DEM’s Faculty-to-Faculty Mentoring Program

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Chair, DEM P&T Committee

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Objectives

- Understand mentoring
  - Mentoring is a professional privilege
    • Courtesy of Bob Hockberger, MD
  - Mentoring is a professional requirement
    • 2015 COM Faculty Forward Engagement Survey
      – Documented need and led to
    • 2015 COM Mentoring Plan
      – Dean’s Council on Faculty Affairs

- Review
  - DEM faculty-to-faculty mentor/mentee relationships
    • See spreadsheet emailed to you by Paulette

- Review
  - DEM Faculty-to-Faculty Mentoring Program
SAEM and Mentorship in Academic Emergency Medicine

Robert Hockberger, M.D.
Chair Emeritus, Dept. of Emergency Medicine
Harbor-UCLA Medical Center
Emeritus Professor of Medicine
David Geffen School of Medicine at UCLA
Mentoring is a Professional Privilege and Priority: Mentorship

- A dynamic reciprocal relationship between
  - An advanced person (mentor) and
  - A junior person (mentee)
    • Protégé
      – Person guided and supported by a more experienced or influential person
- Fostering the protégé’s development
- Fostering the development of both mentee and mentor
Mentorship 101

1. I master the skill
2. I do it while you watch
3. We do it together
4. You do it while I watch
5. You master the skill
Mentorship 101

1. I master the skill
2. I do it while you watch
   ✓ See one
3. We do it together
   ✓ Do one
4. You do it while I watch
   ✓ Do one
5. You master the skill
   ✓ Do many
6. You mentor others
   ✓ Teach one
   ✓ Teach many
What is a Mentor?

- A mentor is a
  - Role model
  - Teacher
  - Counselor
  - Facilitator
  - Advocate
Why Have a Mentor?

- Mentorship improves
  - Self-confidence
  - Coping skills
  - Goal
    - Setting
    - Attainment
  - Career
    - Success
    - Satisfaction
Why be a Mentor?

- “True success comes from knowing your purpose in life, growing to reach your potential, and sowing seeds that benefit others.”
  John Maxwell

- “The greatest mistake we make is living in constant fear that we will make one.”
  John Maxwell

- “Any fool can learn from their own mistakes; a wise man learns from others.”
Mentoring is a Professional Requirement

- 2015 UA COM Faculty Forward Engagement Survey
  - Documented faculty desire for more mentoring
  - Led to
- 2015 UA COM requirement for each department to have and document a formal faculty mentoring plan
DEM Faculty-to-Faculty Mentoring Program

- **History**
  - Started formally in 2003
    - Drs. Keim, Denninghoff, Munger, and Meislin established program
      - [DEM Faculty Road Map](#)
      - [DEM Guide for Developing a Faculty Road Map](#)

- **Current**
  - On DEM website under
    - Faculty
      - [Faculty Mentoring](#)
DEM Faculty-to-Faculty Mentoring Program

**Goals**

- Dynamic, reciprocal mentor/mentee relationships
  - Fostering professional growth and development
- Primary mentors help mentee
  - Initially write and annually revise mentee’s Road Map
  - Annually review criteria for and progress toward promotion
- Enhance satisfaction with and success in promotion process
DEM Faculty-to-Faculty Mentoring Program

- Mentors
  - Advise mentees how to enhance regional and national recognition
    - Committee memberships
    - Journal selection for publishing
    - Time management
  - Provide mentees introductions and opportunities
    - Talks
    - Grants
  - Provide mentees institutional knowledge
    - Resources
    - Rewards
  - Advocate for mentees
  - Advise mentees on balance and priorities
DEM Faculty-to-Faculty Mentoring Program

- DEM faculty expectations for primary mentors vary by track
  - Tenure track faculty advise $\geq 3$ primary mentees
    - 9 Professors as mentors
    - 1 Associate Professor as mentor
  - Clinical Scholar track faculty advise $\geq 2$ primary mentees
    - 5 Professors as mentors
    - 11 Associate Professor as mentor
  - Educator Scholar track faculty advise $\geq 2$ primary mentees
    - 1 Associate Professor as mentor
- 2 DEM Clinical Associate Professors
- 29 DEM Assistant Professors as mentees
- 11 DEM Clinical Instructors as mentees
DEM Faculty-to-Faculty Mentoring Documentation and Evaluation

- Primary mentor meets with primary mentees ≥ once per year
  - Revise mentee’s Road Map
  - Evaluate and advise mentee on progress to promotion
  - Mentor completes Faculty Primary Mentor Meeting Form with Mentee
    - What is going well?
    - Where do you need to improve?
    - Are you on track for promotion?
    - If not, what do you need to do?
DEM Faculty-to-Faculty Mentoring
Documentation and Evaluation

- Primary mentee meets with primary mentor ≥ once per year
  - Revise mentee’s Road Map
  - Advise mentor of mentee’s progress to promotion
  - Mentee completes Mentee Evaluation of Primary Mentor
    • Was primary mentor easy to talk with and approachable?
    • Were you happy with the frequency of meetings?
    • Did your primary mentor offer advise and encouragement?
    • Did you complete your goals and objectives?
    • Did your primary mentor facilitate networking and participation?
    • Were you happy with the style of mentoring?
    • Did the relationship meet your goals?
    • Do you want to continue this mentoring relationship?
    • Notes/comments from mentee
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