Next-Gen **Mentors**

CRST celebrates some of ophthalmology's up-and-coming mentors who are on a mission to improve the specialty and guide and advise their peers.

To read **The Mentors' Mentors** feature in *CRST's* January issue, scan the QR code.

READ IT NOW

Zaina Al-Mohtaseb, MD

11 NUMBER OF YEARS IN PRACTICE | **8** NUMBER OF YEARS IN A MENTORSHIP ROLE

WHO WAS YOUR MENTOR?

Most of my success in life can be attributed to the people who believed in, guided, supported, and created opportunities for me. Of these, I must single out my mentor Douglas D. Koch, MD (Figure 1). He has consistently and graciously shared his time and resources with me and sent many opportunities my way. Anytime I need advice, he makes time in his busy schedule for me. He is also an amazing surgeon, an ethical physician, a brilliant researcher, a colleague, and a friend.

WHAT IS YOUR MENTORSHIP PHILOSOPHY?

I owe so much of who I am as a practitioner to those who paved the way for me, and I hope to do the same for the medical students, residents, and fellows I have mentored through my positions as an associate professor of ophthalmology and associate residency program director at Baylor College of Medicine and on the ASCRS's Young Eye Surgeons committee. My philosophy is to listen to what mentees need and guide them while allowing them to choose their own paths. I try to be available and honest and to share with them my personal successes and struggles.

WHAT IS A FAVORITE MEMORY YOU SHARED WITH A MENTEE?

A private ophthalmologist in Houston recently called to ask my opinion of a medical student I had mentored and conducted research with years ago. This mentee had completed his residency and landed a job in my hometown. It was great to see him do so well. More recently, I enjoyed spending time with Kourtney H. Houser, MD, who was a cornea fellow at Baylor and is now a close friend (Figure 2).

IF YOUR MENTEES REMEMBER ONE THING FROM THEIR TIME WITH YOU, WHAT WOULD YOU HOPE THAT IS?

Strive to do your best in every undertaking but understand that life is about choices and compromises. Keep your passion for ophthalmology and remember how lucky you are to be taking care of patients.

Figure 1. Dr. Al-Mohtaseb with her mentor, Douglas D. Koch, MD.

Figure 2. Dr. Al-Mohtaseb with Kourtney H. Houser, MD.

John P. Berdahl, MD

12 NUMBER OF YEARS IN PRACTICE | **8** NUMBER OF YEARS IN A MENTORSHIP ROLE

WHO WAS YOUR MENTOR?

My mentors were Richard L. Lindstrom, MD; Terry Kim, MD; Thomas W. Samuelson, MD; David R. Hardten, MD, FACS; Elizabeth A. Davis, MD, FACS; Sherman W. Reeves, MD, MPH; Vance Thompson, MD, FACS; R. Rand Allingham, MD; William Link, PhD; J. Andy Corley; and my grandmother. (Editor's note: Dr. Thompson is featured as one of *CRST*'s Next-Gen Mentors. Read his answers on pg 25. Dr. Lindstrom was featured in "The Mentors' Mentors." Scan the QR code on pg 20 to read this feature.)

WHAT IS YOUR MENTORSHIP PHILOSOPHY?

Mentorship is like coaching; the style doesn't matter as long as you truly have the best interest of your mentees at heart and they know it. You simply help them discover their dreams and work together to achieve them.

WHAT IS A FAVORITE MEMORY YOU SHARED WITH A MENTEE?

Every year, Dr. Thompson brings his fellows to Sioux Falls, South Dakota, and we all hear the firsthand stories of the formation of our beloved profession (Figure 3).

IF YOUR MENTEES REMEMBER ONE THING FROM THEIR TIME WITH YOU, WHAT WOULD YOU HOPE THAT IS?

Find a way to give more than you take because the world is going to give you, as an ophthalmologist, a lot. You will need to be purposeful about finding ways to give back.

Figure 3. Dr. Berdahl (third from left) with partner Vance Thompson, MD, FACS (center), colleagues, and former fellows Brian M. Shafer, MD; Michael D. Greenwood, MD; Daniel C. Terveen, MD; Brandon J. Baartman, MD; and Russell E. Swan, MD.

Uday Devgan, MD, FACS

21 NUMBER OF YEARS IN PRACTICE | **21** NUMBER OF YEARS IN A MENTORSHIP ROLE

WHO WAS YOUR MENTOR?

I am grateful to many mentors. During my training at the University of California, Los Angeles, Bradley Straatsma, MD, JD; Anne Coleman, MD, PhD; Samuel Masket, MD; Robert Goldberg, MD; and Kevin M. Miller, MD, were instrumental in my development as a young surgeon. I have learned so much about ocular surgery but, more importantly, about personal balance and development from Robert H. Osher, MD; Richard L. Lindstrom, MD; Eric D. Donnenfeld, MD; and Ramesh Ayyala, MD, FRCS, FRCOphth. (Editor's note: Drs. Masket, Osher, Lindstrom, and Donnenfeld were featured in "The Mentors' Mentors." Scan the QR code on pg 20 to read this feature.)

WHAT IS YOUR MENTORSHIP PHILOSOPHY?

I am your coach but not your buddy (hence, CataractCoach.com is my teaching website). Your friends accept you as you are, but I think you could be much better in terms of your surgical skill and judgment than you are today. I want you to achieve your maximum potential, and I will go above and beyond to make sure that happens (Figure 4). I will also teach you the ultimate skill—to be your own toughest critic—so that you push yourself to hone and expand your ophthalmic skills for the rest of your career.

WHAT IS A FAVORITE MEMORY YOU SHARED WITH A MENTEE?

I have so many incredible memories of teaching residents. An example is the day I spent performing 10 cataract procedures with my former resident Grant Moore, MD, who now practices oculoplastics in Phoenix. Grant had already matched into his plastics fellowship, but he was also driven to be the best cataract surgeon possible. He went the extra mile to hone his skills and make the OR day as efficient as possible. He even grabbed the mop to clean the floors between cases and started the patients' intravenous drips. His ambition and incredible work ethic are what I want to instill into all my residents.

IF YOUR MENTEES REMEMBER ONE THING FROM THEIR TIME WITH YOU, WHAT WOULD YOU HOPE THAT IS?

Always apply the golden rule of ophthalmology: Give the same high level of care that you would want for your own eyes. Treat patients like family and take pride in your work. Every patient deserves your best.

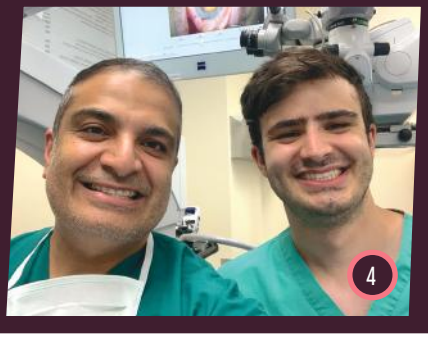


Figure 4. Dr. Devgan and Gio Campagna, MD, a UCLA resident, after completing a tough cataract case together on October 27, 2021.

Ranya Habash, MD

16 NUMBER OF YEARS IN PRACTICE | **16** NUMBER OF YEARS IN A MENTORSHIP ROLE and turbocharged for the past 5 years at Bascom Palmer Eye Institute

WHO WAS YOUR MENTOR?

Elon Musk. He has transformed some of the most consequential industries on Earth: banking, cars, energy, rockets, and brain-computer interface technology. I have a similar aspiration to transform the eye care industry with my colleagues' help.

WHAT IS YOUR MENTORSHIP PHILOSOPHY?

Be an inspiration, lead by example, and be real.

WHAT IS A FAVORITE MEMORY YOU SHARED WITH A MENTEE?

I love watching my residents test all the crazy gadgets I bring them; we have so much fun with it! I value their fresh perspectives. In my opinion, this is the best way to gauge the efficacy of new technology. It's also a great way to inspire my residents with a bigger view of health care and to help them realize their impact on it.

IF YOUR MENTEES REMEMBER ONE THING FROM THEIR TIME WITH YOU, WHAT WOULD YOU HOPE THAT IS?

I hope they remember that I showed them how to think big and hustle to make their dreams a reality (Figures 5–8). I truly believe that within each of us is the power to change the world.

Figure 5. Dr. Habash with Nandini Venkateswaran, MD.

Figure 6. From left to right: Van Ann Tran, MD; Sonia H. Yoo, MD; Dr. Venkateswaran; and Dr. Habash.

Figure 7. From left to right: Dr. Venkateswaran; Jay Duker, MD; Dr. Habash; Chris Raif Alabiad, MD; and Kennith Fan, MD.

Figure 8. Dr. Habash with Vanessa Collao.

Cathleen M. McCabe, MD

21 NUMBER OF YEARS IN PRACTICE | **10** NUMBER OF YEARS IN A MENTORSHIP ROLE

WHO WAS YOUR MENTOR?

I focused on retina early in my career, and Timothy G. Murray, MD, MBA, FASRS, and Harry W. Flynn Jr, MD, were wonderful mentors to me during that time. Lisa Brothers Arbisser, MD; Marguerite B. McDonald, MD, FACS; Robert H. Osher, MD; and Bradley C. Black, MD, were my mentors when I changed my focus to cataract and refractive surgery. As I have taken on more leadership roles, I have benefitted from the advice and examples of David F. Chang, MD; Eric D. Donnenfeld, MD; and Susan M. MacDonald, MD. (Editor's note: Drs. Arbisser, McDonald, Osher, Chang, and Donnenfeld were featured in "The Mentors' Mentors." Scan the QR code on pg 20 to read this feature.)

WHAT IS YOUR MENTORSHIP PHILOSOPHY?

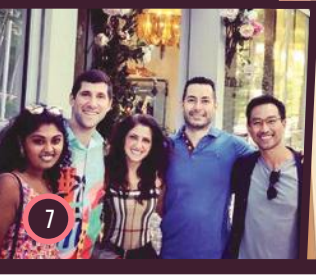
Supporting those who are earlier in their careers than you can enrich their experience, speed their development by reducing the barriers they face, and build on the connections they have already made. Mentorship is an important way to honor those who mentored you, and it is a great way to give back to the field of ophthalmology. Not every mentoring relationship lasts a long time, but the value of the give-and-take is priceless. I feel that my own journey has been richer and more interesting because of the connections I have made with others, especially those I've mentored (Figures 9–13).

WHAT IS A FAVORITE MEMORY YOU SHARED WITH A MENTEE?

I love having younger doctors in my OR and thinking through difficult cases together. Valentina Lozano, MD (Figure 10), went on a mission trip to Saint Vincent early in her training, and it has been a joy to watch her mature as a surgeon.

IF YOUR MENTEES REMEMBER ONE THING FROM THEIR TIME WITH YOU, WHAT WOULD YOU HOPE THAT IS?

The keys to juggling all the different aspects of your life are to be yourself, wake up each day and do your best, support your colleagues, and show yourself and others grace. Remember that your perspective and abilities are valuable.



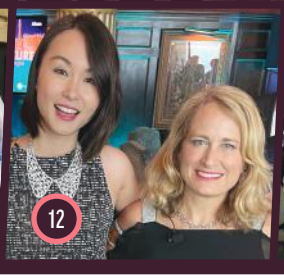


Figure 9. Dr. McCabe with (from left to right) Caroline Watson, MD; Josh Frenkel, MD; Arjan Hura, MD; Morgan Micheletti, MD; Nandini Venkateswaran, MD; Cristos Ifantides, MD; and Brett Muller, DO.

Figure 10. Dr. McCabe with Valentina Lozano, MD.

Figure 11. Dr. McCabe with Morgan Micheletti, MD (left), and William Flanary, MD (right).

Figure 12. Dr. McCabe with Dagny Zhu, MD.

Figure 13. Dr. McCabe with Neda Nikpoor, MD.

Thomas A. Oetting, MS, MD

26 NUMBER OF YEARS IN PRACTICE | **25** NUMBER OF YEARS IN A MENTORSHIP ROLE

WHO WAS YOUR MENTOR?

I have had so many mentors—educational mentors such as Wallace L.M. "Lee" Alward, MD; Keith Carter, MD, FACS; and Andrew Lee, MD, and cataract mentors such as Amar Agarwal, MS, FRCS, FRCOphth; Lisa Brothers Arbisser, MD, FACS; David F. Chang, MD; Samuel Masket, MD; Kevin M. Miller, MD; Bonnie A. Henderson, MD; and A. Tim Johnson, MD, PhD. Most important to me now are reverse mentors—the more than 125 residents I have been so fortunate to work with over the past 25 years. (Editor's note: Drs. Arbisser, Chang, and Masket were featured in "The Mentors' Mentors." Scan the QR code on pg 20 to read this feature.)

WHAT IS YOUR MENTORSHIP PHILOSOPHY?

I try to stay relevant, both in terms of technical skills that I can share and, more importantly, a knowledge of generous, skilled people who like to help fellow ophthalmologists. The wonderful thing about ophthalmology is how quick people are to help each other. I think we are all so excited about our profession that we want to share our knowledge and experience, especially with those just getting started. I teach residents the importance of developing a network of peers and near peers to facilitate their own development and growth over the years. I think of Dr. Henderson who, believe it or not, held the same sort of job as mine years ago—a near peer. We connected as likeminded teachers and stayed in touch. Now, she is one of the most connected ophthalmologists in the world—a not-so-near peer! She has been kind to many of my residents over the years and offered them advice and opportunities. My role as a mentor was to maintain my connection with Dr. Henderson over the years and connect her to residents when the time was right (Figure 14).

WHAT IS A FAVORITE MEMORY YOU SHARED WITH A MENTEE?

I suppose I give more weight to knowing how mentees are doing after our time together than the memories we've shared. How is their family, how are they doing professionally, and when are they going to come back to visit me in Iowa City?

IF YOUR MENTEES REMEMBER ONE THING FROM THEIR TIME WITH YOU, WHAT WOULD YOU HOPE THAT IS?

I hope they remember how I cared about them and their family. I hope they always feel connected to me and know that I will try to help them as best I can. I hope that they feel like I helped them develop flexible skills that will allow them to have a long and fruitful career.

Figure 14. Bonnie A. Henderson, MD, with Lauren Hock, MD, who recently completed her ophthalmology residency at the University of Iowa, pose for a hybrid selfie with Dr. Oetting. Dr. Hock presented a research project at the EnVision Summit a couple of years ago, and Dr. Oetting attended virtually.

Jeff Pettey, MD

10 NUMBER OF YEARS IN PRACTICE | **7** NUMBER OF YEARS IN A MENTORSHIP ROLE (7 as a program director and 5 as a fellowship director)

WHO WAS YOUR MENTOR?

I have looked to others for mentorship on various aspects of my career—Alan S. Crandall, MD, as a surgeon; Randall J. Olson, MD, as a leader (Figure 15); and Judith E.A. Warner, MD, as a physician leader. Judith is a neuro-ophthalmologist at the John A. Moran Eye Center, and she brings unwavering quality, authenticity, and servant leadership to everything she does. I'm often guided by considering how Judith would lead.

WHAT IS YOUR MENTORSHIP PHILOSOPHY?

My mentorship philosophy has three tenets:

- **No. 1**: Expand mentees' horizons beyond what they think is possible. Most of the time, people shoot well below their potential.
- **No. 2**: Empower mentees to take risks and choose the paths that will help them reach their unique potential.
- **No. 3**: Celebrate their missteps, failures, and successes equally. The destination is less relevant than the growth that comes from the journey.

WHAT IS A FAVORITE MEMORY YOU SHARED WITH A MENTEE?

Residents' journeys begin with step-by-step mimicry of attendings and conclude when they become surgeons in their own right. I distinctly remember celebrating this culmination with Leah A. Owen, MD, PhD, who is now a brilliant clinician-scientist and pediatric cataract surgeon. While staring at an iris prolapsing through both wounds, Leah took a path she'd never seen or been taught. Considering the anatomy and physics at play, she made a new paracentesis, lowered the pressure gradient, and finished the case.

IF YOUR MENTEES REMEMBER ONE THING FROM THEIR TIME WITH YOU, WHAT WOULD YOU HOPE THAT IS?

Measure your success by the successes of those you lead (Figures 16 and 17).

Figure 15. From left to right: Randall J. Olson, MD; Bradley H. Jacobsen, MD; and Dr. Pettey.

Figure 16. Dr. Pettey with Moran resident Abigail Jebraj, MD.

Figure 17. Dr. Pettey with residents at a recent meeting.

Karolinne Maia Rocha, MD, PhD

14 **NUMBER OF YEARS IN PRACTICE** I started practicing in Brazil in 2007, but I needed to repeat my training in the United States before starting my clinical-surgical practice in 2014

7 **NUMBER OF YEARS IN A MENTORSHIP ROLE**

WHO WAS YOUR MENTOR?

I have had fabulous mentors. In Brazil, they were Wallace Chamon MD, PhD; Walton Nosé, MD, PhD; and Eduardo Soriano, MD, PhD. My US mentors were Ronald R. Krueger, MD; Steven E. Wilson, MD; William "BJ" Dupps, MD, PhD; J. Bradley Randleman, MD; and R. Doyle Stulting, MD, PhD.

WHAT IS YOUR MENTORSHIP PHILOSOPHY?

A mentor should support their mentees by helping them to maximize their potential and develop the skills necessary to achieve their dream career (Figures 18–20). A mentor is always available and is an active listener who promotes a mentee's growth. The goal is to create a lifelong mentoring relationship based on trust, collaboration, confidentiality, and mutual respect. A mentor is someone you can call at any stage of your career.

WHAT IS A FAVORITE MEMORY YOU SHARED WITH A MENTEE?

I have received wonderful notes from my fellows. I would like to share two as examples of how the mentor-mentee relationship can be rewarding, fruitful, and full of keepsake memories. One of my fellows shared that, in addition to my passion for instilling in him my skills and knowledge, I took time to care about him as an individual and about the well-being of his family. He said, "I felt taken care of at work and in my family life."

Another fellow said, "Dr. Rocha's constant positivity and expertise when handling complex cases gave me the confidence to approach this difficult situation with the care and grace of a seasoned practitioner. The patient's attitude towards us and their care could not have been more appreciative or gracious. It shows us that the kindness that we show to our patients is in equal measure to the current evidence-based approaches to care."

These are the memories I hold closest.

IF YOUR MENTEES REMEMBER ONE THING FROM THEIR TIME WITH YOU, WHAT WOULD YOU HOPE THAT IS?

I hope that my mentees will remember to take with them a sense of pride in their work and a belief in their ability to improve the quality of life of their patients. Eye surgery can certainly be a life-changing experience for both patient and provider, so if my mentees continue to strive to improve their techniques and outcomes, everyone in the process will benefit. I have always been available for questions regarding patient or practice management, and I have worked hard to build a strong network with my mentees to share ideas. I cherish the relationships I have developed with my mentees, and I look forward to the future with these outstanding young physicians.

Figure 18. Dr. Rocha with Ryan N. Mercer, MD (A), and James Landreneau, MD (B), during their first Descemet membrane endothelial keratoplasty procedures.

Figure 19. Dr. Rocha with Larissa Gouvea, MD, after she won best paper for one of the ASCRS's scientific sessions.

Figure 20. Dr. Rocha and staff with Colin Brown, MD (third from left), on his LASIK certification day.

Neda Shamie, MD

20 **NUMBER OF YEARS IN PRACTICE**

16 **NUMBER OF YEARS IN A MENTORSHIP ROLE**

WHO WAS YOUR MENTOR?

I have had many mentors help shape my personal and professional growth throughout my career. My formal—and incredibly impactful—mentors early in my career were Peter J. McDonnell, MD; Roy S. Chuck, MD, PhD; and Mark A. Terry, MD. Now, I seek mentorship from a varied and extensive list of leaders in our field. Those who stand out as having the greatest impact on my life include Marguerite B. McDonald, MD, FACS; Marian S. Macsai, MD; Sheri Rowen, MD; Audrey R. Talley Rostov, MD; Eric D. Donnenfeld, MD; Maria C. Scott, MD; William B. Trattler, MD; Robert K. Maloney, MD; Marsha Link, MD; Cathleen M. McCabe, MD; and Jai Parekh, MD. Finally, my parents have been lifelong mentors who have shaped my values and identity. (Editor's note: Drs. McDonald, Rowen, and Donnenfeld were featured in "The Mentors' Mentors." Scan the QR code on pg 20 to read this feature. Drs. Trattler and McCabe are featured as more of *CRST*'s Next-Gen Mentors. Read their answers on pgs 25 and 22, respectively.)

WHAT IS YOUR MENTORSHIP PHILOSOPHY?

I seek to contribute to the personal and professional goals of any mentee who allows me the privilege of helping them along their journey. I offer a sounding board, a safe place to share challenging experiences, and guidance on tough decisions. I am an enthusiastic supporter and encourage opportunities for growth and positive lessons in life experiences. I also love sharing personal stories and anecdotes with a level of transparency that can help break down barriers, build a level of rapport and trust, and show humility.

WHAT IS A FAVORITE MEMORY YOU SHARED WITH A MENTEE?

There are countless cherished memories with mentees I could share. One recent memory that has stayed with me, however, is a meeting I had with a resident who reached out to me through mutual colleagues. She and I met to talk about cornea fellowships, but the conversation evolved to include personal stories of family, culture, triumphs, challenges, and devastating loss. I left the conversation feeling committed wholeheartedly to helping this incredible individual find the success she seeks in her life. Experiences like these remind me of the incredible privilege it is to mentor people in their journeys (Figures 19–23).

IF YOUR MENTEES REMEMBER ONE THING FROM THEIR TIME WITH YOU, WHAT WOULD YOU HOPE THAT IS?

I hope they realize that, in me, they can have complete and utter trust. I would want them to remember feeling understood, accepted, and supported.

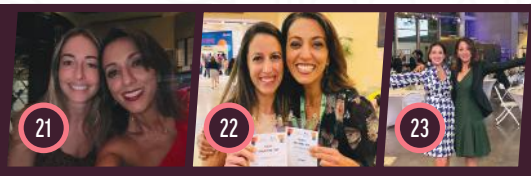


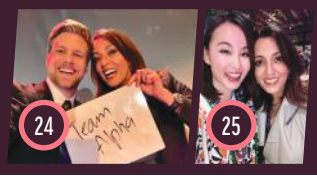
Figure 21. Dr. Shamie with Silal Bal, MD.

Figure 22. Dr. Shamie with Neda Nikpoor, MD.

Figure 23. Dr. Shamie with Caroline Watson, MD.

Figure 24. Dr. Shamie with J. Morgan Micheletti, MD.

Figure 25. Dr. Shamie with Dagny Zhu, MD.



Vance Thompson, MD, FACS

30 NUMBER OF YEARS IN PRACTICE | **30** NUMBER OF YEARS IN A MENTORSHIP ROLE

WHO WAS YOUR MENTOR?

I did my fellowship training in cornea, refractive, and cataract surgery with Daniel S. Durrie, MD, and John D. Hunkeler, MD, in Kansas City, Missouri, and the experience directed my journey (Figure 26). As Dan's fellow, I was involved in trials of PRK in legally blind patients. I became smitten with corneal and lens-based refractive surgery and clinical research. During my first month of practice, Richard L. Lindstrom, MD, invited me to his home in Minneapolis to design with him and then teach a refractive surgery course all over the country. Both Dan and Dick were amazing mentors, and I will forever look up to them. (Editor's note: Drs. Durrie and Lindstrom were featured in "The Mentors' Mentors." Scan the QR code on pg 20 to read this feature.)

WHAT IS YOUR MENTORSHIP PHILOSOPHY?

My mother told me that I, as the oldest sibling in my family, mentored those around me because I cared deeply; my sister says I lectured her. I prefer my mom's description.

To me, mentorship involves caring for someone who desires to learn something about which you have wisdom and experience to share. Mentoring takes many forms, including actions and the spoken and written words. It involves forging a deep connection between mentor and mentee to develop understanding.

WHAT IS A FAVORITE MEMORY YOU SHARED WITH A MENTEE?

As someone who is passionate about refractive surgery and loves to teach the founding principles of this profession, I would not have guessed that my response would be about human relations. During a meeting with two people, I could tell that the words of one had hurt the other. When the speaker and I left the meeting, I said, "Do you realize what you said hurt their feelings?" The person said, "No. How could that be?" I said, "You may want to go back in there and ask them, and if they say yes, apologize." The person did exactly that. The experience helped the speaker become more aware of the impact of their words and improved the relationship between the two people.

Being aware of how our words affect others and being willing to apologize are important to creating and maintaining strong families, both families at home and work families. It was a powerful experience to see this demonstrated and to be thanked for my insight.

IF YOUR MENTEES REMEMBER ONE THING FROM THEIR TIME WITH YOU, WHAT WOULD YOU HOPE THAT IS?

I care for them deeply and will always be there for them professionally and personally—like family.

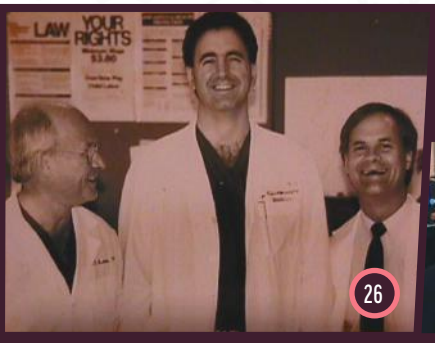


Figure 26. From left to right: John Hunkeler, MD; Vance Thompson, MD, FACS; and Daniel S. Durrie, MD, on the last day of Dr. Thompson's fellowship, making him feel ready for the world.

Figure 27. From left to right: Amar Agarwal, MS, FRCS, FRCOphth; Jennifer Loh, MD; Kendall Donaldson, MD, MS; and Dr. Trattler.

William B. Trattler, MD

24 NUMBER OF YEARS IN PRACTICE | **20** NUMBER OF YEARS IN A MENTORSHIP ROLE (Approximately)

WHO WAS YOUR MENTOR?

My mentors include my residency faculty—Nicholas Volpe, MD; Stephen Orlin, MD; Michael Sulewski, MD; Michele Piccone, MD; and Alexander "Sandy" Brucker, MD—and my fellowship faculty, particularly James McCulley, MD, and R. Wayne Bowman, MD. My father, Henry Trattler, MD, has obviously always been my hero and mentor, both during my training and once I was in practice.

I remain grateful for the time and energy my mentors invested in me during my journey. After fellowship training, I continued to be given opportunities—from speaking to writing engagements—by more senior ophthalmologists such as Stephen G. Slade, MD, FACS; Eric D. Donnenfeld, MD; Steven J. Dell, MD; and Amar Agarwal, MS, FRCS, FRCOphth. I have also found members of industry to be supportive. Tammy Bogetti and David Cox at BMC; Taryn Conway at Revance Therapeutics; and Linda Villanueva at Carl Zeiss Meditec are some of the people in industry who mentored me as I became more involved in clinical research and writing. (Editor's note: Drs. Slade and Donnenfeld were featured in "The Mentors' Mentors." Scan the QR code on pg 20 to read this feature.)

WHAT IS YOUR MENTORSHIP PHILOSOPHY?

Mindful of my own experiences and opportunities, I strive to support younger ophthalmologists by providing speaking, research, and writing opportunities and by offering practice advice. I also enjoy connecting younger physicians with colleagues who may be able to help them.

WHAT IS A FAVORITE MEMORY YOU SHARED WITH A MENTEE?

I have loved collaborating with George O. Waring IV, MD, FACS, on the future leaders program, which has been held at the annual meetings of the ASCRS and AAO for the past 8 years. In this vein, I recently became involved with YoungMD Connect, BMC's membership-based mentorship and educational platform for aspiring and young ophthalmologists. I am proud of the medical students with whom I have worked, including Gabriela Perez, DO; Shannon McCabe, MD; and Taylor Ashourian, MD, and the ophthalmology residents who trained at the Larkin Residency program, including Bavand Youssefzadeh, DO; Austin Bach, DO; and Louis Michaelos, DO. It has been rewarding to watch talented younger physicians become leaders in our field. Cathleen M. McCabe, MD; Elizabeth Yeu, MD; Kendall Donaldson, MD, MS; Neda Shamie, MD; Deepinder Dhaliwal, MD; Lisa Nijm, MD, JD; Ashvin Agarwal, MD; Jennifer Loh, MD; Zaina Al-Mohtaseb, MD; Sumitra Khandewal, MD; Gary Wörtz, MD; and Blake K. Williamson, MD, MPH, MS, are just some of these individuals I have watched rise to national and international prominence (Figure 27). All of them strive to make a difference in our field with the goal of improving patient care and surgical outcomes. They are also focused on supporting the next generation of ophthalmologists. (Editor's note: Drs. McCabe, Shamie, and Al-Mohtaseb are featured as more of *CRST*'s Next-Gen Mentors. Read their answers on pgs 22, 24, and 21, respectively.) ■

(Continued on page 36)

*(**Next-Gen Mentors**, continued from page 25)*

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