



Department of Internal Medicine Faculty Mentoring Program

April 2022

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UAMS
University of Arkansas for Medical Sciences



Good mentoring relationships can promote institutional diversity and inclusion.¹ Positive effects for individuals include enhanced science identity,² sense of belonging, and self-efficacy – which lead to increased persistence,³ research productivity,⁴ and career satisfaction.⁵

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1. Byars-Winston AM, Branchaw J, Pfund C, Leverett P, Newton J. [Culturally Diverse Undergraduate Researchers' Academic Outcomes and Perceptions of Their Research Mentoring Relationships](#). *Int J Sci Educ*. 2015;37(15):2533-2554
2. Hathaway RS, Nagda BA, Gregorian SR. [The Relationship of Undergraduate Research Participation to Graduate and Professional Education Pursuit: An Empirical Study](#). *J College Student Development* 2002; 43: 1-18.
3. Sambunjak D, Straus SE, Marusic A. [A systematic review of qualitative research on the meaning and characteristics of mentoring in academic medicine](#). *J Gen Intern Med*. 2010;25:72-8.
4. Steiner JF, Lanphear BP, Curtis P, Vu KO. [Indicators of early research productivity among primary care fellows](#). *J Gen Intern Med*. 2002;17(11):845-51.
5. Beech BM, Calles-Escandon J, Hairston KG, Langdon SE, Latham-Sadler BA, Bell RA. [Mentoring programs for underrepresented minority faculty in academic medical centers: a systematic review of the literature](#). *Acad Med*. 2012;88:541-8.

Purpose of the Faculty Mentoring Program

Goals:

1. Enhance the likelihood of successful promotion to associate professor regardless of pathway.
2. Maximize faculty well-being and professional fulfillment.
3. Implement an individualized career development plan for academic advancement, which recognizes the aspirations of faculty members as well as the needs of the divisions where they work. This plan will help faculty members define and describe their intellectual focus, clarify personal values, and long-term career goals, and identify areas where skill development is necessary.



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Benefits of Good Mentorship to Department of Medicine Faculty

Mentoring will (for both mentee and mentor):

- Enhance career satisfaction, professional fulfillment, faculty engagement, wellness, and work-life balance.
- Increase academic recruitment and retention.
- Increase productivity, which in turn generates increased research funding, clinical revenue, high-quality educational programs, enhances retention of highly qualified individuals for service in leadership positions.

For mentors: Provides an opportunity to give back to a new generation of faculty members, and the knowledge that the field or discipline has been enriched by one's personal contribution.



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Key components

1. Participation

- Strongly recommended for new and junior faculty
- Voluntary for mentors, but encouraged
- Tenure & non-tenure-track & part-time faculty equally mentored

2. Focus

- Promotion from assistant to associate professor

3. Culture

- Collegial and supportive
- Collaboration and advocacy
- “Pay it forward”

4. Process

- Formal, time, and event driven
- Biannual mentoring committee meetings
- Oversight and feedback loop

Key components

5. Product

- Template-guided mentoring committee minutes

6. Recognition

- Mentoring excellence as a component of annual evaluation, and counts for promotion & tenure
- Mentor of the year awards

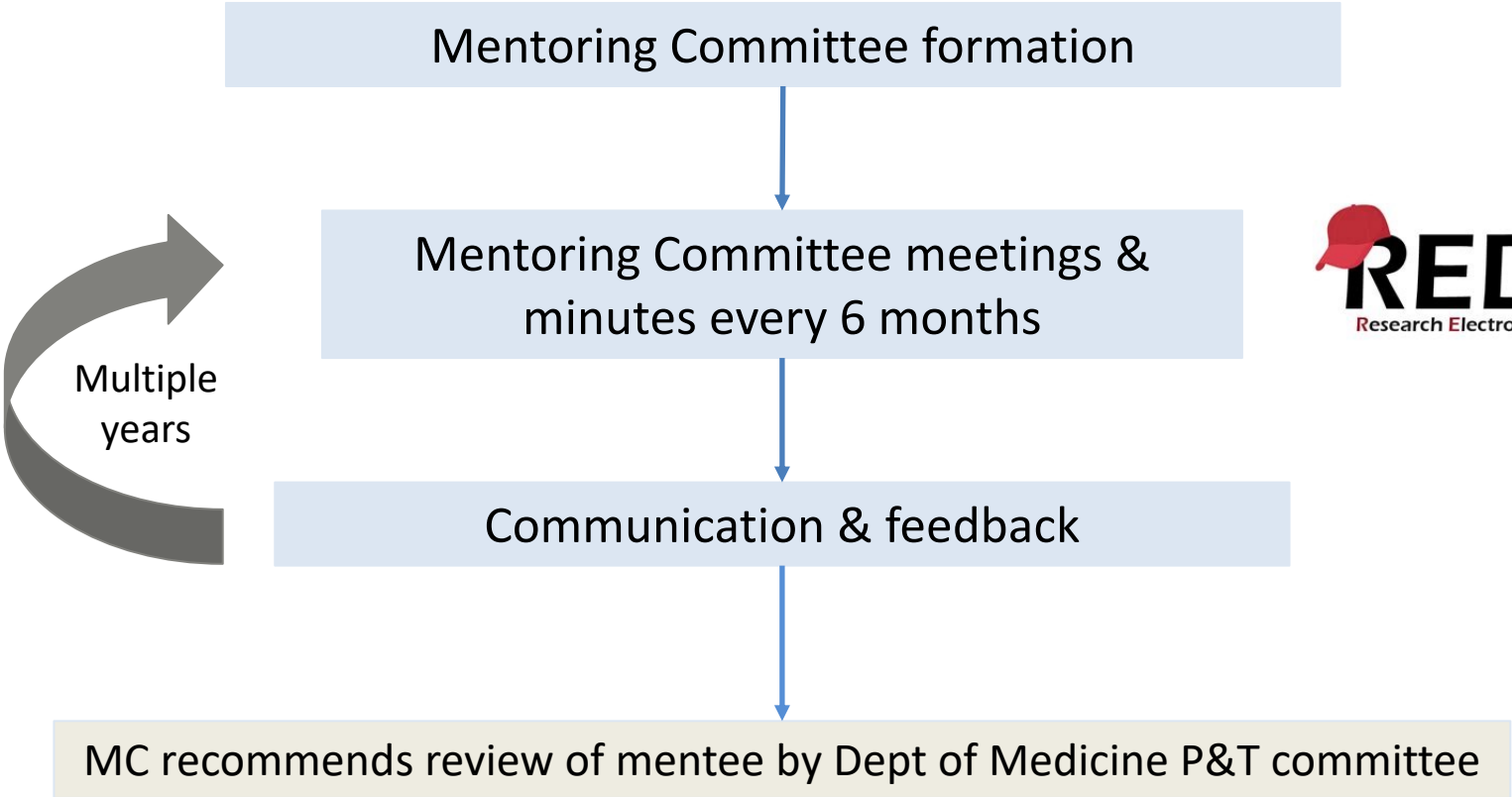
7. Resources

- Online material
- Workshops and seminars

8. Goal

- Recommend for Department of Medicine promotion and tenure review
- Maximize faculty well-being and professional fulfillment
- Implement an individualized career development plan

Overview of the Faculty Mentoring Program



MC: Mentoring committee
FMP: Faculty Mentoring Program



Mentee assessment

Mentee Documentation

- Information provided by mentee (e.g., updated and highlighted CV, summary of recent accomplishments, teaching evaluations, sample P&T packet, etc.)

Education

- Summary of recent activity
- Teaching evaluations
- Recommendations (Goals) from last meeting and results
- New recommendations with timelines
- Mentee's personal goals

Research

- Summary of recent activity (include publications in progress and grant preparation status, QI projects)
- Recommendations (Goals) from last meeting and results
- New recommendations with timelines
- Mentee's personal goals

Clinical

- Summary of recent activity
- Status of clinical programs
- Recommendations (Goals) from last meeting and results
- New recommendations with timelines
- Mentee's personal goals

Administration

- Summary of recent activity
- Committee membership and scientific conference attendance and presentations
- Recommendations (Goals) from last meeting and results
- New recommendations with timelines
- Mentee's personal goal

Well-being/diversity, equity, inclusion

- 9-item Well-Being Index (Mayo Clinic)
- Recommendations to reduce burn out
- Work-life balance
- Sense of belonging