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Academic Surgery

# Mentorship: Where to find it?

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# Disclosures

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- None
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# My career path

- Undergraduate and Medical School at BU: 2 year research focus
- Surgical Residency at Jefferson (08-15): 2 years in a research lab
- Fellowship at Johns Hopkins and Cold Spring Harbor Laboratory (15-17)
- Assistant Professor at Johns Hopkins:
  - Clinical time: ~60% Pancreatic Surgical Focused (“perfect for me”)
  - Research time: ~40% Nested in a multiD lab run by my mentorship team

# Outline

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- Step 1: What are you looking for?
- Step 2: Think before you knock ...
- Step 3: How do we make this work?
- Step 4: How and when to move on.

# Step 1: What are you looking for?

What is traditionally been thought of as singular mentorship is now recognized to be a team sport:

**Coach**

Talks to you

**Mentor**

Talks with  
you

**Sponsor**

Talks about  
you

# Step 2: Think before you knock ...

Now that you know what you're looking for, think before you knock on that door:

- What role can this person fill?
- Are they the best person to fill that role?
- How much time do you need, and do they need to dedicate, to successfully fill that role?
- How can you entice, excite or engage this person?

# Step 3: How do we make this work?

- Set expectations:
  - First of yourself: set an agenda, outline deliverables, communicate with frequency, follow-through
  - Then of your mentor: time, resources needed to make the relationship work, ask directly what they need of you
- ‘Friendship’ is not necessarily the goal here.

# Step 4: How and when to move on.

- Honesty is sometimes the best policy ... but when it's not:
  - “It was great when you suggested that I ...”
  - “... was really excited to work with us.”
- For most, the initial meetings should outline a long-term plan to include ‘independence’
- As you grow, your team should grow as well. Incorporate new perspectives and skills.

# Time for discussion ...

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- Tell us some of your experiences and what has worked for you?
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