Academic Mentoring

Lisa A. Prosser, Ph.D., M.S.
Associate Professor &
Director of Faculty Development
Department of Pediatrics

April 15, 2015
Today’s Outline

• Introductions
• Types of Mentoring
• Roles and Responsibilities
• What Mentoring is Not
• Resources
What is Mentoring?

• Definition: an experienced and trusted adviser
• Types of mentoring relationships:
  • Traditional: senior colleague mentoring new/junior colleague
• Alternatives:
  • Peer mentoring (group, 1-1)
  • Group mentoring (one-to-many model)
  • Launch committees
  • “Zone” advising
  • Occasional/one-off mentoring
Mentoring

Networking

Sponsorship
Goals of Mentoring

• Overall goal: support professional success
• Demonstrated benefits of mentoring:
  • More productive research careers
  • Greater career satisfaction
  • Better preparation in making career decisions
  • Networking within a profession
  • Aiding in stress management
Roles & Responsibilities

**Mentor**
- Confidentiality
- Respect
- Honesty (but be constructive)
- Ongoing commitment
- Be objective (recognize when potential conflict exists)

**Mentee**
- Confidentiality
- Respect
- Honesty
- Ongoing commitment
- Be prepared for meetings
Logistics

• Set regular meeting times (monthly, quarterly, annual)
• Define roles & set goals
• Establish ground rules
  • Advising may focus on one or more areas
  • Follow through
• For new/junior faculty, develop a 3-5 year plan
Ongoing Considerations

- Duration of the mentoring relationship
- Project mentoring & potential conflicts of interest:
  - Be explicit
  - Identify roles at the beginning
- No one mentor can serve all roles
- Relationships will change over time (launch committees, new career goals)
Possible Mentoring Topics

- Promotion & tenure processes
- Departmental culture
- Grant sources
- Publishing outlets & processes
- Teaching
- Research
- Key conferences
- Service roles (and how to manage them)

- Relationships to cultivate
- How to recruit students or post-docs to your group
- Advice re: career ladder & alternative tracks
- How to plan a career trajectory
- External visibility
- Work/life integration
Peer Mentoring Pilot Program: Dept of Pediatrics

• 4 peer mentor groups based on track, # yrs at U-M, priority topics
• Monthly meetings
• Duration – 12 months (or longer)
• Self-directed but with senior mentor assigned
Resources & Department Role

- Online resources at UMMS Office of Faculty Development
  - Background readings
  - Mentoring tools/frameworks
  - “Launch committee” questions (discussion guide)
- Peds Office of Faculty Affairs
  - MacDonald Dick
  - Lisa Prosser
  - Deb Zolikoff
Resources

Additional Resources

• UMMS Faculty development website (via Faculty Affairs webpage):
  http://faculty.medicine.umich.edu/
Next Steps

• Consider your current mentoring relationships:
  • What has worked well or not? Why?
  • What type of mentoring are you seeking? Networking? Sponsorship?
• Planning ahead: network of mentors
  • Clinical/research/teaching/service