

Maximizing Your Mentoring Relationships

Faculty Development Day 2012

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Director, Memory and Aging Center (MAC)
2012 , Recipient of the Academic Senate Distinction In Mentoring Award

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Professor, Clinical Family and Community Medicine
Director Medical Education Program Development-Dept. Family and Community Medicine

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Director, Advancing New Standards in Reproductive Health (ANSIRH)
2012 , Recipient of the Academic Senate Distinction In Mentoring Award



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Session Agenda



- Introductions
- Brief Overview of Faculty Mentoring at UCSF
- Small group discussion: “How to maximize your mentoring relationships.”
 - Investigator tracks
 - Clinical/Clinical Educator tracks
- Group Recap
- Final tips from the panel

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What is a Mentor?



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What is Mentoring?

Levinson DJ: “The Seasons of a Man’s Life”.
New York, Alfred A Knopf, 1978

- The mentoring relationship is *“one of the most complex and developmentally important” in a persons life.*
- The mentor will . . . *“assist and facilitate the realization of the dream.”*

Mentoring is

“ A dynamic, reciprocal relationship in a work environment between an advanced career incumbent and a beginner aimed at promoting the development of both.”

Healy, Educ Res. 1990; 19:17-21.

Mentor as Role Model



- A person considered as a standard of excellence to be imitated (Wright, et al)

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Mentor as Teacher



- Educate mentee about research content and methods
- Clinical/teaching skills
- How things work
- How to succeed

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Mentor as Superhero

- Protector
 - *To protect = Protogère*
- Advocate

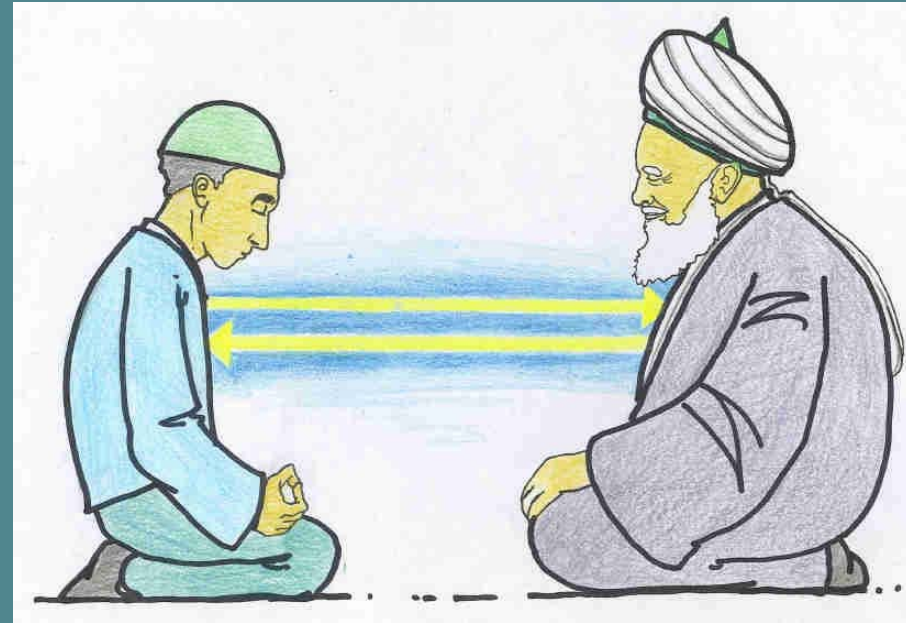


“Mentor can manipulate the world around him with his mind.”

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Mentor as Advisor and Guide

- ‘a trusted counselor or guide’
- Self reflection and value clarification



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A Mentoring Team: 3 Key Mentors

- Career Mentor: Responsible for overall career guidance and support for their mentee.
- Research (Scholarly) Mentor: Responsible for developing the creative and/or independent research careers of their mentees. Unlike the career mentor, the scholarly mentor *must* have expertise in the mentee's area of scholarship and help provide resources to support the mentees work
- Co-Mentor/Clinical Mentor: Works with the mentee and scholarly mentor to provide specialized content area or methodological expertise.

Creating a Mentoring Culture at UCSF

- All junior faculty should have a career mentor
- Mentoring Facilitators oversee mentor/mentee pairs
- Mentoring counts in advancement and promotion at UCSF

FACULTY MENTORED: *[List all; list the current position of the faculty mentored; list dates; describe Mentoring role, e.g. assigned faculty Mentor, informal career advisor, personal advisor, research/grant review, etc.]*

Dates	Name	Position while Mentored	Mentoring Role	Current Position
1995-2000	Jane Doe PhD	Asst. Prof.	Academic and Research Collaborator/Advisor	Assoc. Prof., Bioch., UCSF
1999-2001	James Jones MD	Assoc. Prof.	Reviewed grant application	Assoc. Prof., Surg, UCSF
2000-2002	Sally Brown	Asst. Prof.	Career Advisor	Asst. Prof., Can.Ctr., UCLA

- Mentoring Awards (LAMA, DIM), mentor training, evaluation of mentoring . . .

Meet the Mentor

This series features senior mentors, each leading an informal, lunch time brown-bag discussion on the topic of mentoring/ professional development to promote your success as faculty at UCSF. All faculty are invited to attend. Bring your lunch and your questions, and our mentors will provide their expertise.

Registration is encouraged, but drop-ins are welcome. To register, please visit <http://academicaffairs.ucsf.edu/>.

For more information, contact Abby Draper at abigail.draper@ucsf.edu or Mitchell D. Feldman, Associate Vice Provost, Faculty Mentoring, at mitchell.feldman@ucsf.edu. Read more about the UCSF Faculty Mentoring Program at http://academicaffairs.ucsf.edu/ccf/faculty_mentoring_program.php.



H. Carrie Chen, MD, MS Ed

*Professor, Clinical Pediatrics
Abraham Rudolph Endowed Chair in Pediatric Education
Director, Health Professions Education Pathway*

Tuesday, October 2 / Noon – 1:00 pm / Parnassus, Room S-171

>>> Ask a clinician educator your questions about building a career in health professions education.



Tracy Weitz, PhD, MPA

*Associate Professor, Department of Obstetrics, Gynecology & Reproductive Sciences
Director, Advancing New Standards in Reproductive Health (ANSIRH)
Recipient, 2012 Academic Senate Distinction in Mentoring Award*

Tuesday, November 13 / Noon – 1:00 pm / Parnassus, Room S-175

>>> Ask a recipient of the 2012 UCSF Distinction in Mentoring Award your career and mentoring questions.



Sally J. Marshall, PhD

*Vice-Provost, Academic Affairs
Professor, Department of Preventive and Restorative Dental Sciences
Recipient, 2011 Lifetime Achievement in Mentoring Award*

Monday, January 7 / Noon – 1:00 pm / Parnassus, Room S-172

>>> Ask a vice-provost and Lifetime Achievement in Mentoring Award recipient your questions about advancement and promotion.



Michael D. Cabana, MD, MPH

*Professor, Department of Pediatrics, Epidemiology & Biostatistics
Chief, Division of General Pediatrics; Principal Investigator, UCSF Pediatric AsthmaNet Research Center
Recipient, 2010 UCSF Harold S. Luft Award for Mentoring in Health Services and Health Policy Research
Recipient, 2006 Academy Health Nemours Child Health Services Research Award*

Thursday, February 14 / Noon – 1:00 pm / Laurel Heights, Room 263

>>> Ask your questions about building a career in clinical and health services research.

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UNIVERSITY OF CALIFORNIA, SAN FRANCISCO
Office of Academic Affairs and Faculty Development and Advancement

CHANCELLOR'S COUNCIL ON *FacultyLife*
Faculty Mentoring Program

National Mentoring Month: JANUARY 2012



Join the Chancellor's Council on Faculty Life (CCFL) for a series of January events promoting faculty mentoring at UCSF – in honor of Kevin Mack, MD, MS



All members of the campus community are invited to attend. Registration strongly encouraged. For more information, visit <http://academicaffairs.ucsf.edu> or contact Abby Draper at abigail.draper@ucsf.edu

Monday, January 9

KEYNOTE LECTURE

12:30–2 p.m. / Parnassus N-225

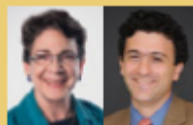
Mentoring of Value: Inspiration from Kevin Mack, MD, MS

Helen Loeser, MD, MSc, will lead an interactive presentation on the value of mentoring.

Amin Azzam, MD, MA, will open this discussion with his reflections on the lasting influence of Kevin Mack as a great mentor. Drawing from the inspiration of Kevin, this session will provide for lively discussion and participation. All are welcome.

Helen Loeser, MD, MSc; Amin Azzam, MD, MA

>>> Register at <http://academicaffairs.ucsf.edu>



Tuesday, January 3

Workshop / 1–5 p.m. / Parnassus N-517

Educational Scholarship: Reading and Writing in Medical Education

Learn how to present your education research, to choose an education journal appropriate for your manuscript, and to critically examine education research articles.

Patricia O'Sullivan, EdD; Kevin Souza, MS;

Peggy Tahr, MLIS, MA

>>> Register at <http://medschool.ucsf.edu/workshops/>

Thursday, January 12

Faculty Workshop / 12–1:30 p.m. / Parnassus UCSF Library 2nd Floor, Room 221/222

Mentor Training Workshop: Teaching Observation Program (TOP)

Learn how to mentor your peers about teaching: practice observation and evaluation skills, discuss the principles of teaching mentorship, and learn how to conduct a supportive and effective feedback conversation.

Katherine Hyland, PhD; Kathleen Land

>>> Register at <http://academicaffairs.ucsf.edu/>

Wednesday, January 25

Workshop / 10 a.m.–12 p.m. / Parnassus N-729

Exploring Strategies for Funding Medical Education Research

Learn from a panel of funded medical education researchers and former agency representatives about their experiences and about tools for automating searches for funding and education research.

Christy Boscardin, PhD; Bridget O'Brien, PhD

>>> Register at <http://medschool.ucsf.edu/workshops/>

Thursday, January 26

Postdoc Workshop / 12–1:30 p.m. / Mission Bay Genentech Hall, Room N-114

Speed Mentoring for Postdocs

A fun, fast-paced event in which postdocs will have several ten-minute, one-on-one mentoring sessions with a variety of expert mentors, who will share invaluable advice on topics such as career strategies, work-life balance issues, grant writing, and more. (Registration is required.)

>>> Register at <http://tiny.ucsf.edu/pdmentorevent>

Thursday, January 26

Panel Discussion / 3:30–5 p.m. / Parnassus UCSF Library, 2nd Floor, CL 220/223

Coaching for Clinician Educators: Perspectives from the Coaches and the Players

Learn from distinguished faculty of clinician-educators about mentoring and how their role as both mentor/mentee has impacted their professional development.

Tina Brock, BPharm, MSPH, EdD; Barbara J. Burge, RN, PhD, FAAN; H. Carrie Chen, MD, MSEd; Peter Loomer, DDS, PhD; and Renee Navarro, PharmD, MD, and Vice Chancellor of Diversity and Outreach

>>> Register at <http://academicaffairs.ucsf.edu/>

Tuesday, January 31

Faculty Workshop / 12–1 p.m. / Parnassus S-174

Resources for Mentoring: CTSI Mentor Development Program (MDP) at UCSF

Learn about resources available to mentors at UCSF, including the Mentor Development Program (MDP).

Jeanette S. Brown, MD

>>> Register at <http://academicaffairs.ucsf.edu/>

2012 Lifetime Achievement in Mentoring Award



Arthur Weiss, MD, PhD

Ephraim P. Engleman Distinguished Professor
of Rheumatology

Investigator of the Howard Hughes Medical
Institute

**Please join us in honoring Dr. Weiss and
his outstanding contributions to faculty
mentorship at UCSF.**

Dr. Weiss is the Ephraim P. Engleman Distinguished Professor of Rheumatology in the UCSF Department of Medicine. He has been a member of the UCSF faculty and served as investigator of the Howard Hughes Medical Institute since 1985. Dr. Weiss was Division Chief of Rheumatology at UCSF for over 20 years. Dr. Weiss is a leader in the field of signal transduction in the immune system, focusing on the roles of tyrosine kinases and phosphatases in regulating lymphocyte activation. Through his career, he has been an active mentor to UCSF undergraduate students, postdoctoral fellows and junior faculty. Dr. Weiss's mentorship has placed numerous individuals in leadership positions in academia, industry and clinical care. He is a Member of the National Academy of Sciences, Institute of Medicine and a Fellow of the American Academy of Arts and Sciences and of the American Academy of Microbiology.

For additional information, please contact: **Mitchell D. Feldman, MD, Mphil**, at mfeldman@medicine.ucsf.edu or **Abby Draper** at abigail.draper@ucsf.edu

Award Ceremony and Reception

Wednesday, June 20, 2012

3:00 – 4:30 pm

Faculty Alumni House

745 Parnassus Avenue



RSVP AT:

www.surveymonkey.com/s/NP2GVHP

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CHANCELLOR'S COUNCIL ON *FacultyLife*
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The Clinical & Translational Science Institute (CTSI) at UCSF
is a unit of the Executive Vice Chancellor and Provost Office

 CTSI
at UCSF
Accelerating Research to Improve Health





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Driving Excellence in Mentoring at UCSF



Mandana Khalili, MD, director of CTSI's Mentor Consultation Service



August 11, 2012

Free, confidential mentoring advice available for all UCSF researchers

By Kate Rauch

Because mentoring fosters a culture of wisdom-sharing—from experienced academics to those at earlier stages in their careers—it is increasingly recognized as a vital service at UCSF.

Mentors can help in myriad ways, from offering pragmatic career planning to helping mentees link to

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FEEDBACK

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CHANCELLOR'S COUNCIL ON *FacultyLife*
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Same Department

Verkman, Alan
 Benowitz, Neal
 Matthey, Michael

Who Is Connected to Mitchell Feldman?

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Narrative

HONORS AND AWARDS:

2011 – 2012 Fulbright Research Scholar, Kyoto University, Japan
 2010 Excellence in Research, Crede Award, DGIM, Nominee

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Websites

- [Clinical Profile at UCSF Medical Center](#)
- [UCSF Division of General Internal Medicine Profile](#)

Faculty Mentoring

Last Updated: Tuesday May 17, 2011

As Associate Vice Provost, Faculty Mentoring at UCSF, he is charged with leading the Faculty Mentoring Program (FMP) for all UCSF faculty across all schools. An essential component of this responsibility is the evaluation and dissemination of the program. Over the past 2 years he has extensively surveyed the mentoring literature, created a "Mentoring Toolkit" and conducted numerous lectures and workshops to enhance the understanding and skills of mentors and mentees. With Jeanette Brown, MD, he designed and is helping to lead the innovative CTSI mentor development program for clinical translational research 'mentors in training'. For the UCSF research enterprise to thrive, it is essential that we train and support mid-level faculty mentors who will guide the next generation of clinical and translational scientists.

Available to Mentor as: ([Review Mentor Role Definitions](#)):

- Career Mentor
- Co-Mentor
- Lead Research / Scholarly Mentor
- Project Mentor

Contact for Mentoring:

- Email (see above)

Learn about the [Faculty Mentoring Program](#) and the [CTSI Mentor Development Program](#)

Global Health Experience

Japan

Source: UCSF International Database. For more information, email: ghp-ctsi@ucsf.edu

Publications

Publications listed below are derived from [MEDLINE/PubMed](#). The automated process used emphasizes accuracy but not completeness. You can make corrections and additions **yourself**, or **contact us** for help.

1. Feldman MD, Steinauer JE, Khalili M, Huang L, Kahn JS, Lee KA, Creasman J, Brown JS. A mentor development program for clinical translational science faculty leads to sustained, improved confidence in mentoring skills. Clin Transl Sci. 2012 Aug; 5(4):362-7.

Verkman, Alan
Matthay, Michael
Benowitz, Neal
Scheinman, Melvin
Feingold, Kenneth
Nadel, Jay
Powe, Neil
Massie, Barry
Levy, Jay
Farese, Robert
Search for (764) people

Physical Neighbors ?

Golden, Jeffrey
Kaplan, Lawrence
John, Malcolm
Kleinhenz, Mary Ellen
Dunlop, Miranda

Clinical and Translational Science Institute / CTSI

at the University of California, San Francisco



CTSI Mentor Development Program

<http://accelerate.ucsf.edu/training/mdp-announcement>



Clinical and Translational Science Institute / CTSI

Accelerating research to improve health

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Thank You



Small Group Discussion

- 2-3 groups -- is your primary focus research? Clinical / education?
- Brief introduction from facilitators: Tips for mentees-how to find and work most effectively with a mentor; and/or tips on how to be a more effective mentor.
- One person in each group please serve as scribe.