



Medical School Based Mentoring 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.

If you wish to add your school’s mentoring program to the catalog, please contact Jarod Field at old@aamc.org.

Medical School Listing

Baylor College of Medicine
Brigham and Women’s Hospital
Boston University School of Medicine
Children’s Hospital Boston
Emory University School of Medicine
Northeastern Ohio Universities College of Medicine
New York University School of Medicine
Rush University Medical Center

Stanford University School of Medicine
University of Arizona College of Medicine
University of California, San Diego School of Medicine
University of California, San Francisco
University of Massachusetts Medical School
University of Pennsylvania School of Medicine
Virginia Commonwealth University School of Medicine
Washington University

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/epcr/</p>	Medical educators: clinical or basic science	<p>Anne C. Gill, DrPH, MS, RN Assistant Professor, Pediatrics Co-Director, 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@bcm.tmc.edu</p>
Brigham and Women's Hospital	Faculty Mentoring Leadership Program	<p>The Faculty Mentoring Leadership Training Program is a year-long seminar, meeting monthly, to foster a collaborative atmosphere among faculty who are mentors, while they simultaneously acquire skills through advanced faculty development. Participants learn from facilitators, guest speakers and one another in a peer learning context with a goal of becoming effective mentors as well as future facilitators to broaden the impact of the program across all BWH faculty.</p> <p>http://www.brighamandwomens.org/CFDD/fmlp/</p>	Mid to Late Career Physicians and Scientists with 5-plus years of Mentoring Experience	<p>Audrey Haas Executive Director Center for Faculty Development & Diversity Brigham and Women's Hospital 1620 Tremont Street, 3-014 Boston, MA 02120 617-525-7646</p> <p>BWHCFDD@partners.org</p>
Boston University School of Medicine	Early Career Mentorship Program	<p>Yearlong, structured mentoring program solicits applications from junior faculty who seek guidance on an intellectual project. The 16 participants chosen receive didactic training, peer mentoring, and one-on-one functional mentoring to achieve their goal.</p> <p>http://www.bumc.bu.edu/facdev-medicine/mentoring/</p>	Assistant Professors	<p>Peter S. Cahn, Ph.D. Director of Faculty Development and Diversity Department of Medicine, Boston University Evans 123, 75 East Newton Street Boston, MA 02118 617-414-1508 617-638-7199</p>

<p>Children’s Hospital Boston</p>	<p>Beyond the dyadic model of mentoring - Community of Mentors and Developmental Networks</p>	<p>Recognizing the value of mentoring for clinical, teaching, and research careers, the Community of Mentors was developed at Children’s Hospital Boston (CHB) so that all junior faculty would have access to a mentor or a mentor team. Community of Mentors is a three-tier system, running the spectrum from providing logistical panels in Tier 2, to enabling committed personal and professional relationships in Tier 3. The Community of Mentors framework has been expanded to highlight Developmental Networks (based on the works of Kram, Higgins and Thomas). These simultaneously held relationships, which include one's Community of Mentors as well as colleagues, juniors, mentees, family, and friends provide access to knowledge, opportunities, and resources across institutions and cultures. The CHB Office of Faculty Development provides comprehensive Guidelines for Mentors and Junior Faculty (available on our website). We also co-sponsor (with other Harvard Medical School affiliated hospitals) annual faculty leadership and mentoring courses. CHB faculty mentors are recognized for excellence in mentoring at an annual Harvard Medical School Mentoring Awards ceremony, and featured in our the CHB Faculty Newsletter <i>Perspectives</i>.</p> <p>http://www.childrenshospital.org/research/ofd</p>	<p>Junior faculty</p>	<p>Maxine Milstein, MBA Administrative Director Office of Faculty Development Children's Hospital Boston 300 Longwood Avenue, LO637 617-355-2922 FAX: 617-730-0343</p> <p>maxine.milstein@childrens.harvard.edu</p>
<p>Emory University School of Medicine</p>	<p>Junior Faculty Development Course</p>	<p>The Junior Faculty Development Course is a 5 month course designed for instructors and assistant professors which features faculty from both the SOM and Goizueta Business School. The course presents a large body of information in a variety of formats such as didactic presentations, panel discussions, group and individual exercises, and case-based problem solving.</p> <p>http://med.emory.edu/dean/faculty_dev.cfm</p>	<p>Instructors and assistant professors in the SOM by nomination</p>	<p>Sharon Weiss, MD Associate Dean for Faculty Development 404-727-7395 sweiss@emory.edu</p>

<p>Northeastern Ohio Universities College of Medicine</p>	<p>Mentor Match</p>	<p>Opportunity for NEOUCOM faculty to register online as a faculty mentor and/or faculty mentee. Process and guide for establishing a time-limited mentoring relationship with a faculty colleague who has expertise/interest in the mentee’s specific learning objective. Online mentoring contracts and feedback forms provide tracking for mentoring outcomes and program evaluation.</p> <p>http://www.neoucom.edu/audience/continuingeducation/resources/masterteachers/mentormatch</p>	<p>Junior, mid-level and senior clinical and basic sciences faculty in medicine and pharmacy</p>	<p>Ellen Whiting, M.Ed. Assistant Professor of Family Medicine Director of Faculty Development Northeastern Ohio Universities Colleges of Medicine and Pharmacy 4209 State Route 44 PO Box 95 Rootstown OH 44272-0095 330-325-6775 Fax: 330-325-5903</p> <p>ewhiting@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>http://dcw.med.nyu.edu</p>	<p>Women medical and graduate students</p>	<p>Carol Bernstein, MD 212-263-6152</p> <p>Carol.bernstein@nyumc.org</p> <p>dcw@nyumc.org</p>
<p>Rush University Medical Center</p>	<p>Research Mentoring Program</p>	<p>The Research Mentoring Program was established to prepare junior investigators with the ability to lead funded programs of translational research. The program has three translational research tracks: clinical (outcomes, behavioral interventions, decision making, communication, and patient safety); population-based (epidemiologic); and laboratory-based. A wide range of resources is available, including: statistical support, data management, professional grant writing and manuscript editing, graphics consulting, and research support. The program also provides regular workshops, seminars, and numerous research meetings in a variety of areas.</p> <p>http://www.rushu.rush.edu/researchmentoringprogram</p>	<p>All investigators (e.g., residents, interns, fellows, instructors, all faculty members)</p>	<p>Kimberly Skarupski, PhD, MPH Director, Rush Research Mentoring Program Kidston House 630 S. Hermitage, Suite 606 Chicago, IL 60612 312-563-3146 Kimberly_skarupski@rush.edu</p> <p>Sandra Mata Research Coordinator (312) 563-3130</p>

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<p>Stanford University School of Medicine</p>	<p>Faculty Fellows Program</p>	<p>The Faculty Fellows program focuses on a select group of Assistant and Associate Professors. The purpose of the Faculty Fellows program is to identify and develop a diverse group of faculty who has the potential to become our future leaders. During the year-long program, Fellows will attend a monthly dinner with key University leaders such as President John Hennessey, Provost John Etchemendy and Dean Philip Pizzo. Fellows will engage in discussion with these individuals about leadership philosophy, strategy and style—“Personal Leadership Lessons.” Fellows will interact in discussion with colleagues and explore their own ideas on how to address leadership challenges as their careers develop. On a monthly basis they will also meet in small groups with a senior professor, who will be their mentor. For more information, please visit our website.</p> <p>http://med.stanford.edu/diversity/leaders/fellows.html</p>	<p>Assistant and Associate Professors</p>	<p>Jennifer Scanlin Program Manager, Office of Diversity and Leadership Stanford University School of Medicine Li Ka Shing Center (LKSC) 291 Campus Drive West, LK3C14 MC: 5216 Stanford, CA 94305-5101 Phone- (650) 725-0052 Fax- (650) 725-0062</p> <p>jscanlin@stanford.edu</p> <p>http://med.stanford.edu/diversity</p>
<p>University of Arizona College of Medicine</p>	<p>Conversations with Colleagues</p>	<p>Conversations with Colleagues provides an opportunity for informal via roundtable discussions over the lunch hour. Two more senior faculty members, a clinician and a basic scientist, start the conversation around a topic chosen for the session. The invited faculty members each talk for a few minutes on the theme, based on their personal experiences, and then discussion is opened to all participants in a question and answer format. The series provides a venue for junior faculty to learn more about how to forge a successful career in academic medicine, as well as a unique opportunity for identifying both senior faculty and peers who could serve as mentors.</p> <p>http://www.facultyaffairs.med.arizona.edu/careerDevelopment.cfm</p>	<p>Junior and Mid-Level Faculty</p>	<p>Anne Wright PhD Associate Dean for Faculty Affairs University of Arizona College of Medicine PO Box 245017 1501 No. Campbell Ave Tucson, AZ 85724 520-626-6686 520-626-6604 (Fax)</p> <p>awright@arc.arizona.edu</p>

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University of California, San Diego School of Medicine	National Center of Leadership in Academic Medicine (NCLAM)	<p>This two-part program is designed to equip junior faculty participants with the knowledge, skills, and resources necessary to succeed in academic medicine. NCLAM begins with sixteen half-day workshops focused on leadership development and skill-building. During the second part of the program, each class member chooses an individual professional development project and works with a specially matched senior mentor.</p> <p>http://nclam.ucsd.edu/</p>	UCSD Health Sciences Junior Faculty Members	Vivian Reznik, M.D., M.P.H. Associate Dean for Faculty Affairs Professor of Pediatrics and Family and Preventive Medicine UC San Diego School of Medicine 9500 Gilman Drive, 0602 92093-0602 858 822-3255 vreznik@ucsd.edu
University of California, San Francisco	Faculty Mentoring Program for New and Junior Faculty	<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 “career mentor”, a senior faculty member responsible for providing career guidance and support, 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 have been established to recognize the importance of mentoring for UCSF faculty career development</p> <p>http://academicaffairs.ucsf.edu/mentoring/</p>	Junior faculty (up to associate level) and new faculty (at UCSF for three years or fewer)	Sarah Zins Mentoring Program Coordinator Academic Affairs Analyst Office of the Vice Provost, Academic Affairs University of California, San Francisco 3333 California Street, Suite 295 San Francisco, CA 94143-0652 T 415.476.2015 F 415.476.5989 sarah.zins2@ucsf.edu
University of California, San Francisco	Teaching Improvement-Teaching Observation Program	<p>TIP-TOP is a voluntary peer mentorship program participated in by faculty of all levels and consists of observation of teaching followed by a feedback session. Established in 2005 and directed by the Faculty Development Working Group, TIP-TOP serves faculty across the School of Medicine, and working group members have given workshops on TIP-TOP to faculty and administrators of the School of Nursing, which is now piloting the program in the Masters Entry Program in Nursing (MEPN). Faculty from across UCSF are welcome to attend the TIP-TOP mentor orientation and training workshops given by working group members several times each year</p> <p>http://medschool.ucsf.edu/academy/faculty_development/tip-top.aspx</p>	All Faculty	Kathleen Land Programs Analyst The Haile T. Debas Academy of Medical Educators UCSF School of Medicine 4 Koret Way, LR-102, Box 0563 San Francisco, CA 94143-0563 Tel. 415/514/2282 Fax 415/514/9264

<p>University of Massachusetts Medical School</p>	<p>Faculty Mentoring Program</p>	<p>The Mentoring Program supports mentoring for professional and personal development in teaching, research, patient care and leadership. Mentees and mentors are supported through online resources, individual consultations, and professional development programs designed to enhance mentoring skills.</p> <p>http://www.umassmed.edu/ofa/mentoring/overview.aspx</p>	<p>Faculty seeking professional and personal development.</p>	<p>Robert J. Milner, PhD Associate Vice Provost for Professional Development UMass Medical School 55 Lake Avenue North Worcester, MA 01655 Phone: 508-856-1301 Fax: 508-856-2129</p> <p>robert.milner@umassmed.edu</p>
<p>University of Pennsylvania School of Medicine</p>	<p>Advance Faculty Professional Development Program</p>	<p>We encourage faculty to form a network of mentoring relationships with other faculty in the School of Medicine. As an initial step in forming these relationships, we advise them to search the online Faculty Expertise Database System (FEDS) to find colleagues with whom they may want to undertake specific projects. Faculty enter keywords for their research interests to discover other faculty with the same keywords in their research interest statements. These collaborations often develop into long-term mentoring relationships.</p> <p>The Advance program constitutes a form of group mentoring. Sessions fall into one of five domains: research, scientific writing, teaching excellence, career management and technology training.</p> <p>http://www.med.upenn.edu/fapd/advance</p>	<p>The Advance program targets faculty at the rank of Assistant Professor</p>	<p>Rachael J. Berget, M.Ed. Associate Director rberget@mail.med.upenn.edu 215 898-7160</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 template forms to assess need and monitor mentoring relations. There are suggestions for departments and divisions in devising mentoring programs.</p> <p>http://www.medschool.vcu.edu/facultyaffairs/career_dev/mentoring.html</p>	<p>Faculty clinicians, basic scientists, researchers, teachers, administrators or combination thereof; mentees and mentors</p>	<p>PonJola Coney, M.D. Senior Associate Dean for Faculty Affairs VCU School of Medicine P.O. Box 980565 Richmond, VA 23298-0565 804-628-2353 Fax 804-628-9978</p> <p>pconey@vcu.edu</p>

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<p>Virginia Commonwealth University School of Medicine</p>	<p>Academy of Mentors, VCU Center for Clinical and Translational Research (CCTR)</p>	<p>The Academy of Mentors is a formal mentoring pool identified by the VCU Center for Clinical and Translational Research as faculty likely to provide exemplary mentoring. Membership in the Academy is based on:</p> <ul style="list-style-type: none"> • Mentor credentials • Mentor characteristics • Mentor skills <p>A multidisciplinary committee selects the 30 top candidates based on breadth and quality of clinical and translational research and faculty mentoring record. Commitment to and enthusiasm for the CCTR program, membership from a cross section of schools and academic interests congruent with programmatic areas of strength (including significant representation from women’s health, rehabilitation science and substance abuse) and those highlighted in the university’s strategic plan also weighed in the decision.</p> <p>http://www.cctr.vcu.edu/education/mentors.html</p>	<p>Faculty</p>	<p>PonJola Coney, M.D. Director, VCU Academy of Mentors VCU School of Medicine P.O. Box 980565 Richmond, VA 23298-0565 804-628-1701 Fax: 804-828-4048</p> <p>pconey@vcu.edu</p>
<p>Washington University</p>	<p>Career Development and Mentor Program</p>	<p>Multi-faceted career development program for faculty to promote academic growth and development in the areas of research, patient care, teaching, mentorship, and leadership. The program includes education, resources, and services on a multitude of topics, including publishing, grantsmanship and teaching skills. This year, we are piloting a peer mentoring program in a clinical department and if it is successful, we will expand it school-wide in 2011.</p>	<p>Faculty from the School of Medicine</p>	<p>Karen L. Dodson Coordinator of Faculty Development and Academic Publishing Services Phone: 314-362-4181</p> <p>Karen.Dodson@wustl.edu</p> <p>http://medofa.wustl.edu</p>