

Identifying Mentorship in the Department of Pediatrics

Office for Faculty Development
Spring/ Summer 2022

Mentorship

- Effective mentorship has been associated in academic medicine with the following:
 - Publications
 - Grants
 - Leadership roles
 - Advancing in academic rank and income
 - Overall job satisfaction

We All Have Mentors

- Some are formal mentoring relationships
- Some are informal
- Each type is important either personally and/or professionally

Current *Formal* Mentorship Opportunities

- Traditional mentorship dyad
- Division chief, including Annual Review Process
- Group mentorship with multiple members
- Newman Society (Primarily for Investigator Track)
- Hazinski Society (Peer-mentored, Senior Facilitated)
- Kathryn Dodd Junior Faculty Scholars Program
- Women in Medicine (Peer Mentors)
- 100-day plan (Onboarding)
- Senior Faculty Career Program
- Workshops, VUMC/ VU Leadership Programs
- Society/ AAP/ AAMC Mentorship Programs

Informal Mentorship

- Creation of a mentorship network¹
 - People who help you get the job done:
 - People who help you advance your career
 - People who provide you with personal support

¹ Emans, Milstein, Selly, Haas; Mapping Your Developmental Network Exercise, 2019

Mentorship Network

1. People who help you get the job done:

- People who are helpful and useful, who provide scientific or technical advice, professional expertise, or other resources to do your work.

Emans, Milstein, Selly, Haas; Mapping Your Developmental Network Exercise, 2019, Boston Children's Hospital

Mentorship Network

2. People who help you advance your career

- Contribute to your professional development and career advancement
- Give you career guidance/direction
- Arrange exposure to critical people
- Provide advice on professional politics
- Recommend you for important opportunities/committees

Mentorship Network

3. People who provide you with personal support
 - Emotional well-being
 - Psychological support
 - Generally, these are friends, family, and/ or spouses but may include colleagues

Mentorship Network

- Challenge: This week, write down your network using these 3 categories
 - Include those who are senior to you, are peers, and those who are junior to you
- Evaluate where there are gaps
 - Consider consideration of diversity, interconnectivity, strength of this connectivity, balance, size, strength of influence of the individuals

Mentorship Network

- Review your network at least annually and fill in the gaps as needed
 - Discuss with your division chief, medical director, etc if you need help filling these gaps

Mentorship

- Can be both formal and informal, and academic physicians at all levels generally need both
- Actively seek what you need
 - Ask for help when you cannot find it