

Dear Review Committee:

It is with great pleasure that I nominate Dr. xxxxxxx for the David M. Levine Excellence in Mentoring Award. Dr. xxxxx has been my primary mentor throughout the three years of my fellowship. In addition to my personal testimony regarding her excellence in mentorship, I have also included comments from many of her other mentees and colleagues. In this letter, we will show that she has provided unparalleled project-specific, career, and personal mentoring to those at all levels of training and is most deserving of this mentoring award.

After completing a research fellowship in general internal medicine at Hopkins, Dr. xxxxxx joined the Johns Hopkins faculty. She quickly became a nationally-recognized expert in ---- and is now the director of the ----. Throughout her career, Dr. xxxxx has combined her research skills and innate ability to work with others to mentor dozens of medical and epidemiology doctoral students, Osler medical residents, post-doctoral fellows, and junior faculty members. In their comments, you will see that Dr. xxxxx leads by example. Dr. xxxxx also dedicates time to meeting with her mentees to discuss professional development, dissemination of their work, navigation of the funding process and to provide support and encouragement, and she never forgets to incorporate humor. She gets to know her mentees and understand their strengths and weaknesses. Importantly, Dr. xxxxx is also a tireless advocate for her mentees as she helps them to negotiate the world of academic research. Finally, Dr. xxxxx's mentorship skills have impressed her colleagues as well.

### **Mentees' Experiences**

- Dr. xxxxxxx has mentored me since my residency at Johns Hopkins during which she stimulated my interest in pursuing a career as a clinician investigator. As an eager new resident, I recall being quite impressed by her when she facilitated our resident journal club and was thrilled to have the opportunity to work with her.

Dr xxxxxxx is an approachable, accessible, and dependable mentor who approaches research and mentoring with a combination of vision and practicality. She has encouraged me to pursue novel areas of research while at the same time ensuring that I have worked on additional projects that could lead to discrete publishable products during the fellowship training period. Importantly, Dr. xxxxxx has taken the time to get to know me as a person and understand my values and priorities. In addition, she has invested countless hours in weekly meetings, off-hour discussions, and last-minute editing to ensure that I am developing the skills necessary to do rigorous research. In fact, I have published two papers this year as a result of my work with her, one receiving international media coverage. She has also facilitated my interactions with other faculty

collaborators, and she guided me step-by-step through the funding process and helped me to secure funding for my faculty position beginning in July. When I was considering career options, the main reason I chose to remain at Hopkins was to continue under the mentorship of Dr. xxxxx as I truly believe that this will be best for my career development as a clinical researcher.

Aside from providing excellent career mentoring, Dr. xxxxxx always takes my personal interests into account when giving advice and has reminded me at every step of the way to not lose sight of my overall personal goals. I see this as the most important aspect of her mentoring. Over the past few years as I have come to understand the risks that one takes in pursuing an academic career, I have taken great comfort in knowing that Dr. xxxxx is supporting me in this way.

- Dr. xxxxx is an exemplary mentor. Her strong work ethic, successful research career, practicality and logic, editorial skills, poise, and diplomacy are a great example for rising academics. Despite her heavy administrative, academic, and clinical workload, she is exceptionally available and approachable for counsel and goes the extra mile whenever she is needed. She can be counted on to respond promptly and thoroughly. Compared to the attention and guidance my fellow students receive from their advisors, Dr. xxxxx achieves a greater level of mentorship. I left JHSPH after my masters and came back to pursue my PhD specifically to work with her. As an advisor, she allowed me to pursue my own research interests and was willing to branch out from her personal area. She has given me invaluable career advice and, even early in my PhD training, is using her contacts to provide future career opportunities for me. She is gracious and kind. She heartily deserves to be rewarded for her accomplishments in leadership.
- I have known Dr. xxxxxxx since --- when I began working for her as a ---. Later, starting in --- when I began my PhD in ---, she became my primary advisor, and we continue to work closely.

Since I began working for Dr. xxxxx I have found her to be not only a very friendly, motivated, and successful individual but also someone whose priority is guidance, timely feedback, and instruction. In the past couple of years, I've experienced an immense advancement in my professional development beyond what I would have expected to occur during my PhD program. I can truly say that a great deal of these achievements have occurred because of the mentorship I've had from Dr. xxxxxx. She has provided me plenty of unique opportunities to excel and gain self-confidence, which is something not necessarily easy to do. In addition, she is very hard working, and it's very reassuring to see that whenever I most need it, she is always available to talk, answer e-mails, and give

thorough reviews of papers. She has also shown genuine interest in my well-being in times when I'm most stressed out, always showing confidence and support. I can only anticipate more of the same as she continues here at Hopkins. I recommend Dr. xxxxxx most highly for the David Levine Mentoring Award. Please do not hesitate to contact me if you have any questions.

- Dr. xxxxxx is a great faculty member and is well-liked by other faculty, students, and staff. She is always eager to teach and a pleasure to work with. She establishes excellent rapport with her students and staff and shows understanding, dedication, and concern for her students and staff members. She is extremely pleasant to work with and has demonstrated initiative and enthusiasm throughout the projects during which I have had the opportunity to collaborate with her. She likes to listen and incorporate when possible her students' ideas or initiatives.

Dr. xxxxxx is also precise and focused in her expositions; furthermore, she is very quick to clarify a problem. She is also an energetic, thoughtful person who received numerous awards and, on top of that, is a beloved mother of two and wife. She is also extremely efficacious in answering every single email I send to her. Overall, all of these qualities exemplify how Dr. xxxxxx is an example of a leadership for all of us.

Despite being tremendously busy, Dr. xxxxxx has several mentees who receive exactly the same attention and care. It is impossible to complain about lack of guidance and editing (which by the way she does incredibly!). She is always eager to listen to our rehearsals for our seminars, presentations, and whenever she is not able to attend, she always corrects the hand-out or draft swiftly.

I strongly recommend Dr. xxxxxx for the David M. Levine Excellence in Mentoring Award.

- One of Dr. xxxxxx's key strengths is her ability to simultaneously be constructive and encouraging. I have often run across Professors who spend little time reviewing drafts but offer considerable, not always thoughtful, feedback. Dr. xxxxxx is just the opposite. She listens carefully. And she is very skillful at identifying when someone is struggling with a concept or method and then gracefully steering that person towards the right answer or approach. Perhaps most important, she does this in a friendly and encouraging manner. But xxxxxx is tough. She asks hard questions and will quickly let you know if you are on the wrong track. It is hugely motivating for me to work with someone who pushes me to think critically about tough issues, but who I know has my best interests in mind.

Since I have been at Hopkins, I have had the opportunity to meet countless people. Dr. xxx immediately stood out for her willingness to make time in her busy schedule, to carefully read drafts, to answer emails late at night and generally lend a helpful ear when I had questions or concerns. I distinctly remember meeting with her about my K Award application this past summer. Not only did she spend quite a bit of time helping me rework the research questions and conceptual models but she also generously offered to help me in any way that she could. And she did. In my opinion, the best mentors are those who roll up their sleeves and become actively engaged in their mentee's research projects but who simultaneously push their mentee's towards independence. Dr. xxxxx does these two things beautifully.

- Dr. xxxxxxxx embodies numerous characteristics of the ideal mentor. Although she possesses many attributes of the ideal mentor, a few key attributes come to mind. The first is availability. I am reminded of how I came to meet Dr. xxxxxx. While preparing a loan repayment grant it was recommended that I contact xxxxx for her input. I was struck by how willingly she made time to speak with me and give me valuable feedback on such short notice. Since that time, she has been a consistently accessible source of guidance, advice and support. The second attribute that comes to mind is honesty. Dr. xxxx is honest in her communication with me as a mentee and I am grateful for this. Her communication style minimizes ambiguity in her expectations of me as a mentee. The third attribute of the ideal mentor that comes to mind when I think of Dr. xxxxx is encouraging. Throughout the course of our mentor-mentee relationship, I have transitioned through different phases of training that have required adjustment. Dr. xxxx has not only encouraged me to stay on track but has taken an active role in ensuring that I do so. She has motivated through her words of encouragement and actions by stressing the importance of time management, goal setting, and following through. I am eternally grateful for the mentoring that Dr. xxxxxxxx has provided to me. I am convinced that I am positioned in a much better place in my academic career at this point than I would have been had I not met her.
- Dr xxxxx is deserving of the Dr. David Levine Mentoring Award. When I was a --- Clinical Scholar and --- Research Fellow at Hopkins, Dr. xxxxx had newly joined the faculty. I had many interactions with Dr. xxxxx because we shared the same research interests in ---. She was a co-investigator on my fellow project, and we worked together on the --- study. I appreciated her advice on how to be productive as a fellow. She was always willing to meet and share her knowledge and expertise with me. She not only was able to mentor in terms of what things you should do but gave advice (based on her own experience) on what to do when challenges, setbacks and disappointments happen. Dr.

xxxx was very engaging and fun to work with, and she had a strong work ethic. I admired Dr. xxxx because she was a junior faculty member who balanced research, clinical, teaching, administration and family life. It would be wonderful to see Dr. xxxxx get the Dr. David Levine mentoring award.

- Dr. xxxxx mentored me through my Capstone project during my MPH at JHSPH. She taught me the nuances of research writing and carefully rectified errors and gave good positive feedback during the process in a timely and detailed fashion.

I worked at the --- study site where she set high standards when it comes to having a strong work ethic. She did so by “doing” more than “saying.” She guided me through management of --- in --- patients at the --- study site. It is always great to work for a great mentor like Dr. xxxxxx especially for a young researcher and physician like me trying to kick start my career. I surely received the right advice and guidance from her.

### **Colleagues' Experiences**

- Dr. xxxxx is an outstanding mentor. I know this primarily from the testimony of her mentees. I also know this because our offices are nearby and I can often hear her work in mentoring sessions. Her door is always open. She creates an environment where trainees expect excellence, but aren't afraid to admit ignorance or ask for help. She has a good sense of humor and I always hear laughter from her room. And she keeps trainees on task towards abstracts, papers, and grant proposals they'll need to progress academically.

Dr. xxxxx is one of the handful of faculty leaders I turn to for candid advice. She's got great insight into organizational process and interpersonal psychology and I call upon her frequently. Whether one-on-one, in small groups, or in public forums, I count on her to speak her mind and bring other faculty up to date.

- Dr. xxxxxx leads and motivates others by example, inclusion, encouragement, and support. Dr. xxxxxx is someone who harnesses the strengths of all those who work with her. Working closely with her over the last three years, I have observed her diligence and commitment to producing excellent work in a collaborative environment. She motivates by example. Dr. xxxxxx is an individual who is willing to “roll up her sleeves” and be involved in the process and work from the ground up which inspires others to work hard. She is also always willing to credit individuals for their hard work and support them in their endeavors.

Dr. xxxxxx is an outstanding mentor. She regularly meets with junior faculty, fellows, students and staff and provides timely and constructive feedback on their work. She is always sure to acknowledge individuals' strengths and not solely focusing on weaknesses. As co-director of the --- fellowship, I have worked closely with Dr. xxxxx and have learned a great deal from her. I often turn to her for counsel related to career development, and work-life balance. She has been integral to my development as junior faculty, and I feel fortunate to work with her. It is no wonder, many of her fellows and students wish to pursue careers as Johns Hopkins faculty, and remain under her mentorship.

- Dr. xxxxxx has continued to build other mentoring and collaborative relationships around her blossoming research interest in obesity-related liver disease. Her efforts have helped residents, fellows, and junior faculty develop research projects, analyze data, and write abstracts, manuscripts, and grants. I am sure that many of these individuals would have abandoned their projects without Dr. xxxxx's quiet leadership and unselfish commitment to their success. Thanks to her help, several are now proud co-authors of manuscripts and some are beginning their own careers in --- research. Dr. xxxxx, herself, has become an acknowledged leader in the field of ---. She is regularly invited to contribute lectures and reviews on this topic, serves on scientific review panels, and plays a key role in the ----. One of my great joys has been watching Dr. xxxxx succeed, both personally and professionally. She is an amazing young woman with a bright future in academic medicine. Hopkins is fortunate to have her on their faculty.
- Dr. xxxxxx cares deeply about educating young physicians, and students. She takes this responsibility very seriously and it shows through her care, concern, and endless hours spent in answering questions no matter how small it may seem. She always has an open door policy, and I have never ever heard her get upset because someone interrupts her numerous times to ask questions about a project.

Dr. xxxxx is a true advocate for doing the right thing, and making sure that we all understand that we are here to teach and develop the future medical educators of tomorrow. She doesn't let anyone take advantage of her staff, students, or fellows. While at the same time, she teaches us to also do the right thing.

Dr. xxxxx is very passionate about advocating on behalf of students and/or fellows to get them the credit and recognition they deserve for the work they contribute towards projects and publishing articles. Dr. xxxxx will go out of her way to work with a student

and/or fellows to help them gain the confidence and knowledge they need to lead projects they may otherwise feel uncomfortable with going forward on.

In conclusion, Dr. xxxxx clearly embodies what a mentor should be as she has impressed both mentees and colleagues with her mentoring skills. Without a doubt, Dr. xxxxxx deserves the David M. Levine Excellence in Mentoring Award.

Sincerely,