Attracting high calibre trainees and colleagues to deepen and extend your research is critical to success as an academic, yet recruiting cannot become a mercenary, self-serving endeavor. My program of research in ameliorating the risks and health effects of violence, including cultural safety, harm reduction, and trauma- and violence-informed care, is not a “sexy” area which attracts many students and scholars.

The John McNeill Excellence in Health Research Mentorship Award prompted me to systematically analyze what has worked, and what I might have done differently to amplify my success and wellbeing earlier. In this talk, I will share my strategies to engage and propel highly qualified, productive, competitive postdoctoral fellows, doctoral students and colleagues.