WELCOME
New Faculty!
These materials are intended to orient new faculty to the University of North Carolina School of Medicine and provide resources for additional information.

Topics covered in this slide deck include:

» Mentoring
Mentoring in the UNC School of Medicine

Mentoring embraces our philosophy about our faculty and how important they are to this institution

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Chair, SOM Mentoring Committee

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Top Five Things New Faculty Should Know

1. Remember, you were hired because of the exceptional talents you bring to your position
2. You don't have to be superman or woman tomorrow
3. Figure out what matters and decide what doesn’t matter
4. Invite community
5. Have a life and take care of yourself

Mentors, Mentees and their Organizations Benefit from the Practice of Mentoring

- Structured Mentoring
- Career Satisfaction and Commitment
- Work-Family Balance
- Socialization
- Promotion
- Job Satisfaction
- Research Productivity
- Influential Mentors
- Academic Self-Efficacy
- Retention
- Professional Identity
- Salary Levels and Promotion/Tenure Satisfaction
Having a Mentor is associated with Greater Satisfaction in Academic Socialization for new Assistant Professors (n = 214)

Career Enhancing Mentoring

- Enhance research/clinical/teaching practices
- Broker Opportunities and Networking
- Advocate and Offer Protection
- Identify Opportunities for Development
- Develop Career Management Skills
- Foster Independence

Psychosocial Mentoring

- Promote Socialization to the Profession and Institution
- Provide Encouragement, Enhance Confidence
- Help Clarify Professional Identity
- Model Professional Behaviors, Attitudes and Values
Every Department in the UNC School of Medicine Has a Junior Faculty Mentoring Plan

- Be proactive and make sure that you are a part of the plan
- Craft an effective relationship
- Stay involved in the process
Traditional Mentoring

Advantages:

• Facilitates professional advancement of mentees early in their career
• Mentees benefit from extensive knowledge, organizational wisdom, contacts, sponsorship

Potential Limitations:

• Difficulty in finding enough senior faculty with time and experience to serve as effective mentors
• An implicit power differential exists
Committee Mentoring

Advantages:
• Exposure to multiple perspectives
• Helpful when there is a limited number of senior mentors

Potential Limitations:
• Content of mentoring interactions are more homogenous and less individualized
• Difficulty in coordinating schedules
• Conflicting advice
Peer Mentoring

**Advantages:**

- Absence of power differentials
- Greater likelihood of shared perspectives, and challenges
- Collaboration
- Social support

**Potential Limitations:**

- Inability to leverage knowledge of senior colleagues
- Challenging for peers to organize their interactions and agendas
Multiple Roles for Mentors

- Career advocate, sponsor, strategist
- Tenure and promotion coach
- Feedback communicator
- Protector
- Counselor
- Networking
- Teaching, research, clinical coach

Think Multiple Mentors!
Personal Attributes of Successful Mentors

- Availability
- Honesty
- Reliability
- Caring
- Sharing
- Giving
- Patience
- Strong interpersonal skills
- Appreciation for individual differences
Personal Attributes of Successful Mentees

- Accept and be open to mentoring!
- Be accountable and diligent about deadlines, etc.
- Take ownership of career
- Stay organized – provide materials in advance of meetings, prepare questions for discussion, provide summary notes after meetings
Mentoring is a developmental **RELATIONSHIP**
with focus on the mentee

Initiation | Cultivation | Separation and Redefinition

Current Mentoring Initiatives and Additional Resources

- **SOM Mentoring Task Force** developing resources to support departments in mentoring:
  - those underrepresented in medicine
  - mid-career faculty
  - faculty on diverse career tracks

- **Center for Faculty Excellence**

- **NC Translational and Clinical Science Award (NC TraCS)**

- **Office of Graduate Education**