MGH Faculty Mentor Program - What is it?

Mission	Mission: To establish and continue to provide an enriching mentoring program for all MGH faculty, including but not limited to clinicians, researchers, physicists, and biostatisticians, by strengthening faculty development and satisfaction by establishing relationships, fostering camaraderie, encouraging advocacy and creating new opportunities and communication channels.
Goals/Outcomes	Mentoring Goals: 1. Encourage faculty reflection and foster increased awareness of career and personal goals. 2. Expand network of colleagues by establishing professional and personal relationships. 3. Create relationship(s) where pertinent information and feedback is encouraged. 4. Promote a supportive environment that will foster a sense of connectedness and community. Outcomes: 1. Participants engaged in self-reflection and can articulate a clearer career and personal vision. 2. Participant can readily identify one or more newly established contacts. 3. Participant interprets advice to be useful and actionable. 4. Participant feels more connected to own department/institution/other faculty members.
Eligibility	• Mentees - Open to all benefits eligible faculty • Mentors – Open to all faculty
Length	• In general, it will be about nine months, following the academic year when possible.
Matching	• Matching – the Center for Faculty Development and departments will develop a matching schema
Training – Three required trainings for mentoring pairs and faculty is strongly encouraged to attend 2 – 4 Faculty Development sessions to help fulfill goals set in mentoring action plan.	• Month 1: Required mentor/mentee training #1 • Month 2 - 4: Faculty Development Skill set offerings • Month 5: Required mentor/mentee training #2 • Month 6 – 8: Faculty Development Skill set offerings • Month 9: Required mentor/mentee training #3
Mentor/Mentee Interaction	• Best practices indicate a minimum contact of every 4 – 6 weeks is advised for a successful relationship. However, more frequent contact has shown to be more beneficial. Face to face contact is the preferred meeting mode, however, email and/or telephone contact can be substituted when necessary. As with any relationship, situations may arise that warrant flexibility and variability to meet changing needs.
Departments - agree to bear responsibility to integrate the following items into the departmental level initiative.	• Providing opportunities for advancing reputation • Following the Annual Career Conference guidelines • Clearly communicating department specific promotion criteria • Discussing workload/academic time/authorship issues • Maintaining mentoring infrastructure/momentum post pilot