

Objective 1: To train junior investigators in health services research using clinical registry data through an intensive one-on-one mentoring program with experienced senior investigators possessing methodological expertise in this domain.

Objective 2: Increasing diversity, inclusiveness and representation in the pediatric cardiac critical care scientific community and contribute to the promotion/advancement of underrepresented investigators within academia.

Project approval and dissemination process:

- Experienced researchers meeting the following criteria can propose projects through this mechanism:
  1. Faculty at a PC<sup>+</sup> hospital
  2. Two publications from a multicenter clinical registry as senior author OR one as first author and one as senior author (demonstrates experience to serve as senior mentor).
  3. Preference given to those who have completed advanced training in health services research related field (e.g. epidemiology, clinical research design, biostatistics, etc.)
- Projects will be reviewed for feasibility by the Scientific Review Committee (SRC) and Data Coordinating Center. The senior mentor will draft a letter of intent (LOI) and submit to the SRC. We anticipate that most will be feasible and impactful as they will be proposed by experienced investigators.
- Once the LOI is approved, the project idea(s) will be disseminated to the PC<sup>+</sup> community twice yearly or at an interval the PC<sup>+</sup> SRC approves.
- The Public Relations committee will support attracting mentees to apply for accepted LOIs.
- PC<sup>+</sup> will maintain a repository of open projects for this program on the public facing website.
- Upon selection of the mentees, co-investigators will be selected consistent with usual PC<sup>+</sup> SRC guidelines. The PC<sup>+</sup> clinical champion from the mentee's home institution will be encouraged to participate as a co-investigator.
- The project proposal will be submitted and reviewed by the PC<sup>+</sup> SRC per current processes.

Candidate selection:

- Junior investigators (faculty, fellows, and residents) from should apply with a short application process. The application will include stating motivation to participate, how the project/process aligns with future career goals, and provide local PC<sup>+</sup> clinical champion(s) and division chief/program director support committing to protected time for project completion. Applicants will be encouraged to self-identify underrepresented status.
- Senior mentor/investigator will select mentee(s):
  1. At most two mentees could be assigned to an individual project to participate in the intensive mentoring/sponsoring program. Others could be included as middle authors if desired.
  2. Underrepresented investigators will be given the strongest possible preference for these mentee opportunities.
  3. Strong preference should be given to junior investigators from an institution that is different from senior investigator.
  4. Applicants may be from PC<sup>+</sup> and non-PC<sup>+</sup> centers with a preference to those from PC<sup>+</sup> sites.
- Members of the PC<sup>+</sup> EDI Committee will review selections for consistency with preference of underrepresented investigator status. If there are questions about the selection of candidates by the senior investigator, any conflicts with the stated intention of the program should be resolved by:
  1. Conversation between EDI sub-committee and senior mentor
  2. Escalation to PC<sup>+</sup> Executive Committee

Expectations of mentor/sponsor:

- Regular meetings with mentee(s) and inclusion of mentee in all aspects of project (no less frequently than every 2 weeks). This includes attendance on PC<sup>+</sup> DCC meetings when the project is being discussed in any stage (e.g. data management, analysis).
  - 1 Could consider inviting mentee to participate in all PC<sup>+</sup> DCC meetings during participation in the program to enhance exposure to analysis and methods.
- Intensive (weekly) meetings, except when limited by clinical service or vacation, to focus on abstract and manuscript preparation.
- Meetings with Mousumi Banerjee and Senior Mentor to discuss key aspects and nuances of methodological approach, as necessary, beyond the PC<sup>+</sup> DCC meetings.

**Proposed Timeline**

Initially we will attempt a twice yearly cycle

Deadline for LOI submission by Mentor	Reply from SRC with assigned committee liaisons	Posting on website and social media for mentee applications	Application deadlines	Mentees paired with mentors	Author group chosen, full proposal developed	Proposal submitted to SRC
January 1 <sup>st</sup> July 1 <sup>st</sup>	February 15 <sup>th</sup> August 15 <sup>th</sup>	March 1 <sup>st</sup> September 1 <sup>st</sup>	April 15 <sup>th</sup> October 15 <sup>th</sup>	April 30 <sup>th</sup> October 31 <sup>st</sup>	May/June Nov/Dec	December 31 <sup>st</sup> June 31 <sup>st</sup>