

Purpose: The faculty of the Department of Obstetrics and Gynecology has a long history of excellent clinical care, exceptional education of residents and students, collaborative clinical and educational research, and public contributions. Our departmental mentoring program aims to:

1. Support junior faculty in developing their career plans.
2. Formally prepare junior faculty to be active and effective contributors in mentoring and teaching trainees, especially residents and medical students.
3. Identify and facilitate collaborative and individual research projects.
4. Prepare faculty dossiers for successful reviews by the promotion and tenure committee.

Model:

1. A mentoring committee will be formed for each junior faculty member that includes 3 members.
2. One mentor will assigned initially and will serve to orient the junior faculty member.
3. The junior faculty member will then choose 2 other faculty mentors to be on their committee. These 2 people should 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. Quarterly meetings that include all assistant professors will be held with and without senior faculty to facilitate co-mentoring of junior faculty.

Roles of the Mentor:

Including but not limited to:

1. Meeting with mentees to discuss career goals.
2. Educating mentees in expectations and benchmarks necessary for promotion and tenure.
3. Guiding mentees in choices of service committees and time commitments.
4. Suggesting programs, activities, collaborations which may help further their career goals.
5. Evaluating junior faculty's mentoring of residents.
6. Publicizing mentee's awards and accomplishments.
7. Reviewing projects and activities and suggesting modifications.
8. Reporting progress and any concerns to faculty leadership at least twice yearly.

Roles of the Mentee:

1. Fill out initial questionnaire to clarify interests and planned focus.
2. Schedule meetings with mentors at least quarterly.
3. Actively participate in resident education and mentoring.
4. Identify areas of research that are of interest.
5. Bring questions and any areas of concern to the attention of one or more mentors.

Evaluation: Department Promotion and Tenure Committee will evaluate the effectiveness of the mentor-mentee relationship annually, based on the above roles.

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