

FM REVIEW 2018 24

COMMENTS TO EDITOR: This is an interesting essay about how the imposter syndrome can be overcome through the guidance of a good mentor. The reviewers were quite divergent in their opinions. Reviewer 1 thought it was well-written and needed only minor revisions to publish. Reviewer 2 thought it was unfocused, over-written, and recommended reject. I lean toward Reviewer 2's opinion, but given the interesting nature of the topic, I suggest we give the author a chance to revise.

COMMENTS TO AUTHOR: This is an interesting essay about how the imposter syndrome can be overcome through the guidance of a good mentor. Overall it is well-written. However, it is not very emotionally engaging. It does not so much tell a story as give a blow by blow description of the externals that enabled you to move from imposter to scholar. In other words, there is too much telling, and not enough showing. You begin with a compelling evocation of your own imposter syndrome, but later in the essay, while it is easy to identify the steps you took to develop your evidence-informed curriculum, the personalities of the two main characters (you and your mentor) are hard to detect. Although the vehicle for your story is your work as curriculum leader and innovator, this essay should really be about you and your mentor.

Please look carefully at the comments and suggestions of reviewer 2. If you take these observations to heart, you will be able to restructure the essay in a way that will speak to anyone who has struggled with imposter syndrome and longed for a wise mentor. Three points in particular to keep in mind are the following: 1) What is your main theme? Try stating it in a single sentence. Is it imposter syndrome? Mentoring? Curriculum development? Early on you mention that imposter syndrome originated as a way of describing women's professional insecurities. This is interesting, but you never develop this idea on a personal level. Is this a theme that is important to you? If so, you should pursue it. If not, this is not an academic disquisition on imposter syndrome, and this reference might be omitted. 2) How does the protagonist (you) change? It is important to show how your own feelings evolved over time from insecurity to competence; how you grew both professionally and personally as a result of the mentoring you received and 3) What is the takeaway message of the essay - for yourself and for the reader? What did you learn? What do you want readers to learn? In this regard, reviewer 1's comment about a community of scholars is quite a propos.

Unfortunately, we would like to see a revision that still does not exceed the 1000 word limit. Therefore, adding some material requires equivalent judicious cuts. I recommend you reduce the details of curriculum development and grant writing, and focus more on the nature of the relationship between you and your mentor, and how it facilitated your own transformation. In that regard, I would consider eliminating some or all of the points made in the references. This is not an academic essay but a personal reflection, and details about imposter syndrome or what book you read about curriculum are less relevant than your own journey.

COMMENTS TO EDITOR II: This interesting essay addresses both the imposter syndrome in physicians and how it can be ameliorated through mentoring. The author has done excellent work in eliminating

a lot of the specifics of her curriculum development project, which did not further her narrative, and instead has successfully highlighted the imposter/mentoring theme. There is one section where the author's intent is a bit unclear, and I believe requires more rewriting than can be done in copy-editing. For this reason only, I'm recommending minor revision. I expect that the author can make the minor corrections quickly and resubmit very soon. We should indicate that we are prepared to accept the essay once these changes are made. However, could you please make a ruling on the issue of a second complementary essay by the author's mentor?

NOTE: This author has requested that the mentor described in the essay be invited to submit a companion piece from her perspective. This is above my pay grade! How should this be handled? It's an intriguing idea, but it would definitely delay publication of this particular piece by some months, and I know we are short of publishable material right now.

COMMENTS TO AUTHOR II: Thank you very much for these excellent revisions. You've done thoughtful and careful work in eliminating a lot of the specifics of your curriculum development project, which did not further the narrative, and instead successfully highlighting the imposter/mentoring theme. The imposter syndrome will be recognizable to many of our readers, and its interface with a skilled and dedicated mentor will offer hope of its amelioration.

One minor point that requires clarification: In your discussion of the academic match-making that occurred (p. 6, para 1 attached), to me it is not clear exactly what happened here. I've provided some minor rewriting and reinserted the reference to the research scientist to explain. Please indicate your approval of these suggestions or rework in your own way. There are also a few very minor typos that should be corrected as well.

Thank you for an interesting essay about navigating the transition from community to academic medicine.

COMMENTS TO EDITOR III: Only minor suggestions were made, but they were substantive enough to require author approval. The author has now revised accordingly, and the manuscript reads very well. The issue of imposter syndrome (which the narrative essay section has addressed from learner and junior faculty perspectives but not in terms of a mid-career faculty transitioning to a curriculum development/educational research role) is a good one, and the appreciative description of the role of the mentor should give hope to others contemplating this sort of professional development.

COMMENTS TO AUTHOR III: Thank you for this minor but important polishing of your essay. It reads beautifully, and provides a really touching description of how a good mentor can help navigate the shoals of imposter syndrome at any point in one's career. Thank you also for your acknowledgment of the contributions of reviewers and assistant editor. This is very kind. We all work hard to make these essays as perfect as possible :-)