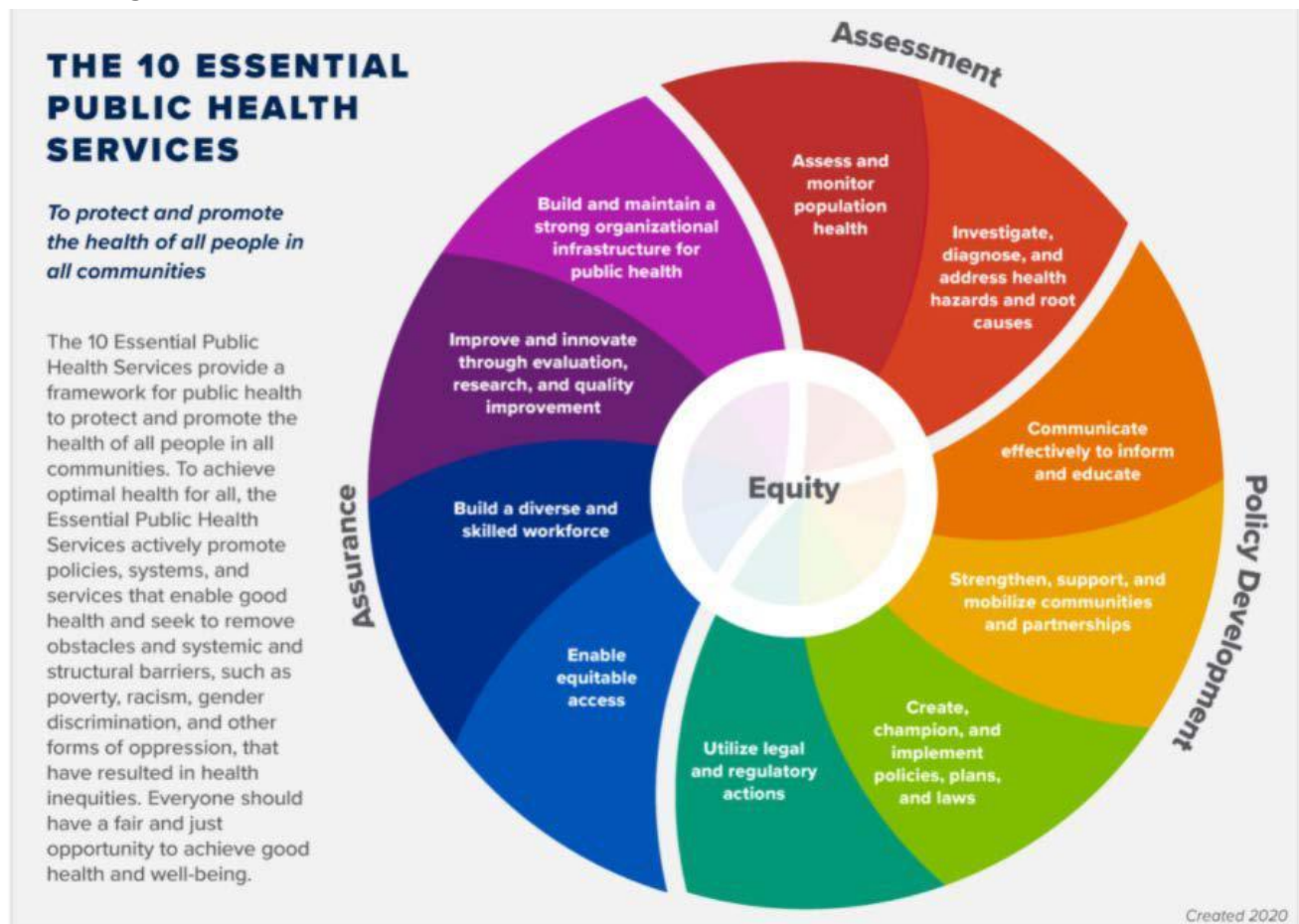
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Figure 1. [The Public Health Wheel](#)



[English](#)

[Spanish](#)

Enhancing Mentoring Summary Activities

Discuss strategies to promote professional development	List strategies to promote/advocate health and well-being	Maintain effective communication between mentors and fellows	Align expectations between mentors and fellows	Assess understanding of fellow	Foster independence of fellow	Increase engagement
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References

1. Belcher HM, Piggott DA, Sanders R, Trent M. Research Accountability Groups and Mentoring Minutes: The M3 Approach to Promote Public Health Infectious Diseases Research for Diverse Graduate Students. *American Journal of Orthopsychiatry* 2019; **89**: 390-9.