



THE UNIVERSITY OF TEXAS  
MD ANDERSON  
CANCER CENTER  
*Making Cancer History*<sup>®</sup>

**Division of Cancer Prevention &  
Population Sciences**

**Cancer Prevention Research  
Training Program**

[www.CancerPreventionTraining.org](http://www.CancerPreventionTraining.org)

**The University of Texas  
M. D. Anderson Cancer Center  
Cancer Prevention Research  
Training Program**

- **3-mo & 6-mo PAID research experiences**
- **NCI R25T multi-year cancer prevention fellowship**
  - **Pre-doctoral (\$26K + \$7K/\$1K)**
  - **& Postdoc fellowships (\$48K + \$7K/\$1K)**
- **Donor-sponsored postdoc fellowships**
- **Curriculum in cancer prevention**

**[www.CancerPreventionTraining.com](http://www.CancerPreventionTraining.com)**

**Advice from a  
“Training Program Director”  
The Mentoring Relationship**

- Definitions & Roles**
- Active mentoring**
- Mentoring & Recruitment**

# What 21<sup>st</sup> C mentoring isn't



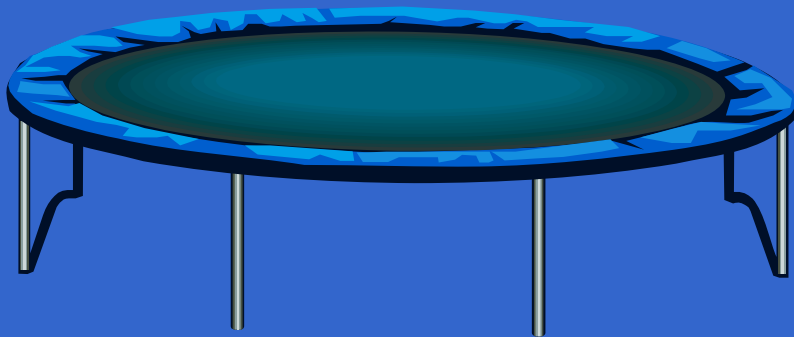
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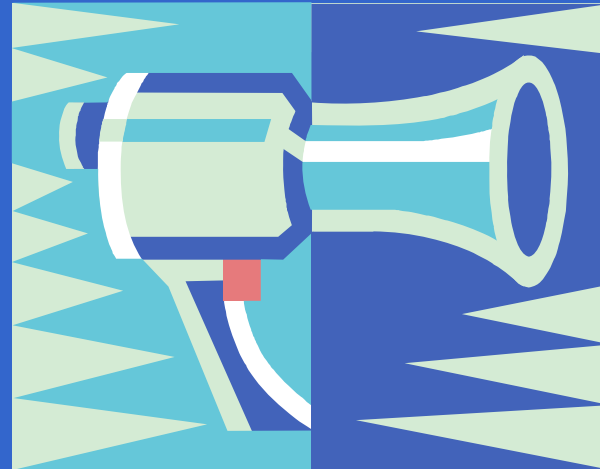
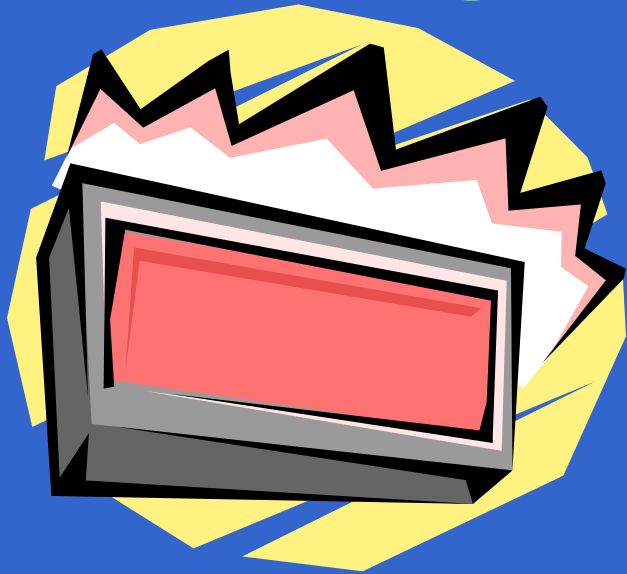
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## What a 21<sup>st</sup> C mentor is

- **Teacher**
- **Coach**
- **Sponsor-Champion**
- **Supervisor/Boss/Employer**

## **What 21<sup>st</sup> C Trainee's Role is**

- **Based on understanding mentoring relationship**
- **Deciding expectations**
- **Articulation of expectations**
- **Creating a plan**
- **Maintaining communication**
- **Learning macro & micro**

## **Active Mentoring: Getting Started**

- **Identify your goals for career & training**
- **Create a timeline w / milestones**
- **Set up & keep regular one-on-one meetings**

## **Active Mentoring: Time Management**

- **Keep YOUR end goal in mind**
- **Schedule regular & make-up mtgs**
- **Send agenda & mats ahead**
- **Avoid open-ended Qs**  
(e.g., what should I do?)
- **Have a plan**
- **Steer your mentors towards it**

# Active Mentoring: Transition to Independence

- Talk about from beginning
- Talk about it a lot & to everyone
- Start planning a year in advance
- Don't limit your search
- Be strategic
  - Network at home, at mtgs
  - Do not rely *only* on email
  - Conduct targeted & thoughtful searches

## **Managing a bad situation**

- **Fight tendency to be isolated**
- **Connect vertically & horizontally**
- **Go back to beginning**
- **Promote good communication**
- **Get outside help**

## Mentoring & Recruitment

**Attributes that attract mentors = Attributes of good job candidates**

- Hard-working, honest, w / integrity
- Good (epidemiology) skills
- Excellent communicators
- Flexible, but w / independent ideas
- Life-long learners
- Team-oriented & nice to have around
- Professionally savvy

# SUMMARY

- **Manage your career actively**
- **Look for opportunity everywhere**
- **Be a good communicator**
- **Learn to self-promote**
- **Have a long-term plan**
- **Use your network & keep it healthy**
- **Get help (when needed)**
- **Understand how positive attributes serve you**





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