



HOUSTON
NEUROPSYCHOLOGICAL
SOCIETY

HNS Mentorship Program Orientation

Agenda

- Introduction to HNS and Program
 - Purpose and Mission
 - Expectations
 - Review of HNS Mentorship Program 2020-2021
- General Structure of Program
- Housekeeping & HNS Events
- Questions?

Introductions

- Name
- School/Affiliation
- Secret super power





Houston Neuropsychological Society (HNS)

The Houston Neuropsychological Society (HNS) was founded in 1992 by Barbara Uzzell, PhD. It is a professional association dedicated to providing neuropsychologists and related professionals with opportunities for continued education, collegiality, and professional communication.



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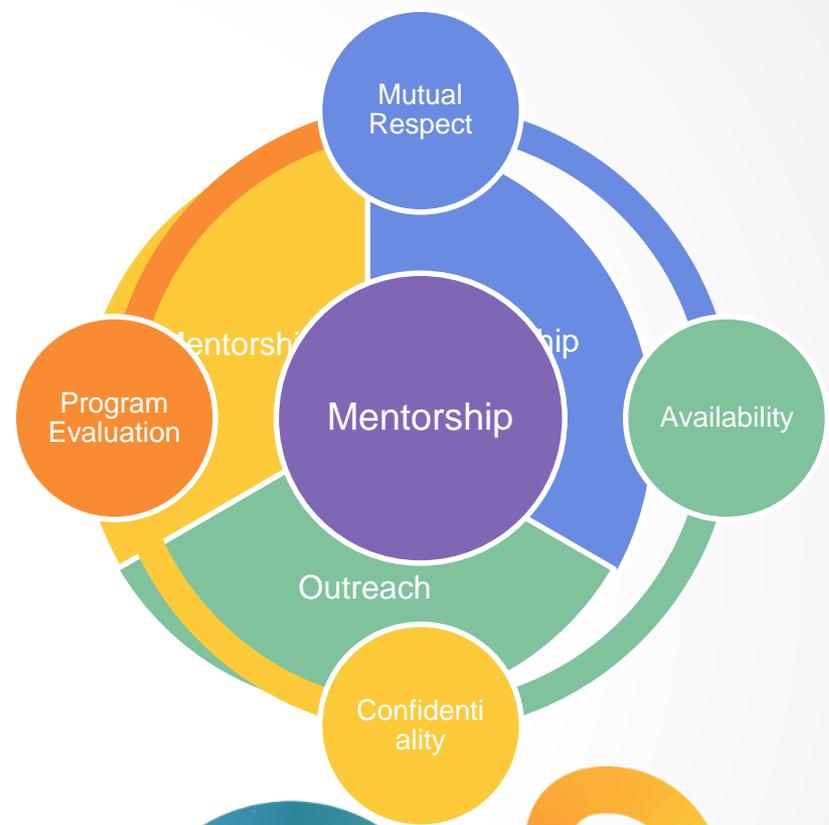
Purpose and Mission



Increase the awareness and accessibility of every facet of neuropsychology, including clinical practice research, education, and training.



Create a space for trainees to seek guidance and support from senior colleagues and neuropsychologists as they navigate different phases of the profession.



EXPECTATIONS

✓ Mutual Respect

The mentoring relationship is one of mutual respect. Thus, the mentee/mentor pair agrees to attempt to work through communication challenges. If conflict arises, the pair can terminate the relationship at any time by contacting the coordinator.

✓ Availability/Consistency

The mentee/mentor pair agrees to meet regularly at a mutually agreed upon time.

✓ Confidentiality

Confidentiality is critical to developing a trusting mentorship relationship. Information shared in the context of the mentoring relationship will not be used for evaluative purposes.

✓ Program Evaluation

Mentees and mentors will complete mid-block and end-block evaluations to assist with program improvement.



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Insights from 2020-2021

Snapshot of Impact

23

Mentees

18

Mentors

\$400*

Sponsored



Mentors' Perspective



38.5% had more than one mentee.



Email (84.6%), Zoom (69.2%), and phone (46.2%) were the top 3 modes of communication.



Networking (46.2%), Training (69.2%), and Applying to grad school/fellowship (69.2%) were the top 3 topics discussed in mentoring sessions.



75% of mentors reported making measurable progress toward goals established by the mentee.



76.9% indicated the program provided structure for a productive mentoring relationship



92.3% indicated the program should be offered annually.



Mentors' Perspective

“Plan for and encourage mentors/mentees to attend HNS Fall symposium and Presidents reception. Also, it would be great to have 1-2 HNS mentoring program **socials** to foster connection and community.”

“**Additional resources** on mentoring would be greatly appreciated.”

“If it wasn't COVID, an **in-person gathering** with mentors and mentees to kick off the mentoring relationship would be awesome.”

“**Scholarships and financial resources** to help support mentees with applications. Especially during covid. And an **increased focus on culture/ethnicity.**”



Mentees' Perspective



94.7% had met with their mentor at least four or more times at mid-block.



Applying to grad school (78.9%), networking (52.6%) and clinical practice (52.6%) were the top three topics discussed.



89.5% of mentees indicated they established a goal with their mentor.



94.7% reported their mentor helped develop goals and objectives for time together.



100% indicated their mentor provide guidance on relevant issues.



100% of mentees were satisfied with their mentor match.



What Mentees Are Saying

I am very satisfied. My mentor provided information and support for early career development.

I am very satisfied and have really enjoyed receiving mentorship from my mentor.

My mentor has been fantastic! She helped review my graduate school personal statement, which led to me being invited to interview at two PhD programs.

I have no complaints. I am extremely satisfied with my mentor.



What Mentees Are Saying

HNS mentoring program has provided a valuable support for training and professional development. I am grateful for the opportunity to work with my mentor Dr. XX. I would definitely recommend this program to be offered annually.

None! My mentor is amazing! So glad to have the opportunity to feel support outside of my doctoral program. It has made **navigating the challenges** more bearable and its nice to feel that I have someone in my corner who can also provide an academic perspective

Keep it up! Thank you for **waiving the fees** for mentees.

I definitely think that this program should continue as it offers an opportunity to make mentoring resources **in neuropsychology more accessible**.

I suggest having some MD and DO psychiatrists/ neurologists to join in too

Workshops about neuropsychology and the different routes one may take within the field.

More in person meetings would be helpful, but due to the current pandemic, that isn't an option. For future years in the program, this would be great for mentees to get to potentially see more in depth what the mentor does for work on a daily basis. Other than that, I have been loving the program so far, and I have **gained a greater sense of direction** for what I want to do after graduating. My mentor has helped me tremendously and I always feel like I can come to her with any questions and she gives great advice to help me achieve my goals.

The Mentoring Program has been very helpful and I hope this opportunity continues to be offered.

Possibly **more communication with the program and mentors**. Like creating a general outline of what students goals are and how they can help



Lessons Learned

Global Pandemics Are Hard

Establishing and maintaining a virtual mentorship program during COVID-19 was challenging.

Focus is Key

It may be worthwhile to consider the pros and cons of focusing on one group.

Zoom calls aren't enough

Social connectedness is important in establishing sustainable mentoring relationships.

There's freedom in structure

Mentors and mentees asked for more educational lectures. The program would benefit from including webinars.

Mentors need love, too

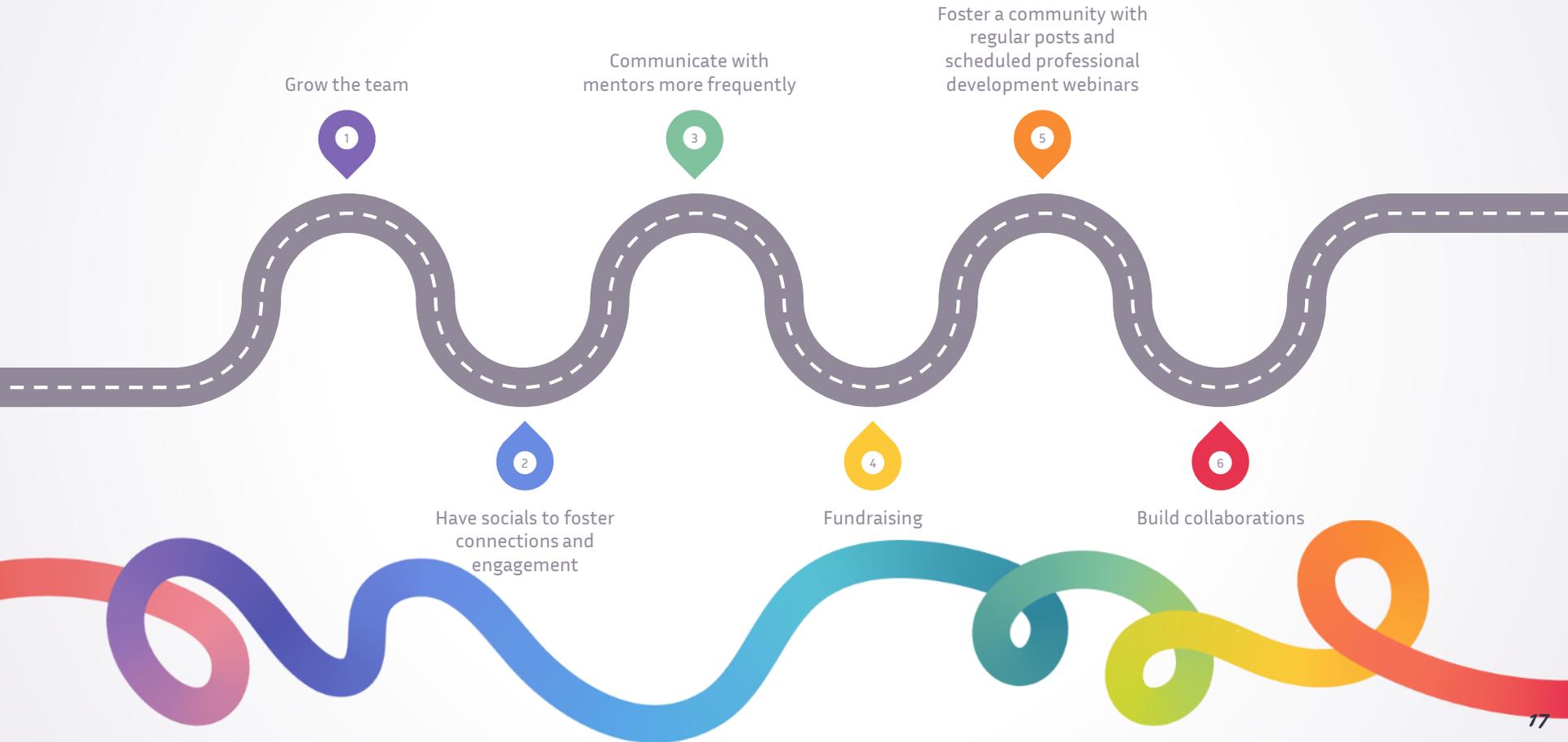
Mentors requested more resources. Great mentorship programs not only center the needs of its mentees, but also help mentors feel supported.

Money isn't everything. Not having it is.

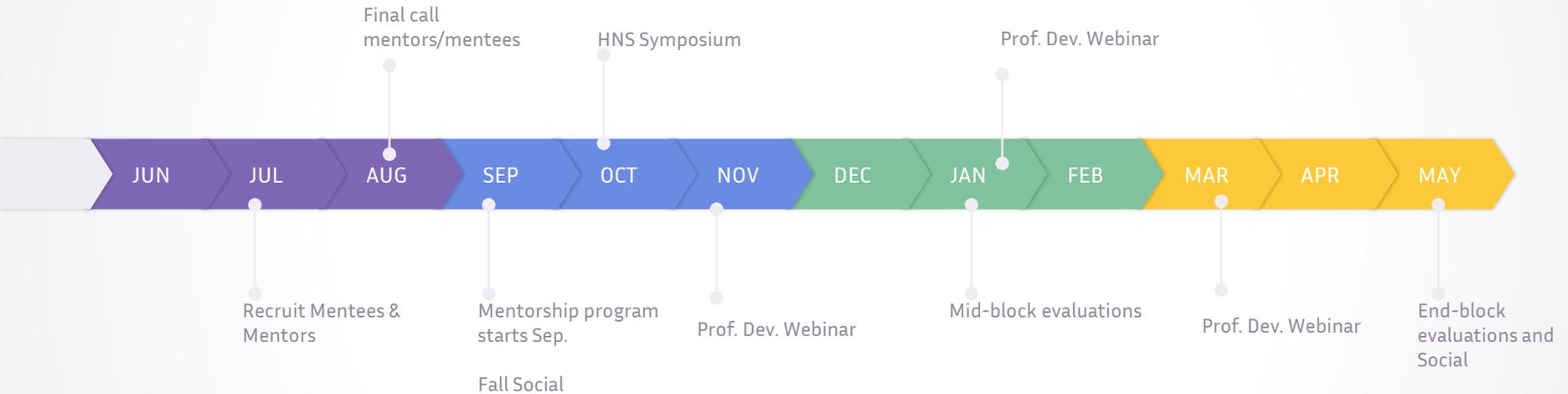
Social and financial sponsorship are critical in addressing the pipeline of diverse trainees in the field. Consider fundraisers for scholarships and awards.



Roadmap to Improvement



HNS Mentorship Program Timeline



Mentorship Program Resources

Resources

- Houstonneuropsych.com
 - Where all important documents will be placed
 - Mentoring toolkit

Professional Development Topics

- What is neuropsychology?
 - HNS x UofH ANST collaboration
- Grad student and Postdoc Panel
- Career Pathways in Neuropsychology
- Getting into grad school

Housekeeping

- Don't forget to turn in Agreement Forms
 - Deadline – Friday, September 21st
- Mentors – please email me if your mentee has not yet reached out to you.
- Mentees – please email me if your mentor has not responded to your message.
- Membership

Upcoming HNS Events

- HNS Social
 - Sept 22 @ 5:30pm at Holman Draft Hall
 - COVID-19 protocols/Age
 - Register!
- HNS Symposium
 - October 2021
 - Topic: Huntington's Disease across the lifespan
 - Student poster awards
- President's Reception





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Thank You!