

A Framework for Faculty Mentoring at UMW

Robert Milner, PhD
Vice Provost for Professional Development
Office of Faculty Affairs



Our Goals:

To ensure the availability of mentoring for all faculty

To support current mentoring programs & initiatives

To establish new mentoring programs targeted to specific groups of faculty

To provide resources for mentors, mentees, and mentoring programs.



Mentoring is essential for the development, success, satisfaction & retention of faculty in academic medicine

Some UMW departments and programs provide excellent mentoring for faculty

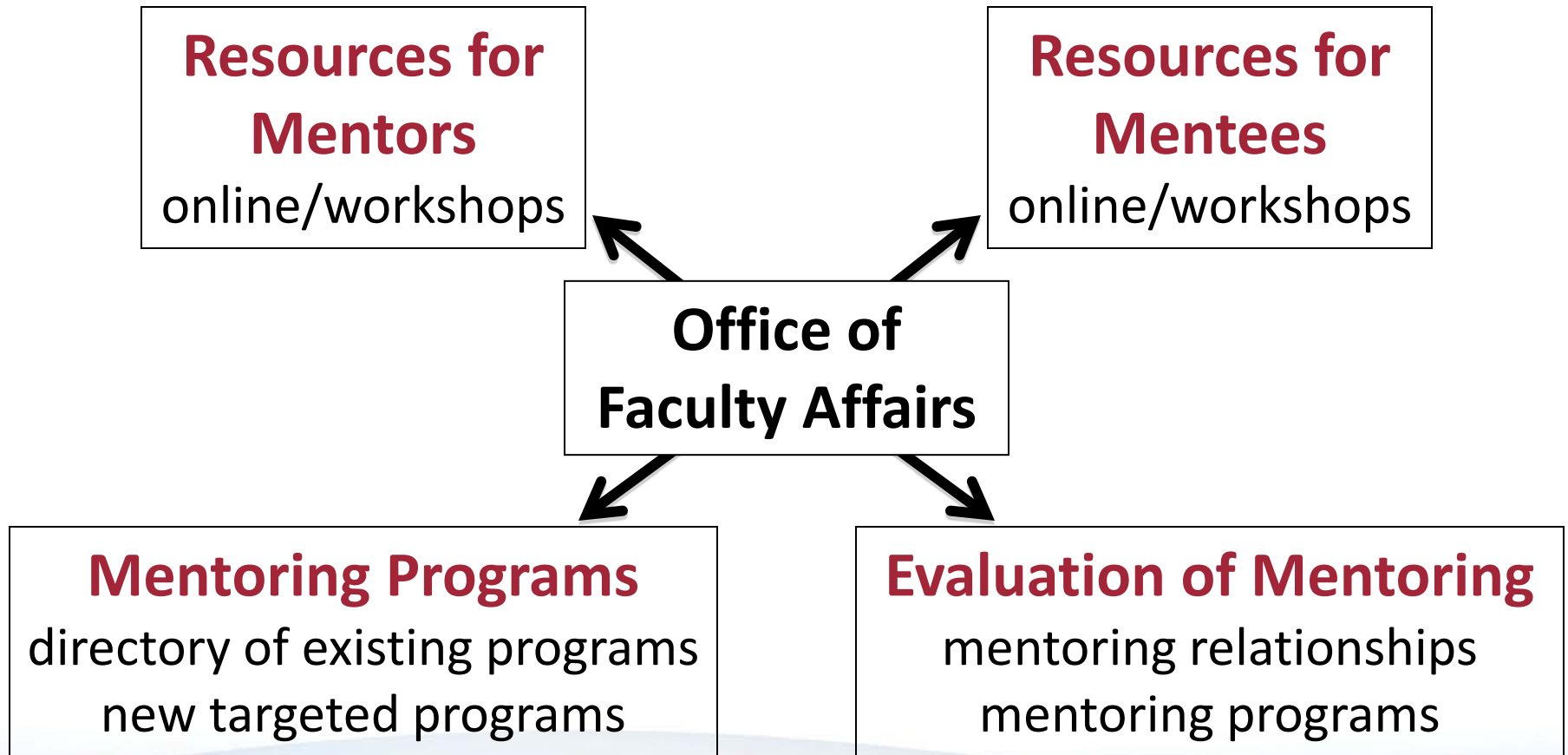
But many UMW faculty are not mentored

— 77% of UMW faculty reported that they did not receive formal mentoring

(2009 Faculty Forward Survey)

—> ***impact on faculty productivity, satisfaction and retention***

The Mentoring Framework consists of four components



Regardless of approach, mentoring programs have common themes and structures

Include differing degrees of the elements of mentoring:

- **coaching** (education)
- **counseling** (psychosocial support)
- **sponsorship** (professional advancement)

(Sambunjak & Marusic JAMA 302: 2591, 2009)

Effective mentors require appropriate competencies

- competencies common to all mentoring
- plus competencies appropriate for the mentee

(Abedin et al. Clin Transl Sci. 5: 273, 2012)

Mentoring programs have common structural elements

(Fleming et al JAMA 308: 1981, 2012)

Resources for mentors & mentees will be provided online and through workshops & special events

Mentors:

- guidelines for mentors
- programs to enhance mentoring competencies
- assessment and recognition for mentoring

Mentees:

- guidelines: *how to be an effective mentee*
- tools for goal setting & career planning
- tools to manage the relationship
- networking opportunities

Targeted mentoring programs sponsored by OFA will have defined descriptions*

Program Goal & Objectives: including the target population of mentees and expected outcomes.

Program Description: the approach to be used and the elements of mentoring to be addressed

Mentee & Mentor Selection: methods to select mentors and match with mentees.

Expectations for Mentee & Mentor: definition of expectations and how these will be monitored

**derived from Fleming et al JAMA 308: 1981, 2012*

Mentoring programs sponsored by OFA will have defined descriptions

Mentor Competencies & Education: any specific needs for mentor education

Resources for Mentees & Mentors: any specific needs for resources

Mentor Support & Recognition: support required and methods to recognize service as mentors

Mentor Feedback: methods & responsibilities to provide feedback to mentors on performance

Evaluation: should be related to the objectives of the program

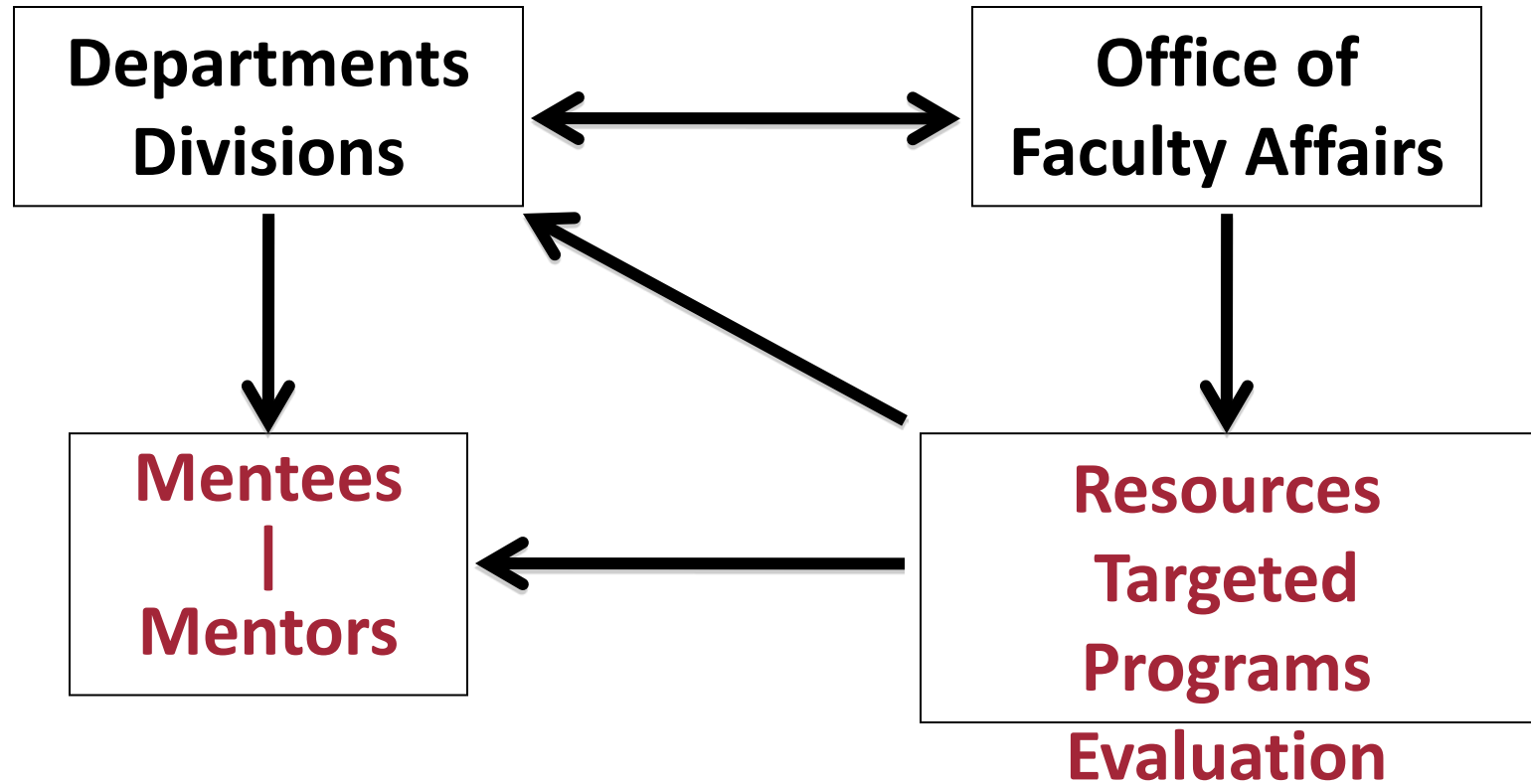
Evaluation of Mentoring & Mentoring Programs is a challenge . . .

Ideal evaluation involves multiple levels of assessment:
(Kirkpatrick & Kirkpatrick, Evaluating Training Programs, 2006)

- 1. Reaction:** participant satisfaction
- 2. Learning:** increase in knowledge, skills or behavior of participants
- 3. Behavior:** transfer of knowledge, skills or behavior into practice
- 4. Results:** larger impact on institution &/or society

***OFA will develop common assessment measures
to evaluate mentoring & mentoring programs***

Mentoring of faculty at UMW should be a partnership



Questions?

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