

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

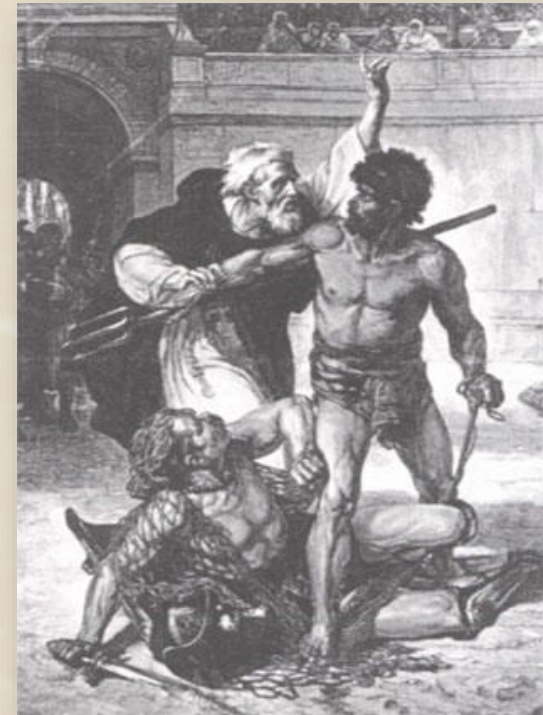
Harbor-UCLA Medical Center

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

John Maxwell

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 ≥ 3 primary mentees
 - 9 Professors as mentors
 - 1 Associate Professor as mentor
 - Clinical Scholar track faculty advise ≥ 2 primary mentees
 - 5 Professors as mentors
 - 11 Associate Professor as mentor
 - Educator Scholar track faculty advise ≥ 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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