

Purpose: The department of Obstetrics and Gynecology has always focused on its education of residents and students. In fact, the majority of the faculty spend their time on delivery of exemplary clinical care and on the educational component of our mission. In addition, faculty are encouraged to conduct research in all aspects of women's health, in collaboration with other investigators, or through individual efforts that employ approaches that range from basic to social science. Our mentoring program aims to:

1. Capitalize on our emphasis in resident education by formally preparing junior faculty to be more active and effective contributors in resident mentoring and teaching.
2. Identify and facilitate collaborative and individual research projects
3. Support junior faculty in developing their career plans.
4. Prepare faculty dossiers for successful reviews by the promotion and tenure committee.

Proposed model:

1. Each junior faculty member will have 3 mentors on their committee.
2. One mentor will be initially assigned and will serve to orient the junior faculty member.
3. The junior faculty member should then choose 2 other faculty mentors to be on their committee. These will be chosen within the first year with the help of the assigned mentor if needed.
4. Every senior faculty member is expected to mentor at least one junior faculty member.
5. Junior faculty are encouraged to seek mentors who match their specific goals in research, teaching, and clinical care, and with whom they feel they will have a good interpersonal connection. These can include mentors outside the department of Obstetrics and gynecology.
6. Periodic (every 3-6 months) meetings that include all assistant professors will be held with and without senior faculty to facilitate co-mentoring of junior faculty.

Anticipated roles of Mentors:

To include, but not limited to:

1. Meet with mentees to discuss career goals.
2. Promote mentees, awards and accomplishments.
3. Guide mentees in choices of service committees and time commitments.
4. Educate mentees in expectations and benchmarks necessary for promotion and tenure.
5. Suggest programs, activities, collaborations which may help the mentee further their career goals.
6. Evaluate junior faculty's mentoring of residents.
7. Review projects and activities and suggest modifications to interactions and mentoring activities.
8. Report progress and any concerns to faculty leadership at least twice yearly.

Anticipated roles of Mentees:

1. Fill out initial questionnaire to clarify interests and planned focus.
2. Schedule meetings with mentors at least biannually.
3. Actively participate in resident education and mentoring.
4. Identify areas of research that are of interest to the mentee.

5. Bring questions and any areas of concern to the attention of one or more mentors.

Mentoring by faculty will factor into the Service component of the Annual Performance Appraisal.