

## BIRCWH Scholar Survey

### BIRCWH Scholar Survey

The team approach is increasingly utilized in research and mentoring. Traditional evaluations of mentoring focused on evaluating the one-on-one interactions that occur between a single mentor and mentee. Team mentoring likely has more dimensions, advantages, and challenges than simply the sum of single mentor-mentee interactions. The BIRCWH has a long history of using a team approach for mentoring and science. For this reason, we are asking program leadership and scholars to help us understand the dimensions of, advantages, challenges, best practices, and approaches and tools used to support and evaluate team mentoring. We believe that these findings will be an important contribution to the field. You are being sent this survey because you are a current or past BIRCWH Scholar. Participants who take this survey are not identifiable and all responses are confidential and will be presented as summary statistics. Your candid responses are critical to our having an accurate understanding of team mentoring. We appreciate your insights and candor.

# BIRCWH Scholar Survey

## 1. I identify as...

- ☐ Female
- ☐ Male
- ☐ I prefer not to disclose

## 2. Are you a current or former BIRCWH scholar?

- ☐ Current
- ☐ Former

## BIRCWH Scholar Survey

### 3. Name of the institution where you do your BIRCWH training

Institution

Please drop down to select

Other (please specify)

### 4. How many mentors are on your BIRCWH mentoring team?

Mentors

Please drop down to select

Other (please specify)

### 5. How many of your mentors are off site (e.g. at other institutions)?

Off site mentors

Please drop down to select

Other (please specify)

## BIRCWH Scholar Survey

We are interested in understanding how often you interact/meet/correspond with your mentors as a group versus one-on-one meetings.

### 6. Do you correspond or meet with mentors as a collective group?

- ☐ No - I never meet or correspond with my mentoring team as a group. (Only individually)
- ☐ Yes

### 7. If you answered yes to the previous question:

#### What methods do you use for group meetings/correspondence? (check all that apply)

- ☐ in-person meeting of group
- ☐ group emails
- ☐ group video conferencing

Other (please specify)

### 8. Please rank in order the method you find to be most helpful:

<input type="text"/>	in-person group meetings	<input type="checkbox"/> N/A
<input type="text"/>	group emails	<input type="checkbox"/> N/A
<input type="text"/>	group video conferencing	<input type="checkbox"/> N/A
<input type="text"/>	other (please explain)	<input type="checkbox"/> N/A

### 9. Please describe the focus and frequency of your group meetings/correspondence:

I meet with my team for \_\_\_\_ on a(n) \_\_\_\_ basis.

Why do you meet with your team?

How frequently do you meet with your mentoring team?

Please drop down to select

Other: Please describe frequency for each type of correspondence or meeting.

## BIRCWH Scholar Survey

### 10. In general, has the frequency of your group meetings changed during your mentorship experience?

- ☐ Increased
- ☐ Stayed the same
- ☐ Decreased

If the frequency has increased/and or decreased, please describe:

### 11. Please describe a few (3-10 bullet points) observations about team mentoring: when it works and when it doesn't (consider career development, research design approach, grant writing, publications, networking, etc.).

When it works:

When it doesn't work:

### 12. On a scale of 1 to 10, please rate the degree to which you feel having a team of mentors poses challenges to your career development?

Not at all  
challenging

Somewhat  
challenging

Extremely  
challenging

Please select one

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

Please elaborate

### 13. On a scale of 1 to 10, please rate the degree to which you feel having a team of mentors poses challenges to your research?

Not at all  
challenging

Somewhat  
challenging

Extremely  
challenging

Please select one

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

Please elaborate

## BIRCWH Scholar Survey

### 14. How much do you agree/disagree with the following statements?

	strongly agree	agree	neither agree nor disagree	disagree	strongly disagree
Having multiple mentors is beneficial to my career development:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having multiple mentors is beneficial to my research:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having multiple mentors is most helpful when/for/during:	<input type="text"/>				

### 15. How much do you agree/disagree with the following statements?

	strongly agree	agree	neither agree nor disagree	disagree	strongly disagree
Having multiple mentors is detrimental to my career development:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having multiple mentors is detrimental to my research:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having multiple mentors is most detrimental when/for/during:	<input type="text"/>				

### 16. Please rate the following:

	Never	Sometimes	Always
The degree to which your mentors disagree with each other with regard to your development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The degree to which your mentors disagree with each other with regard to your research.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The degree to which you believe disagreement slows you down?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### 17. Please rate the following:

	Not at all improves	Somewhat improves	Greatly improves
The degree to which disagreement improves your career development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The degree to which disagreement improves your research.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## BIRCWH Scholar Survey

**18. What about team mentoring has the greatest impact on your success?**

**19. What is the most challenging aspect of mentoring for you?**

**20. What do you feel is the best way to communicate/manage your mentoring team?**

**21. If you are to give advice to a BIRCWH scholar, what advice would you give them regarding team mentoring?**

**22. If we were to use 5 to 10 questions to evaluate team mentoring across all BIRCWH programs, what questions would you propose?**

## BIRCWH Scholar Survey

### 23. Name of the institution where you did your BIRCWH training

Institution

Please drop down to select

Other (please specify)

### 24. How many mentors were on your BIRCWH mentoring team?

Mentors

Please drop down to select

Other (please specify)

### 25. How many of your mentors were off site (e.g. at other institutions)?

Off site mentors

Please drop down to select

Other (please specify)



# BIRCWH Scholar Survey

## Copy of page:

We are interested in understanding how often you interacted/met/corresponded with your mentors as a group versus one-on-one meetings.

### 26. Did you correspond or meet with mentors as a collective group?

- ☐ No - I never met or corresponded with my mentoring team as a group. (Only individually)
- ☐ Yes

### 27. If you answered yes to the previous question:

#### What methods did you use for group meetings/correspondence? (check all that apply)

- ☐ in-person meeting of group
- ☐ group emails
- ☐ group video conferencing

Other (please specify)

### 28. Please rank in order the method you found to be most helpful:

<input type="text"/>	in-person group meetings	<input type="checkbox"/> N/A
<input type="text"/>	group emails	<input type="checkbox"/> N/A
<input type="text"/>	group video conferencing	<input type="checkbox"/> N/A
<input type="text"/>	other (please explain)	<input type="checkbox"/> N/A

### 29. Please describe the focus and frequency of your group meetings/correspondence:

I met with my team for \_\_\_\_ on a(n) \_\_\_\_ basis.

Why did you meet with your team?

How frequently did you meet with your mentoring team?

Please drop down to select



Other: Please describe frequency for each type of correspondence or meeting.

## BIRCWH Scholar Survey

### 30. In general, did the frequency of your group meetings change during your mentorship experience?

- ☐ Increased
- ☐ Stayed the same
- ☐ Decreased

If the frequency has increased/and or decreased, please describe:

### 31. Please describe a few (3-10 bullet points) observations about team mentoring: when it worked and when it did not (consider career development, research design approach, grant writing, publications, networking, etc.).

When it worked:

When it did not work:

### 32. On a scale of 1 to 10, please rate the degree to which you felt having a team of mentors posed challenges to your career development?

Not at all  
challenging

Somewhat  
challenging

Extremely  
challenging

Please select one

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

Please elaborate

### 33. On a scale of 1 to 10, please rate the degree to which you felt having a team of mentors posed challenges to your research?

Not at all  
challenging

Somewhat  
challenging

Extremely  
challenging

Please select one

☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

Please elaborate

## BIRCWH Scholar Survey

### 34. How much do you agree/disagree with the following statements?

	strongly agree	agree	neither agree nor disagree	disagree	strongly disagree
Having multiple mentors was beneficial to my career development:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having multiple mentors was beneficial to my research:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having multiple mentors was most helpful when/for/during:	<input type="text"/>				

### 35. How much do you agree/disagree with the following statements?

	strongly agree	agree	neither agree nor disagree	disagree	strongly disagree
Having multiple mentors was detrimental to my career development:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having multiple mentors was detrimental to my research:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having multiple mentors was most detrimental when/for/during:	<input type="text"/>				

### 36. Please rate the following:

	Never	Sometimes	Always
The degree to which your mentors disagreed with each other with regard to your development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The degree to which your mentors disagreed with each other with regard to your research.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The degree to which you believe disagreement slowed you down?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### 37. Please rate the following:

	Not at all improved	Somewhat improved	Greatly improved
The degree to which disagreement improved your career development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The degree to which disagreement improved your research.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## BIRCWH Scholar Survey

**38. What about team mentoring had the greatest impact on your success?**

**39. What was the most challenging aspect of mentoring for you?**

**40. What do you feel was the best way to communicate/manage your mentoring team?**

**41. If you were to give advice to a BIRCWH scholar, what advice would you give them regarding team mentoring?**

**42. If we were to use 5 to 10 questions to evaluate team mentoring across all BIRCWH programs, what questions would you propose?**

## BIRCWH Scholar Survey

Thank you very much for sharing your insights.

## BIRCWH Program Director Survey

### BIRCWH Program Director Survey

The team approach is increasingly common in research and mentoring. Traditional reports on mentoring evaluate the effectiveness of one-on-one interactions between a single mentor and mentee. Team mentoring likely has more dimensions, advantages, and challenges than single mentor-mentee interactions. The BIRCWH has a long history of using a team approach. For this reason, we are asking BIRCWH program leadership and scholars to help us understand the dimensions of, advantages, challenges, best practices, and tools to support and evaluate team mentoring. We believe that the findings of these inquiries will be an important contribution to the field. Your candid responses are critical to our accurate understanding of team mentoring.

# BIRCWH Program Director Survey

## 1. Name of BIRCWH Program

Institution

Please select one

Other (please specify)

## BIRCWH Program Director Survey

### 2. How many of your scholars meet or met with their mentoring team as a group during their BIRCWH award?

### 3. What do you think determines whether mentoring teams meet in person?

### 4. Please rate how important you think it is for mentoring teams to meet in person?

	Extremely Important				Somewhat Important					Not at all Important
Please select one	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### 5. In your experience, what are the methods most commonly used by your BIRCWH scholars for group dialogue with their mentoring team?

#### Rank in order 1-4 (and provide a sense of frequency for each):

	1	2	3	4
in-person group meetings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Frequency and other comments	<input type="text"/>			
group emails	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Frequency and other comments	<input type="text"/>			
group video conferencing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Frequency and other comments	<input type="text"/>			
other (please, explain)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Frequency and other comments	<input type="text"/>			



## BIRCWH Program Director Survey

### 6. Which have you found to be most effective for your scholar?

- ☐ in-person group meetings
- ☐ group emails
- ☐ group video conferencing
- ☐ none, it is more effective to have one-on-one meetings

Other (please specify)

### 7. In your experience, what is the major purpose of team mentoring meetings, discussions, or communications? (You may select multiple answers)

- ☐ discussion of methodology for research or analysis
- ☐ updates on project and development
- ☐ grant planning/writing
- ☐ analyzing research data
- ☐ working on publications
- ☐ career development
- ☐ preparation for promotion with or w/o tenure
- ☐ strategizing about local and national collaborations

Other (please specify)

### 8. Please describe a few (3-10 bullet points) observations about team mentoring: when it works and when it doesn't (consider career development, research design approach, grant writing, publications, networking, etc.).

When it works:

When it doesn't work:

### 9. Please rate the degree to which you feel having a team of mentors poses challenges to your scholars' career development?

	No challenges					Some challenges					Only challenges
Please select one	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## BIRCWH Program Director Survey

**10. Please rate the degree to which you feel having a team of mentors poses challenges to your scholars' research?**

	No challenges				Some challenges					Only challenges
Please select one	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**11. Please discuss the challenges of team mentoring.**

**12. In your experience, how often do mentoring teams of scholars disagree about approaches or directions the scholars should take?**

	Never disagree				Sometimes disagree					Always disagree
Please select one	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**13. What are the best practices you have found for managing disagreement among the mentors?**

**14. What are the best practices you have found for managing disagreement between mentors and the scholar?**

**15. How do you evaluate mentoring team effectiveness?**

- ☐ Individual mentor-mentee evaluations only
- ☐ Survey (please email to summerca@ohsu.edu)
- ☐ Contract (please email to summerca@ohsu.edu)
- ☐ Interview (please describe questions and process)
- ☐ Watch for signs of trouble (please describe and list)
- ☐ Watch for signs of effectiveness (please describe and list)

Other (please specify)

## BIRCWH Program Director Survey

**16. Do you follow a process (either written or oral) to outline expectations for the mentoring team?**

☐ Yes

☐ No

Please describe

**17. How important is it to evaluate the team dimension to mentoring (versus individual mentor-mentee relationship evaluation)?**

Not at all  
important

Somewhat  
important

Extremely  
important

Please select one

☐☐☐☐☐☐☐☐☐☐

**18. What about team mentoring has the greatest impact on scholar success? (Please elaborate, if possible)**

**19. What is the most challenging aspect of mentoring for the scholar? (Please elaborate, if possible)**

**20. If you were to give advice to a new BIRCWH scholar, what advice would you give them regarding team mentoring?**

**21. If we were to use 5 to 10 questions to evaluate team mentoring across all BIRCWH programs, what questions would you propose?**

## BIRCWH Program Director Survey

Thank you very much for sharing your insights.