

Medical School Based Mentoring Programs

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Organizational Leadership Development

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Medical School Based Mentoring Programs

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 Jessica Andrade at jandrade@aamc.org.

Medical School Listing

Baylor College of Medicine
Brigham and Women’s Hospital
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
University of Wisconsin Medical College
Virginia Commonwealth University School of Medicine
Wake Forest University School of Medicine

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 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 BWHCFDD@partners.org</p>
Children's Hospital Boston	Beyond the dyadic model of mentoring - Community of Mentors and Developmental Networks	<p>Recognizing the value of mentoring for clinical, teaching, and research careers, the Community of Mentors was developed at Children's Hospital Boston 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</p>	Junior faculty	<p>Maxine Milstein, MBA Administrative Director Office of Faculty Development Children's Hospital Boston 300 Longwood Avenue, LO637 617-355-2922</p>

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		<p>information in Tier 1, to skills building courses and 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, subordinates, mentees, family, and friends provide access to knowledge, opportunities, and resources across institutions and cultures.</p> <p>http://www.childrenshospital.org/research/ofd</p>		<p>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 swweiss@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 ewhiting@neoucom.edu</p>

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<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>Marissa Hiruma 212-263-7657 Marissa.hiruma@nyumc.org 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; and laboratory-based. A wide range of resources is available, including: data management, statistical support, professional grant writing and manuscript editing, and research support. The program also provides regular workshops and seminars in a variety of areas.</p> <p>http://rush.mdinformatics.org/mambo.index.php (username = welcome; password = welcome)</p>	<p>Junior Faculty (Assistant Professors) members (MDs, PhDs) throughout the University</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 L. Scanlin Program Manager, Office of Diversity and Leadership Stanford University School of Medicine Medical School Office Building 251 Campus Drive West, X119 Stanford, CA 94305 Phone- (650) 725-0052 Fax- (650) 725-0062 jscanlin@stanford.edu</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) awright@arc.arizona.edu</p>
<p>University of California, San Diego School of</p>	<p>National Center of Leadership in Academic Medicine</p>	<p>This seven-month program for junior faculty includes a</p>	<p>UCSD Health Sciences Junior Faculty Members</p>	<p>Sue Farrell Program Coordinator 9500 Gilman Drive</p>

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Medicine	(NCLAM)	junior/senior mentoring relationship based on a professional development contract. The program emphasizes an understanding of the UCSD Health Sciences educational mission as well as the research and clinical practice environment. http://nclam.ucsd.edu/		La Jolla, CA 92093 Tel: 858-822-3255 efarrell@ucsd.edu
University of California, San Francisco	Faculty Mentoring Program for New and Junior Faculty	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 http://academicaffairs.ucsf.edu/mentoring/	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 Massachusetts Medical School	Faculty Mentoring Program	The UMMS Mentoring Program supports mentoring for professional and personal development in teaching, research, patient care and leadership. It provides junior faculty with input from experienced and successful faculty members in an informal, confidential and non-evaluative manner. Mentors are intended to supplement departmental and school-wide faculty development programs. http://www.umassmed.edu/ofa/mentoring/overview.aspx	Faculty, who are basic scientists, clinicians, researchers, and/or administrators, seeking professional and personal development in teaching, research, patient care and leadership, as either mentors or mentees	Susan Pasquale Director of Curriculum and Faculty Development Offices of Medical Education and Faculty Affairs Assistant Professor, Family Medicine and Community Health University of Massachusetts Medical School 55 Lake Avenue North Worcester, MA 01655 Phone: 508-856-4285 Fax: 508-856-5536 susan.pasquale@umassmed.edu

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<p>University of Pennsylvania School of Medicine</p>	<p>FOCUS on Health & Leadership for Women (FOCUS)</p>	<p>FOCUS is a University of Pennsylvania School of Medicine, dean-funded program in existence since 1997 with a dual mission to advance the professional careers of women in academic medicine and to promote education and research in women’s health. FOCUS works to achieve these goals through: offering numerous professional development and leadership mentoring initiatives; collecting, analyzing and reporting annual School of Medicine faculty and leadership gender data; offering multiple opportunities for networking to assist women in establishing multiple mentors and peer support teams; and providing seed grants and fellowships for research in women’s health while concomitantly supporting the career development of junior faculty, both men and women, who are interested in women’s health research.</p> <p>FOCUS hosts an annual daylong professional development conference reserved for women faculty from all ranks, tracks and departments. Nationally renowned women in medicine and career development experts deliver plenary sessions and facilitate workshops. FOCUS also organizes a separate event each year to convene women in the senior ranks (associate and full professor) to address the challenges of women at this career stage. Another initiative, the Lunchtime Seminar Series, promotes research collaborations by offering presentations on new research topics; other seminars address professional development issues. FOCUS also raises extramural funds to support seed grants to junior investigators and 6-month full-time Fellowships for medical students paired with Penn faculty mentors, all of whom are conducting research related to women’s health. FOCUS established the first annual faculty mentoring award and also created the “FOCUS Award for the Advancement of Women in Medicine”; both are given annually. FOCUS also conducts gender related</p>	<p>Penn women medical faculty in all ranks, tracks and departments, although a number of initiatives are open to men also. Some of our research initiatives are also open to trainees and medical students</p>	<p>Stephanie Abbuhl, MD Executive Director 215-662-6963 abbuhls@uphs.upenn.edu</p> <p>Patricia Scott Director of Operations FOCUS Program 215-898-3562 psscott@cceb.med.upenn.edu</p> <p>917 Blockley Hall 423 Guardian Drive Philadelphia, PA 19104-6021</p>

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		research and has been successful in obtaining grants to support this effort. http://www.focusprogram.org/		
University of Wisconsin Medical College	Junior Mentor Program (online)	The mentor program is available online and contains information on: CV Development; choosing a mentor; educator’s portfolio development; time management; promotion. Faculty can develop their CVs/EPs and then submit for review or make an appointment for consultation and review with senior faculty.	All Faculty	Diane Brown, MS Program Manager II, Office of Educational Services 414-456-4331 dbrown@mcw.edu
Virginia Commonwealth University School of Medicine	Faculty Mentoring Guide	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. http://www.medschool.vcu.edu/facultyaffairs/career_dev/mentoring.html	Faculty clinicians, basic scientists, researchers, teachers, administrators or combination thereof; mentees and mentors	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 pconey@vcu.edu
Wake Forest University School of Medicine	Women’s Health Center of Excellence for Research Leadership Education (WHCoE): Mentor/Mentee Program	The Leadership Program supports a formalized and structured mentoring program to help early career women faculty (Instructor or Assistant Professor level) advance professionally. Through these mentoring relationships, it is the long-term goal of the program to increase the number of women faculty promoted to senior faculty ranks and leadership positions. To assist participants, we offer support materials and activities, including a Guide for Mentors and Mentees, a Mentoring Reference Library, networking socials and training workshops. http://www1.wfubmc.edu/whcoe/	Mentee – Early Career Women Faculty Mentor –Women and Men Senior Faculty	Diana L. Cornelison Mentoring Program Manager Outreach Coordinator Women's Health Center of Excellence for Research, Leadership, Education Wake Forest University School of Medicine TEL: (336) 713-4222 or 336-716-2252