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FoRRM: a Formal radiography research mentoring scheme to increase research capacity in the UK



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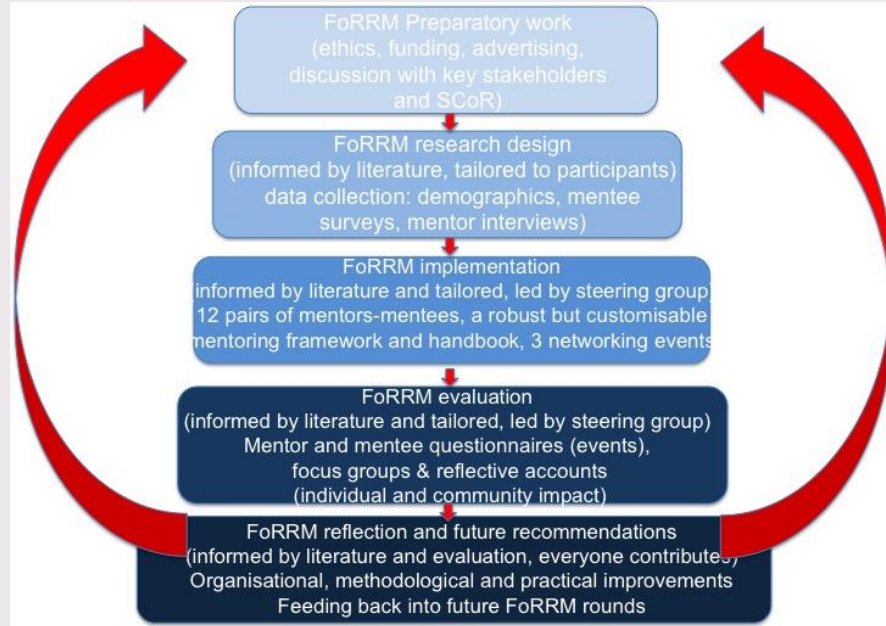
Introduction

- A Formal Radiography Research Mentoring scheme
- Idea in 2015
- Formal mentoring is known to be beneficial in personal and career development of mentored individuals (Clutterbuck, 2008, Harvey, 2011)
- First launch of FoRRM in January 2017 for 8 months originally

Aim of FoRRM

- to increase research capacity:
 - increase **research outputs** (abstracts, papers, presentations etc),
 - improve **career prospects** of radiographer mentees and
 - enhance **personal development** (up-skilling).

Action Research methodology



Study background

- Twelve pairs of mentors and mentees
- Experienced radiographer mentors
- Motivated mentees
- Selection and matching process
- Steering committee of 6
- Mentoring handbooks (35 pages)
- 3 networking events
- Mentoring awards

Evaluation methodology

- Focus group of mentors at networking events
- Mentees and mentors reflective account
- Evaluation questionnaires during the events (provisions, time spent with mentor)

Overview of benefits of FoRRM



Evaluation: generic

- The majority of mentoring pairs **met their agreed targets**;
- Time was an issue: **not dedicated time allocated for research**
- Many of the mentees (5/12), who **requested additional time for meeting their mentor** in the mentoring events.
- Some mentees mentioned that they found **resistance from their managers (2/12)**;
- Half of the mentees (6/12) mentioned they wanted to see **more research training events** as part of the scheme.
- More than half of the mentees (7/12) mentioned that their mentor **was willing to mentor them after the end of this project**;
- There were **no mentees applied for this scheme (0/12) from Greater London**

Evaluation: specific-personal benefits

- Mentees gained more **confidence** in themselves,
- they developed better **time management**,
- increased **self-awareness** of their own strengths and weaknesses,
- they increased their **personal profile**
- and realised the **importance of their role**.
- One of them mentions that it was as if “a light bulb has started to shine upon them”.

Evaluation: specific-career advancement

- **Assertiveness** and confidence (stand up and negotiate)
- **Leadership and management skills** (influence others)
- **Career advancement opportunities** in Master's and PhD programmes (self improvement)

Evaluation: specific-research capacity building

- **i) research awareness**, (understanding and disentangling key (basic) concepts in research e.g. understanding of the process of conducting research, of the need of a robust research design and of the importance of a good research question).
- **ii) research engagement** (practice of research at a more advanced level, the “know-how” such as the basic principles of academic writing and how to present the key findings in a report, familiarisation with data collection, data analysis and data management techniques (including safe and ethical storage and discarding of data) and knowledge of basic statistics.)
- **iii) research leadership** . (drafting conference abstracts and supporting conference presentations, conceiving, writing up and submitting research papers, appreciating the complexity of ethical considerations in research, appraising quality of research work, research grant applications, forging clinical academic partnerships.)

Some research leadership already after just 8 months!

- Overall 6/12 of the mentees prepared and submitted conference abstracts in their respective conferences of expertise,
- 5/12 were successful in this submission and presented their results locally and/or nationally,
- one of them has created a local research team in their respective Trust,
- one of them has written a blog to describe their experiences as a mentee, two of them are now studying for a PhD,
- One more has successfully applied with their mentor for a CoRIPS research grant and 4 of them were drafting research papers with their supervisors at the time of data collection.

Mentee quotes

- *“...I had several setbacks along the way and the research proposal submitted was not what I originally planned but was a compromise. Having someone to tell me that was not a failure was extremely important...”*
- **(resilience)**
- *“...Having a mentor listen has shown me what I am trying to do is interesting and potentially important...”*
- **(confidence)**
- *“...It gave me the motivation to persevere to get answers...when I was close to giving up...”*
- **(motivation)**

Mentee quotes

- *“...It made me reassess what I was good at and highlighted where I needed to work on...”*
- **(self-awareness)**

- *“...This enabled me to grow as an individual and make my own decisions in research...”*
- **(independence and decision-making)**

Mentee quotes

- *“...I now have an **identity** within myself as a researcher, I see a possible future as a researcher...”*
- *“...The mentoring project has helped me tremendously in my new job as a consultant radiographer; I have **never felt alone** during the transition to my role, which is something that many new consultants describe...”*
- *“...This has positively **altered my perspective** on research in dental radiography as a career...”*
- *“...My **profile is greater** nationally at the end of this year. Although some opportunities were already in the pipeline before the mentoring (e.g. invited talks), the mentoring has allowed me to **understand how to make develop this in a targeted way**...”*

Mentee quotes

- *“...so much that was new to me, concepts of research ... were **like learning a foreign language...**”*
-
- *“...[we did] touch on **all the aspects of the project I was going to use and learn, so was a great use of the time we had...**”*
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- *“...I have also learnt what a **research project involves from start to finish...**”*
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- *“...This match [with the mentor] has **definitely made me a better researcher** and has developed my skills and knowledge and has ‘stretched’ my capabilities beyond what I was already comfortable with...”*

Challenges

- Time and workload
- Lack of local research culture
- Line managers
- Communication: more face time

Blogging on FoRRM

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My experience of the Formal Research Radiography Mentoring Scheme

Posted: Monday Apr 30th 2018



Author: Rebekah Goulston

Radiographer, University Dental Hospital of Manchester

Rebekah Goulston is a diagnostic radiographer at the University Dental Hospital of Manchester (UDHM). Her role involves taking x-rays of teeth and jaws and she also helps supervise dental and radiography students in the use of dental imaging. Below, Rebekah blogs about her experience of the Formal Research Radiography Mentoring Scheme (FoRRM).

Mentorship scheme

The Formal Research Radiography Mentoring Scheme (FoRRM) was piloted from January to September 2017. Set up by Dr Christina Malamateniou, who also led the steering committee, and funded by the Society and College of Radiographers (SCoR), the aim of FoRRM is to increase the research capacity of both therapeutic and diagnostic radiographers with at least 3 years clinical experience, who were interested in and committed to a research career.

The scheme helps mentees, like myself, develop our research skills, career and confidence by being mentored by the top academic and clinical research radiographers in the UK. As well as organising three dedicated training and networking events for

FoRRM Class 2017



FoRRM 2 2019- launching in July 17th 2019

A Formal Radiography Research Mentorship (Fo.R.R.M.) Scheme to increase research capacity in the UK

Are you a Radiographer
interested in Research?

Would you like to be
mentored by one of the
best Research
radiographers in the UK?

Apply now at the Society
of Radiographers funded
Research Mentorship
scheme! Email us at
Christina.malamateniou@kcl.ac.uk
but please read
beforehand carefully the
eligibility criteria



Eligibility Criteria

- Work as a radiographer (diagnostic or therapeutic) with at least 3 years clinical experience
- Be based in the UK
- Need to have completed at least a Master's level postgraduate degree.
- Not currently undertaking a PhD/ProfD
- Plan to work in a research capacity in Radiography

Privileges for mentees

- Be one-to-one mentored in Radiography Research by experienced radiography research mentors
- Develop your research skills, career and confidence
- Be eligible to apply for the Annual Mentorship Award, worth £100
- Get invited to dedicated training and networking events (travel and accommodation costs for 1 night covered by the SCoR)



IF YOU ARE
INTERESTED AND
ELIGIBLE, PLEASE
EMAIL US AT

christina.malamateniou@kcl.ac.uk



A project funded in full by the
Society and College of
Radiographers

Suggestions and way forward

- Longer run of the project for 12 months-3 networking events
- Updated communications channels: webpage
- Updated handbook
- Tiered mentoring, matching with mentees suggestions
- Involve alumni of the scheme-mentoring forward
- Narrow criteria for mentee inclusion (at least Master's level qualification)
- Involving line managers (letter to line managers, if required)

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- All mentors and mentees who took part

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