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Created by Mitchell D. Feldman, MD, MPhil, UCSF Faculty Mentoring Program Purpose

The purpose of the Faculty Mentoring Tool Kit is to:

1 Provide an overview of the UCSF Faculty Mentoring

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Created by Mitchell D. Feldman, MD, MPhil, UCSF Faculty Mentoring Program Faculty Mentoring Program

Mentoring is a critical component of career advancement for all health science

faculty. It has been defined as a multifaceted collaboration between a junior and

senior professional with the primary goal being the nurturing of the junior

professional's development. UCSF has embarked on an ambitious plan to improve mentoring for all faculty. Mentoring facilitators have been appointed in

each Department/Division to work with the Associate Vice Provost, Faculty Mentoring, to oversee all aspects of the mentoring program. Junior faculty (up to

associate level) and new faculty are paired with at least one career mentor 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.

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Mentoring. He provides leadership and oversight for the development and administration of the Faculty Mentoring Program, and serves as liaison with

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Mission and Vision

Mission

All UCSF faculty members feel supported in their pursuit of a satisfying and successful career.

Vision

To be the national center of excellence for mentoring in the health sciences.

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Faculty Mentoring Program Goals

▮ To provide all junior faculty mentees with a career mentor

▮ Support and facilitate faculty career development through mentor/mentee pairs

▮ Identify a comprehensive mentoring curriculum to enhance mentor/mentee competencies at UCSF

▮ Build a mentoring database of processes and outcomes to support and evaluate mentoring activities

▮ Provide a strong central structure, resources and leadership to support faculty mentoring at UCSF

Program Core Components

▮ Associate Vice Provost, Faculty Mentoring, and Faculty Mentoring Program Coordinator

Establish and oversee program for faculty at UCSF

▮ Mentoring Facilitators

Responsible for setting up and overseeing mentoring program in Dept/ORU/Division

▮ One-on-One mentoring program

All junior/new faculty members in the four professional

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Mentoring Facilitator

Mentoring facilitators have been appointed in each department, division and

organizational research unit to set up mentoring pairs and to lead mentoring

activities in their respective groups.

Attributes and skills

- Associate or higher rank
- Dedicated time (0.10 FTE per 10-15 mentor/mentee pairs)
- Outstanding communication skills
- Knowledge/experience with all aspects of advancement and promotion at UCSF

Responsibilities

- Overall responsibility for faculty mentoring in their department or division
- Set up mentee/mentor pairs (main target mentees are junior faculty up to associate rank; new faculty who have been at UCSF for 3 years or less should also be offered a mentor)
- Establish local system for documenting and tracking these pairs
- Responsible for oversight of mentoring program—including yearly review of pairs
- Provide guidance and support for reassignment of mentees as needed
- Work with the UCSF Associate Vice Provost, Faculty Mentoring, to:

- o Conduct qualitative and quantitative evaluation of the program
- o Disseminate findings and recommendations
- o Attend mentoring workshops and organize mentoring events for their faculty
- o Attend yearly mentoring facilitator meetings

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All mentoring facilitator lists can be found online at:

http://academicaffairs.ucsf.edu/ccfl/faculty_mentoring_program_guidelines.php

School of Dentistry

http://academicaffairs.ucsf.edu/ccfl/media/SOD_Mentoring_Facilitators.pdf

School of Medicine

http://academicaffairs.ucsf.edu/ccfl/media/SOM_%20Mentoring_Facilitators.pdf

School of Pharmacy

http://academicaffairs.ucsf.edu/ccfl/media/SOP_%20Mentoring_Facilitators.pdf

School of Nursing

http://academicaffairs.ucsf.edu/ccfl/media/SON_Mentoring_Facilitators.pdf

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Created by Mitchell D. Feldman, MD, MPhil, UCSF Faculty Mentoring Program What is Mentoring?

. . . a process where mentor and mentee work together to discover and develop the mentee's abilities.

. . . a long term relationship with a responsibility to provide the support, knowledge and impetus that can facilitate professional success.

. . . a personal process that combines role modeling, apprenticeship and nurturing.

The mentor will act as a teacher, sponsor, guide, exemplar, counselor, moral support—but most important is to assist and facilitate the realization of the dream.

. . . process whereby an experienced, highly regarded, empathic person (the mentor) guides another individual (the mentee) in the development and examination of their own ideas, learning and personal and professional development. The mentor, who often, but not necessarily, works in the same organization or field as the mentee, achieves this by listening and talking in confidence to the mentee.

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Created by Mitchell D. Feldman, MD, MPhil, UCSF Faculty Mentoring Program Mentor Roles and Functions

Role Responsibility Relationship with Individual

Manager Direct the work of the individual

- Focused on performance, professional development and career development
- Based on organizational needs
- Driven by learning agenda influenced by organizational needs
- Inside the hierarchy of direct reporting relationships
- Sometimes, but not always confidential

Sponsor Champion the individual

- Focused on career development and advancement
- Driven by advancement goals rather than a learning agenda
- Inside or outside the hierarchy of direct reporting relationships
- Sometimes, but not always, confidential

Mentor Guide and support the individual

- Focused on professional and personal development
- Based on mentee's expressed needs
- Driven by specific learning agenda identified by the mentee
- May be outside the hierarchy of direct reporting relationships
- Confidential

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Mentoring Functions

Career Functions

"Those aspects of a relationship that enhance advancement in the organization."

▮ Coaching, protecting, networking, sponsorship

Psychosocial Functions

"Those aspects of a relationship that enhance an individual's sense of competence, identity and effectiveness."

▮ Role modeling, counseling, confirmation, acceptance

(Kram, 1983)

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Why Mentoring Matters

Mentoring has been shown to:

- ▮ Promote career development and satisfaction
- ▮ Improve success of women and underrepresented minorities in academic health careers
- ▮ Enhance faculty productivity (mentoring is linked to funding and publications)
- ▮ Increase interest in academic careers
- ▮ Predict promotion in academia
- ▮ Improve self efficacy in teaching, research and professional development
- ▮ Increase the time that clinician educators spend in scholarly activities
- ▮ Lead to less work-family conflict

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Benefits of Mentoring

Benefits for Mentees

Having a mentor and receiving more mentoring functions is associated with more favorable objective (compensation, promotion) and subjective (career/job satisfaction) outcomes

Benefits for Mentors

Include developing a personal support network, information and feedback from protégés, satisfaction from helping others, recognition (including accelerated promotion), and improved career satisfaction

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Benefits of Mentoring

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UCSF Faculty Mentoring Program

Yearly Timeline

We suggest that the mentor and mentee commit to meeting for the next twelve months. Work together to schedule meetings that include two "check-points" during the year.

July - August ____ Mentor/Mentee matching and orientation

January - February ____ Mid year meeting

June - July ____ End of year meeting:

discuss continuing mentoring
relationship or matching with new
mentor

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Mentoring Facilitator Checklist

Finalize list of eligible mentees' (junior/new faculty) current
mentoring needs and relationships

Assemble list of eligible mentors

- Limit 2-3 'career' mentees per mentor

Assist in mentor/mentee pairings, confirm existing pairs and
make assignments as needed

Create database of mentor-mentee pairs

Distribute mentoring contract, IDP, meeting guide and other
materials

Periodic check-in: meet with mentors/mentees as needed

Organize faculty development mentoring activities: faculty
meetings, grand rounds, retreats

Annual meeting or survey of mentors and mentees

Assist in program evaluation

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Characteristics of an Effective

Mentor: The Three C's

Competence

Professional knowledge and experience

Respect

Interpersonal skills and good judgment

Confidence

Shares network of contacts and resources

Allows protégé to develop his/her own terms

Demonstrates initiative, takes risks

Shares credit

Commitment

Invests time, energy and effort to mentoring

Shares personal experience

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Selecting Mentors

In matching mentors and mentees consider the following:

- ▮ All senior faculty members (associate rank or higher) are eligible to be mentors
- ▮ Mentors should have a limit of two to three 'career' mentees
- ▮ Research shows that mentees who have more input into the match are more satisfied with their mentors
- ▮ Mentor/Mentee characteristics
 - Career interests
 - Gender (gender matching has been shown to be helpful for female mentees)
 - Race/ethnicity
 - Age
 - Personal chemistry (important but hard to predict)

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As a mentor and mentee in the UCSF Faculty Mentoring Program, we agree to abide by the following set of guidelines:

1. Commit to making the time to meet on a regular basis, no less than 2-3 times per year.
2. Keep the content of our conversations confidential.
3. Practice active listening.
4. Provide each other with honest, direct and respectful feedback.
5. Other:

Mentor _____
Mentee _____

Date

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UCSF Faculty Mentoring Program

Instructions to Mentees:

Please complete this form yearly and give a copy to your mentor before your mentoring session. Attach an updated CV.

Instructions to Mentors:

Please review the mentee's CV and the IDP prior to each meeting.

Date:

Mentee Name:

Mentor Name:

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Created by Mitchell D. Feldman, MD, MPhil, UCSF Faculty Mentoring Program Time Allocation as Estimated by Mentee:

- ____ % Teaching/Training/Providing Mentoring
- ____ % Research
- ____ % Patient Care
- ____ % Administration/Other Services

How (if at all) would you like to change this time distribution? Consider your 5 lists:

1. things you're doing now that you want to quit
2. things you've just been asked to do that you want to refuse to do
3. things that you're doing that you want to continue

4. things that you're not doing that you want to start
5. strategies for improving the balance within the above 4 categories

Academic Appointment

Do you understand the series to which you are appointed and the expectations

for advancement in this series?

___ Yes

___ No

Explain:

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Current Professional Responsibilities

List your major professional responsibilities and if you anticipate significant

changes in the coming year:

1.

2.

3.

4.

5.

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Future Professional Goals

Short Term Goals

List your professional goals for the coming year. Be as specific as possible, and

indicate how you will assess if the goal was accomplished (expected outcome).

1. Goal:

Expected outcome:

2. Goal:

Expected outcome:

3. Goal:

Expected outcome:

Long Term Goals

List your professional goals for the next 3-5 years. Again, be specific, and

indicate how you will assess if the goal was accomplished.

1. Goal:

Expected outcome:

2. Goal:

Expected outcome:

3. Goal:

Expected outcome:

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Mentoring Meeting Journal

Use this page to record the discussion points in each of your mentoring meetings.

Date:

Check-In (e.g. urgent issues, work-life balance, personal issues):

Goal Discussion:

Action Items:

Next meeting date: _____

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Phases of the Mentoring Relationship

Initiation phase (6-12 months)

└ Mentor is admired and respected for competence and ability to provide support and guidance

└ Mentee represents someone with potential, can provide technical assistance and can transmit mentors values

Cultivation phase (2-5 yrs)

└ Positive expectations are tested against reality

└ Career functions emerge first; psychosocial functions emerge as the interpersonal bond strengthens

Separation phase

└ Relationship is less central part of each individual's life at work; feelings of loss, anxiety

└ Structural and emotional separation

└ Provides opportunity for mentee to demonstrate skills and operate independently and for mentor to demonstrate that one has been successful in developing new talent

Redefinition phase

└ Relationship becomes, primarily, a friendship

└ May have ambivalence, discomfort

(Kram 1983)

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Initiation:

First Meeting Checklist

Get to Know Each Other

Share information about your professional and personal life

Learn something new about your mentee/mentor

Establish Guidelines

When and where will we meet?

How will we schedule meetings?

How will we communicate between meetings?

What agenda format will we use?

Will there be any fixed agenda items to be discussed at every meeting?

How will we exchange feedback?

How will we measure success?

Partnership Agreement

Review partnership agreement, modify if desired, sign and exchange

Review goals for the mentoring relationship

Confirm Next Steps

Schedule date, time and place of future meetings

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Initiation:

Structuring Meeting Time

Determine how to use your time together. One suggestion is the "10/20/60 Rule"

that will help you to establish a solid partnership and address mentoring goals

and everyday issues. For a meeting of about 1½ hours split the time roughly as

follows:

First 10 Minutes

Engage in personal/professional "check-in"

Next 20 Minutes

Focus on 'front burner' issues (upcoming presentation, manuscript revision, etc.)

Next 60 Minutes

Discuss current and long term goals and priorities

Summarize discussion, clarify tasks, schedule follow-up meeting

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Initiation:

Expectations

A critical component of a successful mentoring relationship is clarity of commitment and expectations.

Mentors and mentees need to agree on:

- ▮ Scheduling and logistics of meeting
- ▮ Frequency and mode of communicating between meetings
- ▮ Responsibility for rescheduling any missed meetings
- ▮ Confidentiality
- ▮ "Off-limits" conversations
- ▮ Giving and receiving feedback
- ▮ Working with formalized mentee goals

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Cultivating the Relationship:

Building Trust

When people trust each other, they allow their most authentic self to emerge.

They feel free to share concerns, insecurities and doubts. Listening to each other

builds trust. Sharing reservations and uncertainties builds trust. Most importantly,

demonstrating by our acts that we are trustworthy builds trust.

Behaviors That Build Trust Behaviors That Destroy Trust

Being a proactive listener Not paying attention to what is being said

Cooperating with others Being competitive

Openly sharing and being vulnerable Withholding and keeping people out

Actions are parallel to words Acting contrary to words

Accepting and non-judgmental Criticizing and disapproving

Authentic and true-to-self Acting with a hidden agenda

Freely admitting mistakes and errors Blaming others for mistakes

Actively seeking out different perspectives Keeping a closed mind to new ideas

Encouraging others to succeed Discouraging others from taking risks

Having a positive, upbeat outlook Projecting a negative perspective

Honoring and respecting confidentiality Breaking confidence

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Cultivating the Relationship:

Giving (and Receiving) Feedback

Mentees want to receive honest, candid feedback from their mentor.

Equally

important is the feedback mentees can offer to mentors. Engaging in reciprocal

and on-going feedback is a vital component of the partnership.

Effective feedback:

- ▮ Is offered in a timely manner
- ▮ Focuses on specific behaviors
- ▮ Acknowledges outside factors that may contribute

▮ Emphasizes actions, solutions or strategies

Effective Feedback from Mentee:

▮ Whether the advice or guidance you offered was beneficial and solved an issue

▮ Whether the mentor communication style and/or actions facilitate a positive mentoring experience

▮ Whether the mentor communication style and/or actions create challenges to a positive mentoring experience

Effective Feedback to Mentee:

▮ Mentee strengths and assets

▮ Areas for growth, development and enhancement

▮ Harmful behaviors or attitudes

▮ Observations on how your mentee may be perceived by others

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Participating in a mentoring program brings the opportunity for planning and

implementing closure that is unlike most other types of relationships.

Whether

you determine to continue meeting on a regular basis or not, it is essential to

discuss and plan the process by which your formal partnership will come to a

close.

If appropriate, you will want to think about how you would like to transition from a

formal to an informal mentoring partnership or to more of a peer relationship. It is

recommended to instill some structure to even an informal partnership so as to

yield the most benefit from the time you spend together.

Closure Checklist:

Discuss how to use the remaining time together.

Make sure an important goal has not been overlooked.

Plan a formal acknowledgement or celebration of the mentoring relationship.

Questions to Discuss:

▮ Have the goals been achieved?

▮ Have the important issues been discussed?

▮ How should the separation/redefinition be acknowledged?

▮ What will the agenda be for the last meeting?

▮ What would be the ideal interaction going forward?

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The most successful mentoring partnerships are those in which the mentee takes

the initiative and truly drives the partnership. In a mentee-driven partnership, the

mentee determines the pace, route and destination. The mentor is then able to

offer insights and counsel that is focused on the mentee's objectives.

Consider the following questions:

o Are my objectives clear and well defined?

o Am I comfortable asking for what I want?

o Am I open to hearing new ideas and perspectives?

o Do I allow myself to be open and vulnerable?

- o Am I receptive to constructive feedback?
- o Am I able to show I value and appreciate feedback?
- o Am I willing to change or modify my behaviors?
- o Do I consistently follow through on commitments?
- o Do I make an effort to instill trust?
- o Do I openly show appreciation and gratitude?

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Mentee Strategies to Achieve Mentoring

Objectives

Whether your objectives focus on broad issues or more specific developmental

areas, your mentor's ability to help you attain those objectives will be enhanced

when you have clearly defined where you want to go and how you want to get

there. It's important to think carefully about your objectives and the challenges to

achieving them.

Use the questions below to appraise your objectives:

Specificity

- o Have you identified a specific objective for the partnership?
- o Are your objectives definite and precise?

Measurability

- o Are your objectives quantifiable in nature?
- o Have you decided how to measure success?

Work Plan

- o Do you have an action plan to achieve your objectives?
- o Have you considered the outcome of achieving your objectives?

Reality Check

- o Are your objectives realistic given the circumstances?
- o Have you determined a completion date?
- o Is your timeline realistic?
- o Will you need additional resources or tools to be successful?

The Mentor's Role

o Will your objectives require your mentor to provide you something other than guidance?

o How can your mentor be most helpful to you?

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Mentee Dos and Don'ts

Do

- Take initiative
- Look for opportunities to teach your mentor
- Be respectful of mentor's time
- Communicate agenda and goals with mentor prior to meeting
- Clarify goals and expectations
- Practice self reflection
- Support your peers
- Keep your CV, IDP, etc. up to date
- Have multiple mentors

- Clarify your values

Don't

- Be passive—don't wait for the mentor to initiate interactions

- Be late, disorganized
- Stay in the comfort zone
- Stay in a mentoring relationship when it is no longer helpful

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Choosing a Mentor

Choose a mentor who has the following qualities:

- Interested in developing your career
- Commitment to mentoring
- Match your emotional needs
- Do you need more support and praise or more challenge?
- Match with your professional needs
- Help with writing? Methodological skills?
- Research/scholarly/clinical interests
- A successful track record
- Good communication skills
- Will provide networking opportunities
- Is institutionally savvy
- Expresses interest in you as a person
- There is potential for reciprocity

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Mentors Role in Mentee

Development

Support

- Listening—actively (empathically)
 - Expressing positive expectations
- (Mentors) balance both a present sense of where their students are and a dream of what they can become.
- Serving as advocate
 - Self-disclosure as appropriate

Challenge

- Setting tasks
- Setting high standards
- Modeling
- Providing a mirror

Vision

- Provide a vision for a satisfying and successful career
- (Daloiz 1999)

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Evaluating Your Mentee's Goals

Use the checklist below to appraise your mentee's goals:

Specificity

Has your mentee identified specific short and long term goals?
Are the goals definite and precise?

Measurability

Are your mentee's goals quantifiable in nature?
Has your mentee determined how to measure success?

Work Plan

Does your mentee have an action plan to achieve their goals?
Has your mentee considered the outcome of achieving these goals?

Reality Check

Are your mentee's goals realistic given the circumstances?
Has your mentee determined a completion date?
Can success be achieved within the time allocated?
Will additional resources or tools be needed to achieve success?

Your Role

Is your role to advise, suggest or listen?
Will your mentee's goals require you to provide something other than guidance?
How can you be most helpful to your mentee?

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Mentor Dos and Don'ts

Do

- Listen actively
- Support and facilitate networking and brokering
- Teach by example
- Be aware of role conflict
- Encourage and motivate mentee to move beyond their comfort zone
- Promote independence
- Promote balance
- Rejoice in success and convey your joy
- Encourage reciprocity

Don't

- Fix the problem
- Take credit
- Take over
- Threaten, coerce or use undue influence
- Lose critical oversight—allow friendship to cloud judgment
- Condemn (mistakes or lack of agreement are not career altering disasters)

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Mentor's Meeting Checklist

- ▢ Set aside adequate time for meetings
- ▢ Obtain and review mentee's CV and IDP prior to meeting
- ▢ Be sure to review contact information and other meeting arrangements
- ▢ Clarify what mentee expects from you--and what you expect from mentee
- ▢ Review mentee's short/long term goals
- ▢ Be sure that you have accurate, up-to-date information on advancement and promotion policies for your mentee's series and rank (see the Academic Senate Faculty Handbook at <http://senate.ucsf.edu/facultyhandbook/index.html>)
- ▢ Ask mentee to help you with writing, research, teaching,

curriculum development etc. that is consistent with their career goals

▮ Be aware of potential conflicts of interest if you are both a supervisor and mentor for the mentee

▮ Be sure that mentee has joined committees and professional organizations helpful for career development

▮ Assist your mentee to find other mentors within and outside UCSF

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Negative

Mentoring

Experiences

Dyad Mismatch

Values

Work style

Personality

Lack of mentor

expertise

Interpersonal and/or

technical

incompetence

General

Dysfunctionality

Bad attitude

Personal problems

Distancing

Behavior

Neglect (most
common negative

behavior)

Manipulative

Behavior

Inappropriate

delegation

Credit taking

Mentor Role

Conflicts

Role demands of a

direct supervisor

may conflict with the

role demands of a

mentor

(Eby 2000)

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Consequences of Negative

Mentoring Relationships

For Mentees

Higher levels of work stress, lower self esteem

More likely to leave

For Mentors

Less likely to mentor others

Less likely to invest in other work activities

For Organizations

Culture of mistrust and lack of voluntarism

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UCSF Resources
Academic Senate
<http://www.ucsf.edu/senate/indexmain.html>
Academy of Medical Educators
<http://medschool.ucsf.edu/academy/>
Center for AIDS Research (CFAR)
<http://cfar.ucsf.edu/>
Chancellor's Advisory Committee on the Status of Women
<http://cacsw.ucsf.edu/>
Clinical and Translational Sciences Institute Training (CTSI)
<http://accelerate.ucsf.edu/training>
Mentor Development Program (CTSI)
<http://accelerate.ucsf.edu/training/mdp-announcement>
Climate for Faculty (Report of the Chancellor's Task Force on the Climate
for Faculty)
<http://academicaffairs.ucsf.edu/FacultyClimateSurvey/index.php>
Early Faculty Development Program (Department of Pediatrics)
http://pediatrics.medschool.ucsf.edu/general/faculty/faculty_dev.aspx
Mentor Consultation Service
<http://accelerate.ucsf.edu/research/mc-consult>
Office of Career and Professional Development
<http://www.career.ucsf.edu/>
SOM Key Educational Skills Series
<http://www.medschool.ucsf.edu/workshops/>
Training in Clinical Research
<http://www.epibiostat.ucsf.edu/courses/RoadmapK12.html>
UCSF Academic Affairs
<http://academicaffairs.ucsf.edu/>
UCSF Graduate Student Mentoring Program
<http://graduate.ucsf.edu/content/uc-leads>
UCSF Postdoc Mentoring Program
<http://graduate.ucsf.edu/postdoctoral/getting-mentoring-you-need>
UCSF Preparing Future Faculty
<http://career.ucsf.edu/pff/>
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Mentoring Resources
Partial Listing of Mentoring Programs at Health Sciences Universities:
Updated 1/9/13
Johns Hopkins School of Public Health, Center for Mind-Body Research
http://www.jhsph.edu/mindbodyresearch/mentoring_program/
Medical College of Virginia Campus
Office of Faculty and Instructional Development, School of Medicine
http://www.medschool.vcu.edu/facultyaffairs/career_dev/mentoring.html
Northeastern Ohio Universities, College of Medicine and College of
Pharmacy
<http://www.neomed.edu/facultystaff/facultydevelopment/masterteachersguild>
Penn State University College of Medicine
<http://www.pennstatehershey.org/web/opd/home/programs/mentoring>
Robert Wood Johnson Medical School, University & Dentistry of New Jersey
http://rwjms.umdntj.edu/faculty/faculty_development/mentoring.html
University of Arkansas Medical Sciences College of Medicine
http://www.uams.edu/facultyaffairs/mentoring_resources.asp
University of California, Davis
<http://www.ucdmc.ucdavis.edu/facultydev/mentoring.html>
University of California San Diego, National Center of Leadership in
Academic Medicine
<http://nclam.ucsd.edu/>

University of California San Diego Academic Affairs
<http://academicaffairs.ucsd.edu/faculty/programs/faculty-mentoring-program.html>
University of Madison Wisconsin
<http://acstaff.wisc.edu/mentoring-program.htm>
University of Miami School of Medicine, Office of Research Education and Training
<http://uresearch.miami.edu/>
University of Massachusetts Medical School
<http://www.umassmed.edu/Macy/index.aspx?linkidentifier=id&itemid=7722>
The University of North Carolina at Chapel Hill, School of Pharmacy
<http://www.pharmacy.unc.edu/faculty/bill-and-karen-campbell-faculty-mentoring-program>
University of Pennsylvania School of Medicine
<http://www.med.upenn.edu/mentee/index.shtml>
University of Pittsburgh
<http://www.icre.pitt.edu/mentoring/>
Virginia Commonwealth University School of Medicine
http://www.medschool.vcu.edu/facultyaffairs/career_dev/mentoring.html
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Miscellaneous Mentoring Resources:
A Guide to Training and Mentoring in the Intramural Research Program at NIH
<http://www1.od.nih.gov/oir/sourcebook/ethic-conduct/mentor-guide.htm>
American Heart Association
Mentoring Handbook
http://my.americanheart.org/idc/groups/ahamahpublic/@wcm/@sop/documents/downloadable/ucm_319794.pdf
Association for Women in Science
<http://www.awis.affiniscape.com/displaycommon.cfm?an=1&subarticlenbr=37>
Genentech
<http://www.gene.com/gene/gred/researchchopps/postdocmentors.php>
<http://www.gene.com/gene/research/fellowship/index>
MedEd Mentoring
<http://www.mededmentoring.org/default.asp>
MentorNet
<http://www.mentornet.net/>
Woman to Woman Mentoring Program
<http://www.w2wmentoring.org/>
The American Physiological Society
<http://www.the-aps.org/mm/Career/Mentor/Mentoring-and-Being-Mentored>
The Mentor Directory
<http://www.peer.ca/mentor.html>
Virtual Mentor, American Medical Association Journal of Ethics
<http://virtualmentor.ama-assn.org/>