



American Neurogastroenterology
and Motility Society

Mentoring Program
in
**Neurogastroenterology
and Motility**

The American Neurogastroenterology and Motility Society (ANMS) Membership, Mentoring, Diversity and Inclusion Committee (MMDI) offers a Mentoring Program in Neurogastroenterology and Motility to help early-stage clinicians and scientists (MDs, PhDs, or DVMs) support their research careers. Areas of interest can be tailored to include clinical, basic science or translational science research. The objective of the program is to provide guidance to early-stage scientists with interest in the field of neurogastroenterology and motility and functional GI disorders. For young scientists, a valuable mentor may have a tremendous impact on an individual's career and future success. Any trainee and early career members of ANMS who seek outside mentorship are encouraged to apply for a mentee position.

Description of ANMS Mentoring Program

Mentees who wish to have a research mentor outside of their own institution may apply. Merited investigators with both research and mentoring experience are similarly encouraged to apply or may be requested to participate by an ANMS Council member.

The application process is simple and available on the ANMS website.

The ANMS MMDI Committee will review the applications and assign appropriate mentor–mentee pair to the extent possible based on research experience and interests. The mentor will be provided with the mentee's application and relevant information.

The mentor will be introduced to the mentee at one of the annual national meetings (e.g., ANMS, ACG, AGA, DDW, NASPGHAN) by member of the ANMS MMDI Committee. At this meeting, the goals of the mentoring program will be reviewed.

The mentor will help provide mentees with regular suggestions, guidance, and assistance on their research careers. This can be performed through virtual meetings, by e-mail, telephone calls, and in-person meetings, if local. We suggest that the mentors-mentees have a virtual meeting at least every two months, *preferably monthly*, in addition a minimum one in-person meeting at an annual conference. A progress report, prepared by the mentee and signed by the mentor, should be submitted semiannually.

A **minimum one-year commitment** is requested by the mentor-mentee pair. An evaluation form must be submitted at the end of the year (or end of the mentoring period if extended). The ANMS MMDI Com-

mittee will use these forms to track success of the match and help improve the program.

Mentees

The mentee form is for interested individuals who wish to have a mentor. The mentee could be a resident, clinical fellow, young clinician, postdoctoral student or scientist (PhD, DVM, or MD) in the fields of clinical and basic science related to neurogastroenterology and motility and functional GI disorders. The mentee must be a member of ANMS. Non-ANMS members must complete the ANMS membership application form online at www.motilitysociety.org.

Criteria for mentees

1. Seeking an academic career in neurogastroenterology and motility and functional GI disorders
2. Less than five years out of postgraduate training
3. Able to meet with mentor once a year
4. Able to have virtual meetings with mentor once every two months.
5. Willing to complete a brief semi-annual progress report and a final evaluation form.

Mentors

The ANMS council believes it is essential to our field that established investigators help young scientists and clinicians advance their careers. We encourage experienced ANMS members to participate as mentors. The mentor will help an individual who is beginning a career in neurogastroenterology and motility and functional GI disorders. The mentor should have sufficient experience in neurogastroenterology and motility and functional GI disorders research. The mentor may assist with specific guidance on research focus, ideas and grant applications as well as general career advice. The mentor must be a member of ANMS.

Criteria for mentors

1. Able to meet with mentee once a year
2. Able to have a phone conversation or virtual meeting with mentee once every two months
3. Active researcher – defined as at least an average of one publication a year for the last five years
4. Worked within their field for at least five years
5. Willing to complete brief semi-annual progress reports and a final evaluation form.

Application to ANMS Mentoring Program

The application forms are on the ANMS web site at www.motilitysociety.org. Under **Training** in the top banner of the home page, with links to the Mentor Form and the Mentee Form, Guidelines and Description. Complete and submit these forms electronically to ANMS. In addition, e-mail a biographical sketch or a curriculum vitae to admin@motilitysociety.org at the time of your online submission of the Mentor or Mentee Form. The ANMS MMDI Committee will make recommendations for a matching pairing of mentor and mentee but cannot guarantee that a mentor will be available.

ANMS MMDI Committee Members:

Linda Nguyen, Co-Chair

Katja Kovacic, Co-Chair

Jason Baker

Simon Gibbons

Baha Moshiree

Fievos Christofi

Morgan Sendzischew Shane

For further information, contact:

Lori Ennis

Executive Director, ANMS

Telephone: (734) 699-1130

E-mail: admin@motilitysociety.org

Website: www.motilitysociety.org

Guidelines for the Mentoring Program

General considerations

Successful mentoring involves a dynamic process whereby each participant learns to respect and trust the partner's commitment, expertise, and individuality. A firm commitment to the mentoring process and a willingness to invest time and energy are the most important components for a successful relationship.

Mentoring is in many ways an individual process based on experience, personality and professional development. It is often wise to consider establishing a discrete time period as a trial basis for you and your mentor. Setting short and long-term goals according to a specific time frame will maximize success and help minimize any misunderstandings.

Suggestions to the Mentees

Be considerate of your mentor's time. Mentors are by definition experienced and established researchers. This means that demands on their time are numerous. However, they have chosen to participate in this program and to be your mentor. You can expect quality time from them, but, in return, you need to be considerate of their time. Return phone calls and e-mails promptly and be considerate of fluctuating time constraints. There may be times when your mentor has more or less time to commit to you depending on grant deadlines etc. It is suggested to set aside specific days every two months that work for both of your schedules.

Listen to what your mentor has to say. Mentors, having been there, know what you are facing at most points in your career. Consider all the advice your mentor offers. Show appreciation for the time and assistance given to you by your mentor. Let them know how their advice worked in your situation. Constructive feedback will help your mentor guide you more effectively.

Make only positive or neutral comments about your mentor to others. Be mindful of your mentor sharing research ideas with you. If, after a period of time, you don't believe that either you or your mentor can form an effective mentorship relationship, consider discussing this with your mentor and ending the relationship. If this occurs, the ANMS

Membership & Mentoring Committee will assist in placing you in a relationship with a different mentor. If the relationship does end, make every effort to end it on professional terms.

Guidelines for Interaction

1. Copies of the respective curriculum vitae or biographical sketch will be given when the assignments are made
2. Both mentor and mentee should share their short and long-term goals with each other
3. Regular email is recommended as primary mode of communication
4. Mentee is required to arrange virtual meetings at least every two months for the first year
5. Decide on a possible in-person meeting at an annual conference,-mentor should attempt to introduce their mentee to other scientists in the field such as during the poster session and events
6. Prepare for time constraints and potential pitfalls by scheduling meetings early
7. Both mentor and mentee should consider their goals of participating in this program
8. Be open to communicate with the MMDI Committee to find another mentor/mentee in case the relationship is not beneficial
9. Mentee should avoid overdependence on mentor and allow for multiple, diverse mentors in your career
10. Both mentee and mentor should ensure the relationship serves its purpose, otherwise consider parting on amicable terms.

References

- Zimmermann, Ellen M. "How to foster academic promotion and career advancement of women in gastroenterology." *Gastroenterology* 2019;157: 598-601.
- Sanfey, Hilary, Celeste Hollands, and Nancy L. Gantt. "Strategies for building an effective mentoring relationship." *The American Journal of Surgery* 2013; 206: 714-718.
- Detsky AS, Baerlocher MO. "Academic Mentoring—How to Give It and How to Get It." *JAMA*. 2007;297:2134–2136.