

Medical School Based Mentoring Programs

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Faculty Development and Leadership Programs

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Medical School Based [Mentoring Programs](#) are highly useful in developing faculty careers; particularly those of women and minority faculty who are exposed to cultural barriers. Mentoring programs provide junior faculty the opportunity to share an informal and non-evaluative relationship with a senior faculty member. These relationships are priceless; they foster and guide career growth, nourish skill sets, and give junior faculty the extra “push” they need to launch their careers.

The mentoring programs described in this catalog are a result of solicitations for information on medical school based career and leadership development programs. The descriptions for mentoring programs are to assist other medical schools in developing similar programs for faculty.

For additional resources on mentoring, please refer to articles in the Fall 2006 issue of Faculty Vitae or the archive of Faculty Vitae articles (<http://www.aamc.org/members/facultydev/facultyvitae/archive.htm>). If you wish to add your school’s mentoring program to the catalog, please contact Jenn Leadley at jleadley@aamc.org.

MENTORING PROGRAMS

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Sponsor	Program	Program Description & Website	Audience	Contact Information
Baylor College of Medicine	Peer mentoring	<p>Educator peer coaching and review is a valuable mechanism for the continuing improvement of faculty educational skills. Two models are taught and can be used as a formative or summative evaluation. One is a self-initiated technique, Critical Pairs, where interested faculty can pair up to provide reciprocal reviews. Through a second model, the Educator Consultation Program, faculty members can request a confidential peer consult for a particular area of interest and select a specific volunteer reviewer with advanced training in that area.</p> <p>http://www.bcm.edu/fac-ed/peer_mentoring/ecp.html</p>	Medical educators: clinical or basic science	<p>Anne Gill, MS, RN Assistant Professor, Pediatrics CoDirector, Educator Consultation Program Office of Curriculum One Baylor Plaza, M301 Houston, Texas 77030-3498 Tel: 713-798-7817 Fax: 713-798-8522</p> <p>gill@bbcm.tmc.edu</p>
Children's Hospital Boston	Community of Mentors	<p>Recognizing the value of mentoring for clinical, teaching, and research careers, the Community of Mentors was developed so that all junior faculty will have access to a mentor or a mentor team. Community of Mentors is a three-tier system, running the spectrum from providing logistical information in Tier 1, to skills building courses and panels in Tier 2, to enabling committed personal and professional relationships in Tier 3.</p> <p>http://www.childrenshospital.org/cfapps/research/data_admin/Site2209/mainpageS2209P1.html</p>	Junior faculty	<p>Carole Goldberg Administrative Director 300 Longwood Avenue Tel: 617-355-2922</p> <p>ofd@childrens.harvard.edu</p>
Duke University School of Medicine	Program for Women in Internal Medicine	<p>To better address the issues surrounding the growing numbers of women in the Department of Medicine, the Program for Women in Internal Medicine was established. The group's objectives are: (1) to maintain lines of communication between the women in the Department of Medicine and departmental leadership, (2) to promote clinical, scientific, and teaching excellence in women faculty (3) to increase the</p>	Women in the Department of Medicine, including faculty and trainees.	<p>Phillis Scott Program for Women in Internal Medicine 1101 Duke Hospital North DUMC Box 3230 Durham, NC 27710 919-681-6336 Fax: (919) 684-8537</p>

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		<p>representation, participation and leadership of women in the organizational structure of the School of Medicine (4) to promote strategies to enhance the recruitment, retention, and professional advancement of women (5) to encourage social and professional relationships (6) to provide mentorship (7) to eliminate gender discrimination and harassment (8) to promote awareness of, education and research in, and access to women's health issues.</p> <p>http://medschool.duke.edu/wysiwyg/downloads/Program_for_Women_in_Internal_Medicine.pdf</p>		<p>phillis.scott@duke.edu</p>
<p>University of Kansas School of Medicine</p>	<p>Junior Faculty Mentoring Program</p>	<p>The Mentoring Program enables new Junior faculty members to make smooth transitions from their previous environment, along with acquiring the professional skills and attitudes necessary for personal and institutional success. The current SoM program will promote the development of self-confidence and professional achievement, which will ultimately increase job satisfaction among our faculty and enhance institutional stability and continuity.</p> <p>http://www.kumc.edu/som/facdev/mentoringoverview.html</p>	<p>Junior faculty (less than 5 yrs)</p>	<p>Robert Klein, PhD Associate Dean, Office of Professional Development and Faculty Affairs The School of Medicine, University of Kansas</p> <p>rklein@kumc.edu</p>
<p>Northeastern Ohio Universities College of Medicine</p>	<p>Mentor Match</p>	<p>Opportunity for faculty to find a mentor and/or be a mentor. Process and guide for establishing time limited, no fault relationships with a faculty colleague around clear learning objectives. Generate personalized mentor and mentee profiles and mentoring contracts.</p> <p>http://www.neoucom.edu/audience/faculty/ProfDev/masterteacher</p>	<p>Junior, mid-level and senior clinical and non-clinical faculty</p>	<p>Maria R. Schimer, M.P.H., J.D. Chair, Master Teachers Guild 330-325-6357 maria@neoucom.edu</p>
<p>New York University School of Medicine</p>	<p>Dean's Committee on Women Mentoring Program</p>	<p>The Mentoring Program addresses concerns of women medical and graduate students to improve the environment for women students. The mentoring program was established to facilitate interaction between women students and women faculty and house staff. Self-identified women medical and graduate students, are paired with women physicians at all levels, from senior residents to heads of departments, in a field in which the student expresses interest.</p>	<p>Women medical and graduate students</p>	<p>Dean's Committee on Women Medical Student Representatives NYU School of Medicine 550 First Avenue MSB 153 New York, NY 10016 201-835-9794</p> <p>Zina Chepurny Zina.chepurny@med.nyu.edu</p> <p>Etin-Osa Osa</p>

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<p>Penn State University College of Medicine</p>	<p>The Mentoring Program</p>	<p>The goal of the Mentoring Program is to establish, develop, and facilitate positive, enduring, and mutually beneficial mentoring relationships. These relationships allow the junior partner to plan, learn and grow, and renew and reward the senior partner through encouraging, motivating, and inspiring others. The objectives of the Program are to:</p> <ul style="list-style-type: none"> • Provide the framework for developing mentor – mentee relationships for the purpose of career development • Develop skills in goal-setting, communication, and feedback • Foster an environment where mentoring becomes part of the culture <p>http://www.hmc.psu.edu/opd/faculty/mentoring</p>	<p>The Program is targeted at newly-formed mentor-mentee pairs and consists of four monthly, two hour workshops.</p>	<p>Eo463@med.nyu.edu</p> <p>Office of Professional Development Penn State College of Medicine 500 University Drive, H117 P.O. Box 850 Hershey, PA 17033 Tel: 717-531-1101 Fax: 717-531-4582 djharris@psu.edu</p>
<p>Stanford University School of Medicine</p>	<p>Faculty Fellows Program</p>	<p>Faculty Fellows are assistant and associate professors nominated by their Chair or Chief to participate in a year-long program that includes: monthly meetings with campus leaders who tell about their personal leadership journey, monthly mentoring group meetings with a senior faculty member and 1-1 coaching.</p>	<p>Assistant and Associate Professors</p>	<p>Barbara Miller 251 Campus Drive MSOB #114 Stanford, CA 94305 650-725-8402 bemiller@stanford.edu</p>

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<p>University of Arkansas for Medical Sciences</p>	<p>The Women's Faculty Development Caucus Advising Program</p>	<p>The advising program matches senior women (associate and full professors) with self-identified junior women who want an advising/mentoring relationship. They are matched with an available, suitable advisor outside their department and are given clear instructions on how to get started, expectations, and how to define the relationship. This is a one-year commitment wherein the advisors and mentees report to the advising/mentoring director on a quarterly basis.</p> <p>http://www.uams.edu/facultyaffairs/wfdc_files/Advising%20program.asp</p>	<p>College of Medicine women faculty</p>	<p>Glenda J. Cooper MA Director Office of Faculty Affairs UAMS College of Medicine 4301 W. Markham, # 849 Tel: 501-526-4685</p> <p>cooperglenda@uams.edu</p>
<p>University of California, San Diego School of Medicine</p>	<p>National Center of Leadership in Academic Medicine (NCLAM)</p>	<p>This seven-month program for junior faculty includes a junior/senior mentoring relationship based on a professional development contract. The program emphasizes an understanding of the UCSD Health Sciences educational mission as well as the research and clinical practice environment.</p> <p>http://nclam.ucsd.edu/</p>	<p>UCSD Health Sciences Junior Faculty Members</p>	<p>Sue Farrell Program Coordinator 9500 Gilman Drive La Jolla, CA 92093 Tel: 858-964-1011</p> <p>efarrell@ucsd.edu</p>
<p>University of California, San Francisco</p>	<p>Faculty Mentoring Program for New and Junior Faculty</p>	<p>Mentoring facilitators are appointed in each Department/Division to work with the Director of Faculty Mentoring to oversee all aspects of the mentoring program. New and junior faculty are paired with at least one recognized mentor in their home Department/Division. Faculty mentors can contribute significantly to the development of their mentees' research, teaching and clinical skills, particularly with respect to career satisfaction, career management and collegial networking. Awards for excellence in mentoring will be established to recognize the importance of mentoring for UCSF faculty career development.</p> <p>http://academicaffairs.ucsf.edu/mentoring/</p>	<p>Junior faculty (up to associate level) and new faculty</p>	<p>Mitchell D. Feldman, MD, M.Phil. Professor of Medicine Director of Faculty Mentoring University of California, San Francisco 3333 California Street, Suite 295 San Francisco, CA 94143-0652 Phone: 415-476-2015 Fax: 415-476-5898</p> <p>mitchell.feldman@ucsf.edu</p>
<p>University of Massachusetts Medical School</p>	<p>Faculty Mentoring Program</p>	<p>The UMMS Mentoring Program supports mentoring for professional and personal development in teaching, research, patient care and leadership. It provides junior faculty with input from experienced and successful</p>	<p>Faculty, who are basic scientists, clinicians, researchers, and/or administrators, seeking professional and personal development in teaching,</p>	<p>Judith Ockene, Ph.D., M.Ed. Associate Vice Chancellor, Faculty Administration University of Massachusetts</p>

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		<p>faculty members in an informal, confidential and non-evaluative manner. Mentors are intended to supplement departmental and school-wide faculty development programs. Please visit our website for additional information: http://www.umassmed.edu/facultyadmin/mentoring/</p>	<p>research, patient care and leadership, as either mentors or mentees.</p>	<p>Medical School 55 Lave Avenue North Worcester, MA 01655 Tel: 508-56-2316 judith.ockene@umassmed.edu</p>
<p>University of Pennsylvania School of Medicine</p>	<p><i>Advance</i> Faculty Professional Development Program</p>	<p>Developed by the Faculty Affairs and Professional Development office in the School of Medicine, our mentoring guidelines ensure that each new faculty member be assigned at least one mentor in the initial letter of appointment.</p> <p>In addition, we encourage faculty to form a network of mentoring relationships with other faculty in the School. As an initial step in forming these relationships, we advise them to search the online Faculty Expertise Database to find colleagues with whom they may want to undertake specific projects. These collaborations often develop into long-term mentoring relationships.</p> <p>The <i>Advance</i> program constitutes a form of group mentoring. Sessions fall into one of five domains: research, scientific writing, teaching effectiveness, career management and technology training. http://www.med.upenn.edu/fapd/advance</p>	<p>The <i>Advance</i> program targets faculty at the rank of assistant professor. In addition, Victoria Mulhern, Executive Director, Faculty Affairs and Professional Development office, and a number of other leaders from across the University are currently developing a curriculum in management and leadership skills for faculty at all levels, in conjunction with the Wharton School.</p>	<p>Faculty Affairs and Professional Development 328 Anatomy-Chemistry Bldg. 3620 Hamilton Walk Philadelphia, PA 19104-6015 Phone: 215-898-4621 Fax: 215-573-2592 facaffrs@mail.med.upenn.edu</p>
<p>University of Pennsylvania School of Medicine</p>	<p>FOCUS on Health & Leadership for Women</p>	<p>A School of Medicine, Dean-funded program in existence for 8 years with a dual mission to advance women in academic medicine and to promote women's health research, FOCUS initiatives provide enhanced networking opportunities to develop informal mentor relationships. FOCUS organizes two annual leadership mentoring conferences reserved for women faculty at locations somewhat removed from the hospital and medical school. Nationally renowned speakers deliver plenaries and facilitate small group workshops that foster peer and group mentoring.</p> <p>Another initiative, the Lunchtime Seminar Series, promotes research collaborations by offering bimonthly sessions for men and women faculty from different departments to convene over lunch for presentations on new research and professional development. FOCUS also raises extramural funds to support fulltime 6-month fellowships for medical students to be paired up with</p>	<p>Targeted to women medical faculty in all ranks, tracks and departments, although a number of initiatives are open to men also. Some of our research initiatives are also open to medical students.</p>	<p>Stephanie Abbuhl, MD Vice Chair and Associate Professor, Emergency Medicine Executive Director, FOCUS 215-662-6963 abbuhs@uphs.upenn.edu Patricia Scott Director of Operations, FOCUS 215-898-3562 Pscott3@mail.med.upenn.edu 917 Blockley Hall 423 Guardian Drive Philadelphia, PA 19104-6021</p>

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		<p>Penn faculty mentors to conduct research related to women's health. Finally, FOCUS established the foundation for the first annual faculty award to formally recognize the critical value of mentoring in academic medicine.</p> <p>http://www.focusprogram.org/</p>		
<p>University of Pittsburgh Schools of the Health Sciences</p>	<p>Mentoring Workshops</p>	<p>Customized mentoring workshops are offered upon request to schools, departments, divisions, and training programs. Workshops are also offered to general audiences as part of the annual faculty and postdoctoral professional development workshop series. Workshops such as "Maximizing Mentoring Relationships" empower mentors and mentees with the professional tools to develop effective and enriching learning relationships.</p> <p>http://www.oacd.health.pitt.edu/</p> <p>http://www.icre.pitt.edu/crtp/index.asp</p> <p>http://www.icre.pitt.edu/crsp/</p>	<p>Health sciences professionals including students, fellows, faculty, and administrators.</p>	<p>Joan M. Lakoski, PhD Assistant Vice Chancellor for Academic Career Development Associate Dean for Postdoctoral Education jlakoski@hs.pitt.edu</p> <p>Darlene F. Zellers, M.A. Director dzellers@hs.pitt.edu</p> <p>Office of Academic Career Dev. University of Pittsburgh Health Sciences Suite M252A Scaife Hall 3550 Terrace Street Pittsburgh, PA 15261 412-648-8486 Fax: 412-648-8121 oacd@hs.pitt.edu</p>
<p>University of Toronto</p>	<p>New Faculty Mentoring Program</p>	<p>A mentoring program for new/junior faculty who are in the clinician-teacher, -educator, or-specialist career tracks. 'Mentees' are matched with pre-selected mentors from outside of their own clinical division. Faculty development and orientation is provided to both mentors and mentees. A formal qualitative evaluation of the program is planned in the upcoming year.</p>	<p>Junior faculty in the first three years of their first academic appointment in clinician-teacher, -educator, or-specialist career tracks</p>	<p>Karen Leslie MD c/o The Hospital for Sick Children 555 University Avenue Toronto, Ontario M5G 1X8 lesliek@smh.toronto.on.ca</p>
<p>Virginia Commonwealth University School of Medicine</p>	<p>Faculty Mentoring Guide</p>	<p>The Faculty Mentoring Guide is a printed guide to encourage mentoring activities. The guide contains a series of suggestions based on research, and includes with template forms to assess need and monitor mentoring relations. There are suggestions for departments and divisions in devising mentoring programs.</p>	<p>Faculty clinicians, basic scientists, researchers, teachers, administrators or combination thereof; mentees and mentors.</p>	<p>Carol Hampton Associate Dean, Faculty and Instructional Dev. VCU School of Medicine PO Box 980565 Richmond, VA 23298-0565 Tel: 804-828-6594 Fax 804-828-4048</p>

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		http://www.medschool.vcu.edu/ofid/facdev/facultymentoring.html		carol.hampton@vcu.edu
<p>Wake Forest University School of Medicine</p>	<p>Women's Health Center of Excellence for Research Leadership Education (WHCoE): Mentor/Mentee Program</p>	<p>The Leadership Program supports a formalized and structured mentoring program to help women junior faculty advance professionally. Through these mentoring relationships, it is the long-term goal of the program to increase the number of women faculty promoted to senior faculty ranks and leadership positions. To assist participants, we offer support materials and activities, including a Guide for Mentors and Mentees, a Mentoring Reference Library, and training workshops for Senior Mentoring Faculty.</p> <p>http://www1.wfubmc.edu/whcoe/Leadership/</p>	<p>Mentee – Junior Women Faculty</p> <p>Mentor – Senior Men and Women Faculty</p>	<p>Leadership Dr. Sonia Crandall 336- 716-2252 crandall@wfubmc.edu</p> <p>Mentoring Stacy Rega, MPH 336-716-9714 srega@wfubmc.edu</p>