



Department of Medicine

SCHOOL OF MEDICINE

UNIVERSITY OF COLORADO
ANSCHUTZ MEDICAL CAMPUS

Mentoring Program



Table of Contents

The Value and Importance of Mentorship

[Page 2](#)

Mentoring Program: Required by Who for Whom

[Page 3](#)

Overall Process Structure

[Page 4](#)

Program Requirements

[Page 5](#)

Mentor and Mentoring Team Selection Guidelines

[Page 6](#)

Resources

[Page 7](#)

The Value and Importance of Mentorship

- Among junior faculty, mentoring has been associated with:
 - Increased confidence in their own professional development, education, and administration skills (Wingard, 2004)
 - **Enhanced performance** in research, teaching, and patient care skills (Iles, 2000)
 - Increased likelihood of **being promoted** (Wise, 2004)
- From active and regular mentorship comes a variety of **short-term and long-term benefits** to a junior faculty member's career development and advancement including **increased productivity, satisfaction, funding, and achievement** (Efstathiou et al., 2018)
- The invaluable **guidance and direction** provided through mentorship helps junior faculty navigate their way through the research, clinical, and/or education realms while also encouraging a **balance of competing priorities** to help them **advance through** their institution's **academic ranks** (Choi et al., 2019)
- A bidirectional flow of information and support enables a **mutual benefit** to both the **mentee and mentor** by (Choi et al., 2019):
 - Expanding awareness and diversity of perspectives
 - Transferring knowledge and skill

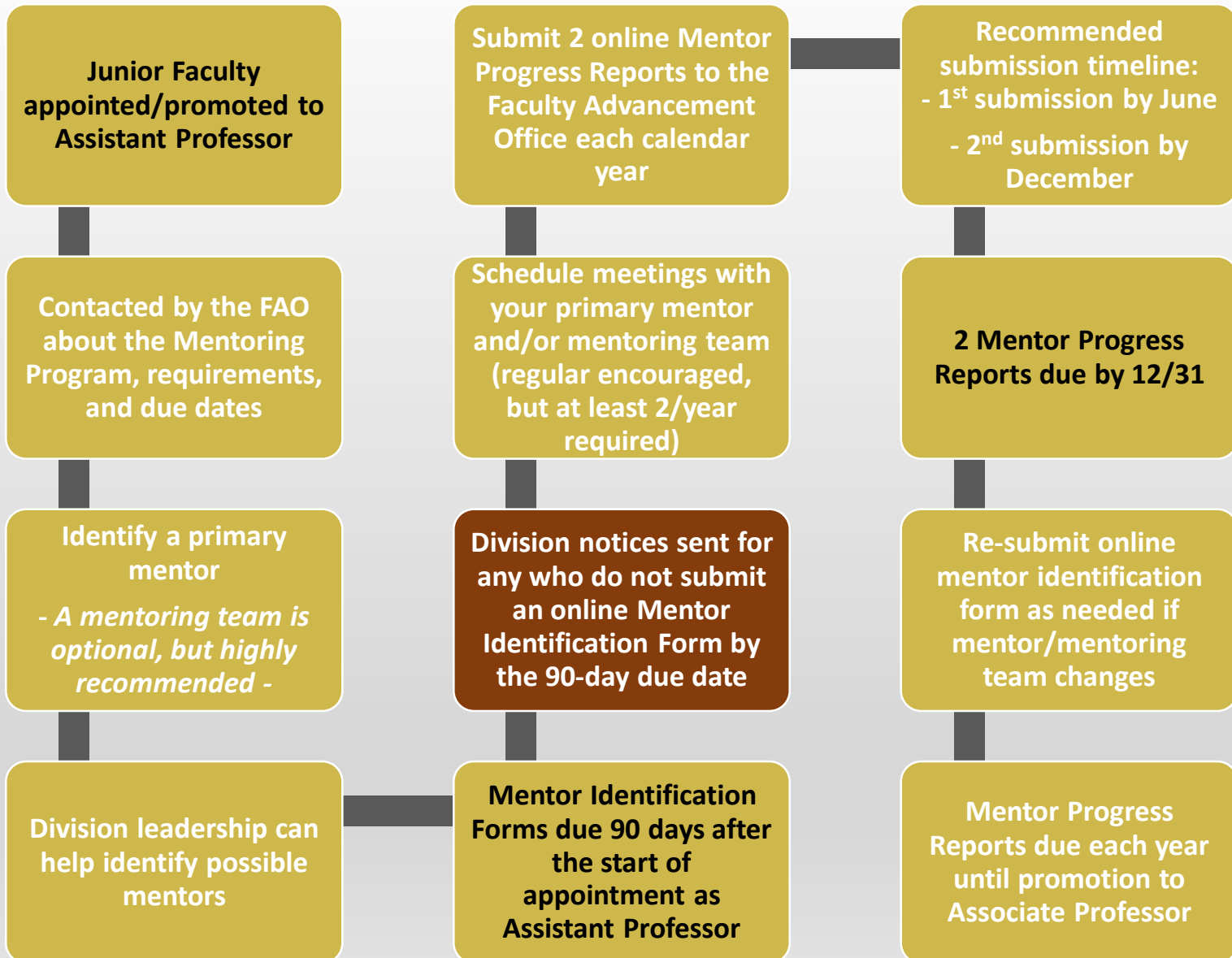


Mentoring Program: Required for Who by Whom

- Participation in the program applies to all Assistant Professors in the DOM at the University and affiliates:
 - Anschutz Medical Campus
 - VA
 - Denver Health
 - National Jewish
 - Presbyterian St. Luke
 - Other
- Required by the School of Medicine (SOM) and the Department of Medicine (DOM)
 - SOM *requires* active mentorship for all junior faculty within the institution
 - DOM is responsible for oversight of mentorship through the Faculty Advancement Office to ensure a consistent approach to career development of all departmental junior faculty
- Division Heads endorse the need for a consistent approach to mentoring across the department and help support junior faculty
- Junior faculty are no longer tracked within the Mentoring Program once promoted to Associate Professor



Overall Process Structure



Program Requirements

- All Assistant Professors within the DOM must participate – this includes faculty at the affiliates
- Identify a primary mentor within 90 days of start of Assistant Professor appointment
 - Identifying a mentoring team in addition to your primary mentor is **optional**, but highly encouraged
- Submit Mentor Identification Form with primary mentor / mentoring team listed
- Meet with your mentor / team at least twice a year (regular meetings are encouraged)
- Develop a formal career development plan at the start of your mentorship
- Submit 2 online mentor progress reports within a calendar year – all are due by 12/31
 - These reports must be from meetings within the given calendar year in order to count towards the requirement, i.e. reports submitted in 2019 from 2018 meetings will not count towards the 2019 requirement.
 - Recommended Submission Times:
 - 1st by June
 - 2nd by December
 - Hired after June 1st – no mentor progress reports are required from you until the next calendar year
- Work done with a mentor is reviewed in your annual meeting with Division Head and documented in PRiSM

Mentor Identification Form

*Only submit once unless you have
mentor/team updates*

Mentor Progress Reports

*2 required submissions each
calendar year*



Mentor and Mentoring Team Selection - Guidelines

The Department of Medicine has **no formal requirements** for who can serve as your mentor or on your mentoring team. There are, however, some general guidelines and recommendations to help ensure a successful mentorship selection.

Primary Mentor

- Associate Professor or above academic rank
- Same division and/or primary area of focus (research, clinical, or education), but can be from a different department as well
- Primary Mentor should be able to:
 - Help propel and encourage your career development
 - Support career choices
 - Identify options to address career challenges
 - Help establish and track milestones
 - Assist and guide preparation of dossier for Mid-Course Review
 - Discuss the promotions process and criteria
 - Serve as an advocate
 - Guide you along career trajectory
 - Other
- Committed to meeting on a regular basis

Mentoring Team

- 1-4 members (not including your primary mentor)
- Associate professor or above academic rank
- Include at least one member from outside your specific division or area of focus
- Members included should:
 - Have expertise/strengths in areas you wish to pursue
 - Can speak to and help cultivate different parts of your career development and advancement
 - Provide a diversity of perspectives
 - Other
- Members may be added or removed as you progress along your career trajectory
- Committed to meeting on a regular basis



Resources

Forms

- [2021 Mentor Identification Form](#)
- [2021 Mentor Progress Report](#)

Documents

- [Individual Development Plan](#)
- [Set Yourself Up for Success](#)

Webpages

- [DOM Mentoring Program Webpage](#)
- [SOM Mentoring Guide](#)
- [SOM Mentorship Resource Webpage](#)

Articles

- [Mentee Missteps](#)
- [Mentorship Malpractice](#)
- [Peer Mentoring](#)

Please send any questions to domfacadvancement@ucdenver.edu

