

## **UR Mentors**

Deadline for application: 11/23/15

### **Sponsored by:**

University of Rochester Office for Faculty Development and Diversity  
Clinical Translational Science Institute

### **Program goal**

Our overarching goal is to build a community of dedicated, expert faculty Master Mentors who are maximally effective at enhancing the careers of their protégés. UR Mentors will function as faculty resource persons who are able to coach less experienced mentors and advise department chairs or training program directors who wish to develop mentoring programs.

### **Background**

Mentors play a key role in the education and training of the early careers of all scholars. Mentors provide teaching about scientific content, individualized advice and feedback, socialization into a variety of career networks, and sometimes-personal counseling. Within the University of Rochester, institutional surveys have indicated that access to quality mentoring is uneven and faculty who serve as mentors feel a need for more support. A successful pilot offering of UR-Mentors in the spring of 2015 highlighted the need for this program.

### **Program objectives**

By completing the UR Mentors program, faculty will increase their confidence, knowledge and skills as mentors. The program format includes a combination of formal presentations, facilitated case discussions, personal reflection and skill building exercises to be completed outside of the workshop setting. The participants will be faculty in a variety of scientific disciplines.

### **Certificate requirements:**

In order to earn a certificate as a Master Mentor, participants will be expected to:

- Participate in face-to-face workshops
- Complete mentoring exercises with colleagues within their own department or unit
- Create a plan for dissemination for their mentoring expertise

### **Prerequisites:**

- Full time faculty member
- Recognized expertise in content area
- Experienced as a mentor

### **Program curriculum**

Getting to know your protégé-

- Autonomy supportive mentoring and understanding protégé motivation
- Demonstrating and improving listening skills
- Collaboratively setting a clear structure for professional/personal development

Aligning mentor protégé expectations

- Establishing mutually beneficial expectations and working with mentoring teams
- Mentoring compacts and individual development plans
- Considering ways that personal and professional differences influence expectations

Addressing diversity

- Learning to appreciate the role of personal bias
- Tools for talking about diversity with mentees to help them experience a sense of belonging

Assessing protégé understanding

- Identifying possible reasons for lack of understanding
- Using strategies to enhance protégé understanding

Promoting long-term professional development and your personal mentoring philosophy

- Sustaining conversations with protégés about their goals and career development
- Appreciating the role of professional and social connectedness
- Cultivating work-life balance
- Understanding the role of mentors within developmental networks

### **Program faculty**

**Vivian Lewis MD** is the Vice Provost for Faculty Development and Diversity and a professor of Ob/Gyn. She heads the Clinical Translational Science Institute' Mentor Development Group and has been part of their mentoring course since 2007. She used the evidence base from the U-Wisconsin-Madison mentoring curriculum and her experience as principal investigator of an NIH funded study comparing mentoring interventions to inform this program.

**Douglas Guiffrida, PhD** is associate professor of counseling and human development in the Warner School of Education. Professor Guiffrida is the past recipient of the American Counseling Association's Ralph F. Berdie Award for his innovative research on college student affairs. He is author of numerous articles and books on counseling and higher education and an expert in student retention in higher education, counseling skills and effective communication skills and techniques for educators and administrators.

**Jacques Robert, PhD** is an associate professor of microbiology and immunology in the School of Medicine and Dentistry and a member of the UR Broadening Experiences in Scientific Training (*UR-BEST*) faculty. He is well known for his research in the field of immune surveillance and tumor immunity, having published over 100 journal articles. In addition, he has won awards for excellence in graduate education and for postdoctoral mentoring. He is also a graduate of UR-Mentors.

**Elaine Sia, PhD** is a professor of biology in the College of Arts and Sciences. She is widely known for her research in molecular biology, genetics, mutagenesis and mitochondrial genome repair. An experienced mentor of protégés at various levels, she is the former faculty co-chair of the *Graduate Women in Science*, an organization that "provides mentoring for the professional and personal development of all graduate women at the University of Rochester Medical Center, the College of Arts and Sciences and Hajim School of Engineering."

### **Application**

- Letter (not more than 1 page) describing applicant's top mentoring challenge and what they want to gain from participation, co-signed by chair.
- Current CV (eCV or NIH biosketch are acceptable)

**Schedule:** 4-6:30 PM on January 13 & 27, February 11, and March 16

**Location:** Sanders Research Building and Wallis Hall