Mentorship: Where to find it?

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Disclosures

• None
My career path

- Undergraduate and Medical School at BU: 2 year research focus

- Surgical Residency at Jefferson (08-15): 2 years in a research lab

- Fellowship at Johns Hopkins and Cold Spring Harbor Laboratory (15-17)

- Assistant Professor at Johns Hopkins:
  Clinical time: ~60% Pancreatic Surgical Focused (“perfect for me”)  
  Research time: ~40% Nested in a multiD lab run by my mentorship team
Outline

• Step 1: What are you looking for?
• Step 2: Think before you knock …
• Step 3: How do we make this work?
• Step 4: How and when to move on.
Step 1: What are you looking for?

What is traditionally been thought of as singular mentorship is now recognized to be a team sport:

<table>
<thead>
<tr>
<th>Coach</th>
<th>Mentor</th>
<th>Sponsor</th>
</tr>
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<tbody>
<tr>
<td>Talks to you</td>
<td>Talks with you</td>
<td>Talks about you</td>
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Step 2: Think before you knock ...

Now that you know what you’re looking for, think before you knock on that door:

• What role can this person fill?
• Are they the best person to fill that role?
• How much time do you need, and do they need to dedicate, to successfully fill that role?
• How can you entice, excite or engage this person?
Step 3: How do we make this work?

• Set expectations:
  – First of yourself: set an agenda, outline deliverables, communicate with frequency, follow-through
  – Then of your mentor: time, resources needed to make the relationship work, ask directly what they need of you

• ‘Friendship’ is not necessarily the goal here.
Step 4: How and when to move on.

• Honesty is sometimes the best policy … but when it’s not:
  – “It was great when you suggested that I …”
  – “… was really excited to work with us.”

• For most, the initial meetings should outline a long-term plan to include ‘independence’

• As you grow, your team should grow as well. Incorporate new perspectives and skills.
Time for discussion ...

• Tell us some of your experiences and what has worked for you?