UMass Worcester Mentoring Advisory Board

Inaugural Meeting: November 22, 2011

Agenda for the Meeting today

• Welcome
  Dean Flotte
• Background & Purpose
  Thorndyke
• What are the needs?
  Andreini/Milner
• UMW Mentoring Initiative
  Milner
• Mentoring Survey
  Andreini
• Next Steps
  Thorndyke

Mentoring occurs in many different forms

Mentoring is supported by many programs and by many faculty at UMass Worcester

The Mentoring Advisory Board will guide mentoring across the UMass Worcester campus

The PURPOSE of the Board is:
to provide recommendations, advice, and guidance to the Office of Faculty Affairs on the mentoring needs of the institution.

The RESPONSIBILITIES of the Board are to:
Assist in identifying institutional mentoring needs
Assist in the development of new mentoring initiatives
Serve as a forum for sharing new ideas & best practices
Review and evaluate institutional mentoring activities

Mentoring at UMass Worcester involves many areas across the continuum of education and training

<table>
<thead>
<tr>
<th>STUDENT</th>
<th>POST-GRADUATE</th>
<th>FACULTY</th>
</tr>
</thead>
<tbody>
<tr>
<td>medical graduate nursing</td>
<td>resident/fellow postdoctoral nursing graduate</td>
<td>clinician researcher educator</td>
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<tr>
<th>OEA/OUME</th>
<th>GME</th>
<th>Departments Office of Faculty Affairs</th>
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<tbody>
<tr>
<td>GSBs</td>
<td>Postdoc Office</td>
<td>GSN</td>
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UMass Worcester Mentoring Advisory Board
The Mentoring Advisory Board will work with the Office of Faculty Affairs & the Joy McCann Professor

- Mentoring Advisory Board
- Office of Faculty Affairs
- Focus Groups
- Joy McCann Professor
- Julia Andrieni
- UMass Worcester Mentoring Initiative

LCME survey revealed gaps in medical student satisfaction with advising/mentor system

Satisfaction that official advising/mentor system helps prepare students for career planning and navigate their professional development

*LCME Independent Student Survey January 25, 2011
78% of Response Rate includes 41 MS/PhD students (MS1=112, MS2=110, MS3=73, MS4=86)

Medical students identified a need for more specific mentoring

- "Better professional guidance, and more space and time to explore career options"
- "Advising in third and fourth year. There needs to be faculty that are trained specifically for advising students"

AAMC/Faculty Forward survey revealed that UMW faculty lack formal mentoring

Do you receive formal mentoring?

- **UMW Faculty**
  - Yes: 44%
  - No: 6%
  - Don't Know: 50%
- **Peer Institutions Faculty**
  - Yes: 46%
  - No: 16%
  - Don't Know: 38%
- **Cohort Institutions Faculty**
  - Yes: 49%
  - No: 9%
  - Don't Know: 42%

AAMC Faculty Forward Survey April 2009
Peer = Univ. of TN, Univ. of VA, UC-Davis, Stanford
Cohort = 24 Institutions
49.2% UMWS response rate (full time, academically salaried)

Most (69%) UMW Assistant Professors do not receive formal mentoring

Do you receive formal mentoring?

- **UMW Junior Faculty**
  - Yes: 44%
  - No: 44%
  - Don't Know: 12%
- **Peer Institutions Junior Faculty**
  - Yes: 46%
  - No: 16%
  - Don't Know: 38%
- **Cohort Institutions Junior Faculty**
  - Yes: 49%
  - No: 9%
  - Don't Know: 42%

*AMC Faculty Forward Survey April 2009

UMW Basic Science faculty are more satisfied with the quality of mentoring received compared to clinical faculty

Level of satisfaction with the quality of mentoring

<table>
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<tr>
<th>Basic Science Faculty</th>
<th>Clinical Faculty</th>
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<tbody>
<tr>
<td>Very Satisfied</td>
<td>Very Dissatisfied</td>
</tr>
<tr>
<td>Satisfied</td>
<td>Dissatisfied</td>
</tr>
<tr>
<td>Neutral</td>
<td>Neither</td>
</tr>
<tr>
<td>Dissatisfied</td>
<td>Very Dissatisfied</td>
</tr>
</tbody>
</table>

*AMC Faculty Forward Survey April 2009
There are broad needs for research mentoring at UMass Worcester

Specific skills for mentees
Professional development & career choice
“Mentoring” the mentor
Availability of experienced mentors
Team mentoring to enhance collaboration
Protected time for faculty
Recognition & reward for mentoring

The Mentoring at UMass Worcester Initiative will support mentoring across the campus

Goals:
• to support all UMW faculty who require or request mentoring
• to support existing mentoring initiatives at UMW
• to provide resources to support mentors and mentees
• to enhance the success and career satisfaction of UMW faculty
• to retain and advance high quality faculty
• to facilitate the missions of UMW and its partners in research, education and service

The Mentoring at UMass Worcester Initiative will consist of several components

Research Mentoring Retreat
June 2010
BMP
CTRP
FDSP
GSBS
GSN
JFDP
K12
MD/PhD
Postdoc
Psych
SOAR

From your perspective, what is the state of mentoring at UMass Worcester?

Implementation of the CTSA Mentoring Curriculum is an example of a new resource for mentors

Competency-based curriculum for mentors
Will be targeted to new junior faculty with first trainees
Monthly 2-hour sessions, 2012

One of my goals as the Joy McCann Professor is: to create a continuum of academic mentors

⇒ Collaborate with the OFA to create the UMass Worcester Mentoring Advisory Board
⇒ Develop an annual mentoring survey for students, post-graduates, and faculty
⇒ Implement a web-based tool to match mentees and mentors across institutions
⇒ Create a network of UMMS mentors to support a mentoring outreach effort for women in the Worcester community.
The Mentoring Survey will assess the environment for mentoring & the needs for mentoring

**Demographic Data**
- Dissection of data by group: student, postdoc, faculty, etc.

**Mentoring Environment**
- Baseline for continuing assessment of mentoring

**Needs Assessment**
- Planning & development of resources for mentoring

Use of mentoring survey for baseline assessment of mentoring environment — *example items*
- Do you currently have a mentor? # of current mentors?
- Participate in a formal mentoring program?
- Method/frequency of communication with primary mentor
  - e-mail, meetings, phone calls, etc.
- Formal expectations and/or goals outlined
- Frequency and format of feedback
- Accessibility of mentor
- Ease in identifying appropriate mentor
- Area of mentoring
  - Career Development, Education Support, Skill Enhancement, Leadership Development, Conflict Resolution

Use of mentoring survey for needs assessment of mentor and mentee — *example items*
- Satisfaction / Dissatisfaction with *quantity* of mentoring
- Satisfaction / Dissatisfaction with *quality* of mentoring
- Barriers / Facilitators to mentor / mentee relationship
- Components of a successful / unsuccessful relationship
- Goal-setting in mentoring relationship
- Feedback and Progress monitored in mentoring relationship
- Identify gaps in mentoring resources / tools

What are the Next Steps for the Mentoring Advisory Board?

Next meeting: February 2012
- Review of Mentoring Survey
- Your ideas for immediate actions to enhance mentoring at UMass Worcester

Comments/Questions?