An assessment tool for evaluating COBRE and INBRE junior investigator mentoring programs

Presented by Kimberly Kirkpatrick, Nathan Voss

Description: Research indicates that mentoring is associated with many career benefits for both mentees and mentors. Given the importance of mentoring in fostering career success, the National Institutes of Health requires COBRE and INBRE centers to establish formal mentoring programs. Although effective mentoring is an important determinant of grant success, no standardized assessment tools exist for purposes of evaluating COBRE/INBRE junior investigator mentoring programs. While numerous mentoring assessment tools have been developed, these are not designed for evaluating mentoring programs within the context of research grants. As such, using existing measures to evaluate COBRE/INBRE mentoring programs would likely result in measurement deficiency (i.e., the measure would fail to measure important aspects of mentoring programs) and/or contamination (i.e., the measure would assess irrelevant aspects of mentoring programs). Valid assessments are needed for optimal program evaluation. In this session, we discuss our efforts to develop a mentoring assessment tool that can be used for evaluating COBRE and INBRE junior investigator mentoring programs. We elucidate how subject matter experts can be leveraged for scale development and evaluation projects, summarize research on mentoring, and give attendees the opportunity to provide feedback on our tool and share their insights and experiences with assessing mentoring.

Session theme or topic: Evaluation

Session format (Lecture, facilitated discussion, panel discussion, Q&A): Lecture, Faciliated Discussion

3 anticipated participant learning outcomes:
After attending this session, participants (1) will have greater knowledge of strategies for developing mentoring evaluation assessments, (2) be more informed about mentoring research, and (3) be provided with a tool that can be used to assess their own mentoring program.

Intended audience: INBRE COBRE,Faculty, PI's, Administrators, Evaluators

Name, title, Institution/bio for each facilitator/presenter:

Kimberly Kirkpatrick
Distinguished Professor and Program Director
Kansas State University

Dr. Kimberly Kirkpatrick is a University Distinguished Professor at Kansas State University. She studies the neurobiology of impulsivity and timing using rodent pre-clinical and human translational approaches. She is the PI and program director for the Cognitive and Neurobiological Approaches to Plasticity (CNAP) COBRE center, which was funded in 2017 for Phase I. The CNAP center utilizes systems neuroscience approaches to study cognitive and neural plasticity in humans and animal pre-clinical models.
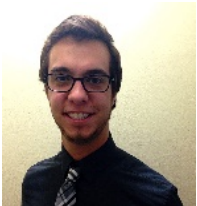
Nathan Voss
Graduate Evaluation Assistant
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Nathan Voss is an industrial-organizational psychology Ph.D. candidate at Kansas State University. His research interests include personnel selection and assessment, psychometrics, and survey methods. He currently serves as the graduate evaluation assistant for the Cognitive and Neurobiological Approaches to Plasticity (CNAP) COBRE center.

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