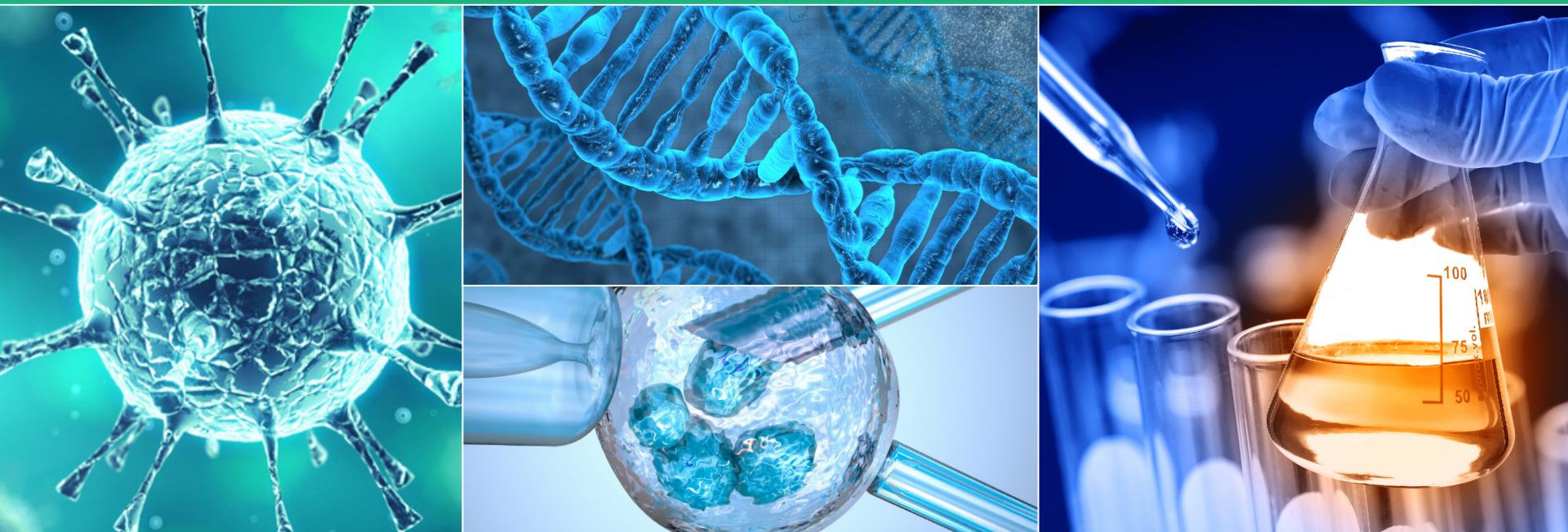


2022 Report

Rush Mentoring Programs

Office of Faculty Affairs

Experience | Commitment | Resources





The RUSH Research Mentoring Program provides a wide range of resources, including statistical consultation, manuscript preparation, and grant writing workshops for faculty members pursuing a career in medical research. In addition, the Mentoring Program promotes networking among researchers through monthly research track meetings and annual research symposiums. All these resources are the core curriculum for thriving in academia.”

Klodian Dhana, MD, PhD
Assistant Professor
Department of Internal Medicine,
Section of Epidemiology
RUSH Institute of Healthy Aging
RUSH Medical College



RUSH Mentoring Programs: Investing in the Future

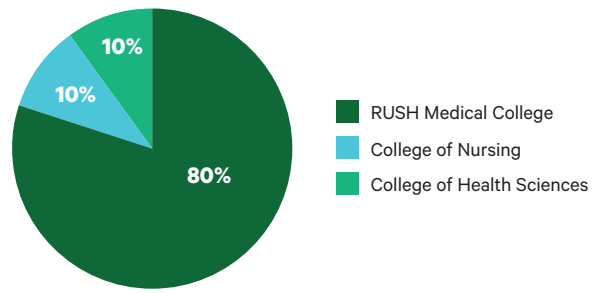
The Office of Mentoring Programs within the Office of Faculty Affairs helps facilitate career development and cultivates research independence. The program’s success is measured by scholarly productivity, extramural funding, retention of junior faculty and placement of postdoctoral fellows who are prepared for their next career step.

Our program’s mission is to support the success of RUSH University’s junior faculty who are working under the guidance of knowledgeable and committed mentors. An effective faculty mentoring program is a major asset in the recruitment of faculty and postdoctoral fellows and is an essential investment for academic medical centers.

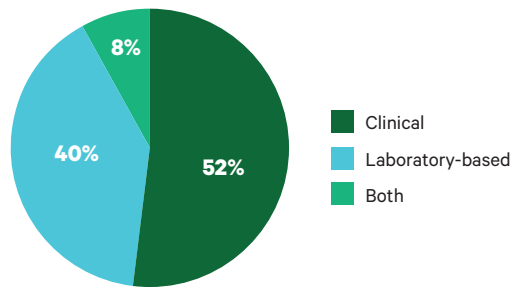
Demographics

RUSH Mentoring Programs served 63 mentees from across RUSH University during fiscal year 2022. Their demographic information is presented in the following graphs.

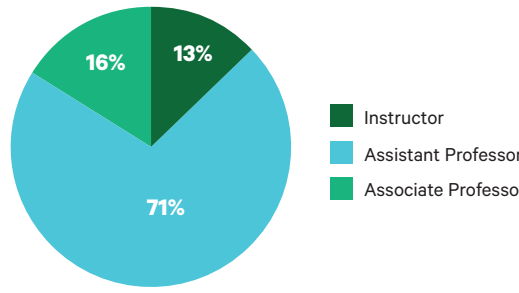
Mentees by College



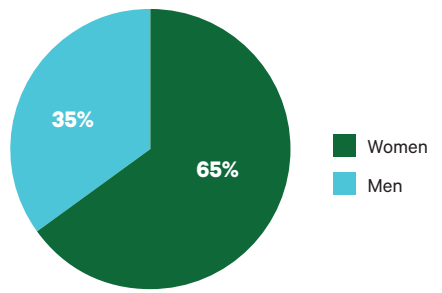
Research Tracks



Mentees by Rank



Mentees by Gender





“

Participation in the RUSH Research Mentoring Program is a great way to expand your research network by connecting with top-notch clinical scientists across RUSH, especially those outside your immediate area. Their feedback can enrich your research, support your career and lead to exciting new cross-disciplinary collaborations. As a former mentee and current mentor in the program, I can fully attest to it!”

Valeriy Shafiro, PhD
Professor
Department of Communication Disorders and Sciences
College of Health Sciences and The Graduate College
RUSH Medical College

RUSH Research Mentoring Program: Resources

The RUSH Research Mentoring Program (RRMP) focuses on faculty career development and provides a variety of resources to mentees and mentors in the program, including the following:

Cohn Fellowship Grant

Only RRMP mentees are eligible to apply for the Cohn Fellowship. The Cohn Family Foundation provides grant support that is distributed equally to five mentees who are selected through a competitive process. The funding allows mentees to gather preliminary data for research proposals and continue engagement in research activities.

Editing Services

RRMP mentees and mentors who need help with their abstracts, manuscripts or grant applications are referred to experienced science writers for assistance.

Grant Writing Workshops

Participants will learn the different components of an aims page, the logic flow of specific aims and critical best writing practices to enhance document readability to understand funding agency criteria and how to connect those criteria directly to their research goals. In self-reported surveys, attendees were awarded more than \$23 million in funding from federal, industry and foundation sources. Both faculty members and postdoctoral fellows are eligible to participate in the Grant Writing Workshops. A five-session Grant Writing Workshop was held during fiscal year 2022.

Graphics Consultation

RRMP mentees and mentors who need help with creating graphs, figures or tables for their presentations and publications are referred to an experienced graphic designer for assistance.

Monthly Research Track Meetings

RRMP mentees have an opportunity to present at monthly research track meetings. Mentees present their research to mentees and mentors to solicit critical feedback.

RUSH Mentoring Programs Annual Research Symposium

The RUSH Mentoring Programs Annual Symposium highlights the excellent research that is being conducted at RUSH. It offers a venue to stimulate interdisciplinary and interdepartmental collaboration. During the symposium in fiscal year 2022, there were 93 attendees, 30 poster presentations and nine podium presentations.



“

I am extremely grateful to the RUSH Research Mentoring Program. Through their programming I have been exposed to a wide array of research conducted at RUSH and have presented my own research for peer review and potential collaborations. I have been provided tools for advancing my career, such as grant writing seminars, early career advisement and a series of talks and workshops on female leadership. In addition to the benefits of the official programming, I have made connections within RUSH that have supported me tremendously, such as the peer support I received in achieving a National Institutes of Health Loan Repayment grant that will be life changing. I believe strongly in the benefits of personal connections within an institution, and I have benefited so much from the support and resources of the RUSH Research Mentoring Programs.”

Emily F. Dillon, PhD
Postdoctoral Psychology Fellow and Instructor
Department of Psychiatry and Behavioral Sciences,
RUSH Medical College
Autism Assessment, Research, Treatment and Service
(AARTS) Center

Seminars and Workshops

Several seminars and workshops are offered throughout the year to enhance the professional development of mentees and mentors. All of the seminars and workshops are open to all faculty members, postdoctoral fellows, staff and students at RUSH. In fiscal year 2022, 49 seminars and workshops were offered.

Statistical Consultation

RRMP mentees and mentors who need help with the data analysis section of their applications will be referred to a biostatistician for assistance.

Writing Accountability Group

The writing accountability groups meet weekly to provide support and accountability for group members as they work toward increasing writing productivity. Group members share strategies for success and help one another set reasonable goals. During fiscal year 2022, 50 grant writing accountability groups were held.

Extramural Funding Available for Firsca Year 2022

TYPE OF FUNDING	AMOUNT
Mentee as Principal Investigator	
Federal	\$4,323,686
Non-Federal	\$2,968,463
Total	\$7,292,149
Mentee as Co-Investigator	
Federal	\$15,980,669
Non-Federal	\$29,636
Total	\$16,010,305
Total Federal Funding	\$20,304,355
Total Non-Federal Funding	\$2,998,099
TOTAL	\$23,302,454

In fiscal year 2022, 39 mentees (total of 87 grants) reported funding, either as principal investigators or co-investigators. Fifty-one of those grants were from the National Institutes of Health (total of 48 grants) and other federal sources (total of three grants).

The table below shows the distribution of grants received by mentees as principal investigators and co-investigators. It also shows funding from both federal and non-federal sources. Additionally, mentees published 202 journal articles and presented 219 podium talks and 136 posters.

Class of 2022 Cohn Fellows



Puja Agarwal, PhD
Assistant Professor
RUSH Alzheimer’s Disease Center
Department of Internal Medicine
Department of Clinical Nutrition
RUSH Medical College

Kajal Gupta, MS, PhD
Assistant Professor
Department of Surgery
RUSH Medical College

Lauren E. Bradley, PhD
Assistant Professor
Department of Psychiatry and
Behavioral Sciences
RUSH Medical College

Carrie Richardson, MD, MHS
Assistant Professor
Department of Medicine (Rheumatology)
Northwestern University

Alana E. Kirby, MD, PhD
Assistant Professor
Department of Neurological Sciences
RUSH Medical College

Cohn Fellows

Every year the Cohn Family Foundation provides grant support to junior faculty at RUSH University who are mentees in the RUSH Research Mentoring Program. The Cohn Fellowship allows mentees to gather preliminary data for research proposals and their continued engagement in research activities.

As of June 30, 2022, 40 mentees had completed their Cohn Fellowship. Below you can learn more about the Class of 2022 Cohn Fellows:

Puja Agarwal, PhD, is an assistant professor in the **Departments of Internal Medicine (Section of Epidemiology Research)** and Clinical Nutrition and nutritional epidemiologist at the RUSH Alzheimer’s Disease Center. Her research focuses on identifying modifiable risk factors, specifically dietary factors including dietary patterns, food groups and nutrients for their role in Alzheimer’s disease, dementia, disability, cognitive and motor decline among diverse older adults. Her work as a postdoctoral fellow at RUSH demonstrated a healthy diet relation with Parkinsonian signs, disability and Alzheimer’s dementia. These findings helped shape the current projects to look at these relationships in the underrepresented populations and understand various related mechanisms. Her Cohn Fellowship research is focused on initiating a dietary study in an ongoing longitudinal cohort of older African Americans to determine the relationship of diet with various cognitive domains and brain neuroimaging in this underrepresented population.

Lauren E. Bradley, PhD, is an assistant professor in the **Department of Psychiatry and Behavioral Sciences** at RUSH Medical College. Her research centers on the use of technology to assess weight-control behaviors and promote behavior change, particularly in bariatric surgery patients. Bradley’s Cohn Fellowship research will focus on using ecologically valid measures to compare behavioral patterns in patients who have regained weight after bariatric surgery and those who have maintained their weight loss. The results of this research will provide an improved understanding of behavioral risk factors for weight regain, which is essential for informing postoperative interventions.

Kajal Gupta, PhD, is an assistant professor in the **Department of Internal Medicine** (Division of Hematology, Oncology and Cell Therapy) at RUSH Medical College. She is currently working with Andrew Zloza, MD, PhD, to understand the mechanisms underlying novel microbial-based cancer therapies. Her research focuses on persister cells in cancer. Gupta is investigating persister cells in the context of hormonal therapy for breast cancer and deciphering the role of the microbiome in the development of persister cells in patients on hormonal therapy. Her Cohn Fellowship research will focus on developing novel markers for the identification of persister cells and establish in vivo models to study persister cell development.

Alana E. Kirby, MD, PhD, is an assistant professor in the **Department of Neurological Sciences** at RUSH Medical College and co-director of the RUSH Movement Disorders Brain Bank. She completed a postdoctoral fellowship at Beth Israel Deaconess Medical Center/Harvard Medical School, followed by a movement disorders fellowship here at RUSH. She works closely with T. Celeste Napier, PhD, and her research interest is in Parkinson’s disease. Kirby is particularly interested in understanding how deep brain stimulation of the subthalamic nucleus in Parkinson’s disease mediates its effects in order to improve outcomes for patients. Her Cohn Fellowship research project focused on developing leading-edge optogenetic strategies and behavioral measures in a rat model of Parkinson’s disease to interrogate the effects of deep brain stimulation. She will use these techniques to screen and identify important circuits engaged by deep brain stimulation and ultimately improve stimulation strategies for patients.

Carrie Richardson, MD, MHS, previously an assistant professor in the Department of Internal Medicine at RUSH University, is currently an assistant professor in the **Department of Internal Medicine** (Division of Rheumatology) at Northwestern University and clinical director of the Northwestern Scleroderma Center. Her research focuses on rheumatic diseases. Richardson’s research includes the mechanisms of ectopic calcification in rheumatic diseases. Her current research involves developing and characterizing a mouse model of ectopic calcification in systemic sclerosis (scleroderma). Her Cohn Fellowship research will investigate the role of dermal macrophages in this model, with the aim of using the results to inform future translational studies in human systemic sclerosis.



We are very fortunate to have the resources of the RUSH Research Mentoring Program. The program helped launch my independent clinical research career a decade ago. Since then, the program has been the cornerstone of first-year training plans for several mentees who have gone onto develop productive clinical-research programs of their own. The Mentoring Program not only provides expert and dedicated mentorship but also many tangible and social resources that new investigators need along their journey to develop impactful and successful research careers.”

Latha Soorya, PhD, BCBA
Associate Professor
Department of Psychiatry and Behavioral Sciences
RUSH Medical College
Director of the Autism, Assessment, Research,
Treatment and Services (AARTS) Center

Additional Mentoring Programs

The Office of Mentoring Programs offers three programs that complement the RUSH Research Mentoring Program, which provides additional professional development and resources to faculty members.

RUSH Educational Mentoring Program

The RUSH Educational Mentoring Program provides mentorship to educators and educational scholars who are engaged in scholarly activities that support RUSH University’s mission. This program supports educational scholarship and offers a comprehensive range of resources designed to strengthen the educator’s teaching portfolio.

Teaching Excellence Bootcamp

In fiscal year 2022, the Offices of Faculty Affairs and Mentoring Programs offered a four-day Teaching Excellence Bootcamp. Faculty members from all four of RUSH’s colleges led the lectures and discussions, which helped create effective instructional programs and reach teaching objectives. This bootcamp was open to all RUSH University and John H. Stroger, Jr. Hospital of Cook County faculty members. All participants who completed this bootcamp received continuing education credits and a certificate. In fiscal year 2022, 24 faculty members participated in the Teaching Excellence Bootcamp.

The outcomes of the bootcamp are directly related to RUSH’s I CARE values:

- I: Innovation** — Participants were given the opportunity to bring new ideas and methods to their teaching.
- C: Collaboration** — Participants worked in multidisciplinary teams throughout the bootcamp.
- A: Accountability** — Participants completed projects to demonstrate what they had learned and their ability to implement it in practice.
- R: Respect** — Participants from different backgrounds and experiences learned to respect opinions from other people.
- E: Excellence** — Participants will demonstrate excellence in their teaching.



Mentorship is something to be valued at all levels of career development. The relationships that one cultivates can last a lifetime, leading to both professional and personal growth. RUSH Mentoring Programs have provided me with ample guidance and resources for creating collaborative research opportunities throughout the University and achieving my professional goals.”

Shannon Theis, PhD, CCC-SLP
Assistant Professor and Program Director,
Speech-Language Pathology
Department of Communication Disorders and Sciences
College of Health Sciences

Director, SCOPE Speech and Hearing Clinic
Rush Craniofacial Center

RUSH Postdoctoral Mentoring Program

The RUSH Postdoctoral Mentoring Program facilitates community building for postdoctoral fellows at RUSH University. At the local level, it provides education to assist new postdoctoral fellows transitioning to RUSH and supports those who are leaving RUSH as they embark on new careers. It is a community where postdoctoral fellows can share ideas and socialize with their peers.

This program has a postdoctoral committee that comprises of RUSH postdoctoral fellows who meet once a month to organize career development seminars, workshops and social events. They collaborate with institutions such as the University of Illinois at Chicago, Northwestern University and the University of Chicago to create a Chicagoland postdoctoral fellow community.

We are the RUSH University representative for the National Postdoctoral Association (NPA). The Office of Mentoring Programs supports the national goals of NPA. Since RUSH is a sustaining member of the NPA, all postdoctoral fellows are encouraged to join the NPA free of charge.

What Is the National Postdoctoral Association?

The National Postdoctoral Association is a member-driven, nonprofit organization that provides a unique, national voice for postdoctoral scholars. Since 2003, the organization has committed to enhance the quality of the postdoctoral experience in the United States. Visit the National Postdoctoral Association's website for full details: www.nationalpostdoc.org.

Some Postdoctoral Seminar Topics

- Difficult Conversations and Negotiation in the Research Workplace
- How to Navigate the Public Media's Translation of Your Science
- How Researchers Can Use Social Media to Bring Awareness to Their Research
- Maximizing Your Professional Presence at a Conference as a Young Investigator
- Transition From Postdoc to an Independent Researcher
- Writing a Manuscript for Publication
- Writing a Postdoctoral Fellowship

In fiscal year 2022, we had a total of 88 postdoctoral fellows and 10 postdoctoral seminars.



The RUSH Research Mentorship Program has been a tremendous help in launching my academic career, and it is an invaluable resource for expert mentorship, grant writing courses, peer review sessions for initial grant submission, and statistical support. The program provides a wealth of knowledge and experience, helping to foster a more inclusive and collaborative environment. This is especially important in today's environment, where successful multidisciplinary collaboration is required.”

Kajal Gupta, PhD, MS
Assistant Professor
Division of General Surgery and Division of
Pediatric Surgery
Department of Surgery
RUSH Medical College



RUSH Women Mentoring Program

The Offices of Faculty Affairs and Mentoring Programs established the RUSH Women Mentoring Program to sustain a comprehensive program that helps RUSH's female faculty members pursue career goals within a supportive and engaging environment. In addition, this program helps provide female faculty members with the skills needed to help them manage a wide range of interpersonal and professional interactions.

The RUSH Women Mentoring Program Meets the Following Goals:

- Assists female faculty members in their promotion through the academic ranks and into leadership positions
- Facilitates the development of policies and concrete tools to promote work flexibility and work-life balance
- Fosters a coherent system of professional development that accounts for individual needs and career pathways
- Increases visibility of female faculty members and their successes within the RUSH community
- Uses peer mentoring to nurture a sense of community among female faculty members
- Uses reinforcement of infrastructure to add to the scholarly knowledge of learning styles in the medical sciences

The RUSH Women Mentoring Program Has Two Facets:

1. Junior female faculty members are matched with senior female faculty members based on their profile preferences survey. Guidelines are provided to help maximize their meeting productivity and create objectives based on mentees' specific needs. The relationship is driven by the junior faculty members. Currently, we have almost 60 junior-senior faculty member pairs. The junior-senior faculty member pairs meet every six months to discuss challenges they have encountered, how the program can improve and celebrate successes.
2. The program enhances a sense of belonging among female faculty members by bringing together program members and the RUSH community once a month for a seminar series focused on professional development. More than 1,000 people have attended the seminar series since the program started. The RUSH Women Mentoring Program is starting new initiatives to retain and advance more female faculty members at RUSH.



The RUSH Mentoring Program is an outstanding scientific platform for developing a great collaboration with multidisciplinary researchers. It provides an opportunity to participate in research development activities and improve grant writing skills, which are paramount for successful in career growth.”

Vaskar Das, PhD
Assistant Professor
Department of Anesthesiology
RUSH Medical College



Faculty Development Bootcamps

The Offices of Faculty Affairs and Mentoring Programs are deeply committed to offering outstanding opportunities for the professional growth of our faculty. We have created innovative, continuing education-eligible bootcamps that address crucial leadership and professional issues for faculty in different stages of their careers.

To support the professional growth of our faculty, the Offices of Faculty Affairs and Mentoring Programs offered bootcamps designed for all stages of an academic career. In fiscal year 2022, we offered a three-day Early Career Faculty Development Bootcamp for early career (instructors and assistant professors) faculty members.

The bootcamps focused on gaining leadership skills and experience, creating a strong portfolio of academic achievement and finding a balance between one's professional and personal life. These faculty development bootcamps will continue to be offered on an annual basis. More than 200 faculty members participated in the early and midcareer faculty development bootcamps.



“

I found the learning modules very helpful in developing my research career plan systematically. I have had the opportunity to receive individualized feedback, build a research team and write a full grant proposal supplemented with interactive learning and grant writing workshops. This has been a good learning experience that has allowed me to sharpen my grant writing skills. I also enjoyed attending and presenting at the monthly research track meetings, which is another great way of receiving critical feedback on grant proposals from other mentees and mentors. Many thanks to the mentors of the RUSH Mentoring Program for their flexibility and approachability, and for facilitating access to various resources.”

Manju Daniel, PhD, MSN, APRN, FNP-BC
Associate Professor
Department of Community, Systems and Mental Health Nursing
College of Nursing

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