

DGIM Mentoring Program

May 1 2023

Brief Overview

- Begin July 2023
- Components:
 - Faculty Development – Missy
 - Video Curriculum – Dom
 - 20 themes
 - Diverse speaker group from many divisions
 - Always there for you online
 - Annual Division Director - Faculty Member Meeting
 - Mentor-Mentee Pairs
 - That's what we are covering today....



🔒 Brown Internal Medicine Mentorship Program, The Annual Division Director Faculty Performance Meeting NOT YET RATED



🔒 Brown Internal Medicine Mentorship Program, Curating your CV and Brown Vivo Page NOT YET RATED

Mentees

Why do we need a Mentoring Program in DGIM?	New faculty are sometimes unfamiliar with the terminology and complex process of academic advancement. This may delay opportunities to take advantage of or even catalogue activities which might help to further their careers. We have a robust number of experienced senior faculty whose input early on can save junior faculty time and promote their success. This program seeks to assure that the benefit of such contact is afforded to all of our junior colleagues.
Who are the Mentees?	All new faculty hired into DGIM at Instructor or Assistant Professor level, as well as any current faculty at those levels who elect to participate.
Who are the Mentors?	Senior DGIM faculty at Associate Professor or Professor level. Participation as a mentor is voluntary.
When will this Start?	July 1, 2023
What kind of annual time commitment are we talking about here?	For the first two years of each mentor/mentee pairing, we request that each group meet twice. We will provide some suggestions for agenda items but ultimately, the agenda will be left up to each mentor/mentee pair. Including prep time, we anticipate that this mentor role might take 4 hours/year.
How long does the mentor-mentee pairing last?	After first two years, each mentor/mentee pair will determine whether they should continue to meet twice annually or at a reduced frequency. Some may wish to increase frequency as an academic milestone such as appointment or promotion approaches.
Who owns the process?	While the MENTOR is responsible for bringing experience, good communication skills and wisdom to the table, the MENTEE actually owns the process. The mentee is expected to set up the meetings and come prepared with updated CV drafts and reflections on career goals and priorities.
Are there any resources to help me in this process?	Yes indeed. You may find the following helpful: <ul style="list-style-type: none">• The new DGIM Mentorship Video Series. Each video is approximately 10-15 minutes in length and covers various skills pertinent to this important role, as well as an overview of strategies for academic promotion, clinical excellence and scholarship.• DGIM Mentoring Program Bibliography• DGIM Faculty Development Series – Dr. McNeil• Faculty Promotion Series – Dr. Tashima
This sounds cool! How do I sign up?	Send an email to Dom Tamaro to identify your interest in participating in this program. Feel free to also list specific interests, though we may not be able to match similarly-interested mentors and mentees based upon availability.

Mentors

Why do we need a Mentoring Program in DGIM?	New or junior faculty are sometimes unfamiliar with the terminology and complex process of academic advancement. This may delay opportunities to take advantage of or even catalogue activities which might help to further their careers. We have a robust number of experienced senior faculty whose input early on can save junior faculty time and promote their success. This program seeks to assure that the benefit of such contact is afforded to all of our junior colleagues.
Who are the Mentees?	All new faculty hired into DGIM at Instructor or Assistant Professor level, as well as any current faculty at those levels who elect to participate.
Who are the Mentors?	Hopefully...YOU! Participation as a mentor is voluntary and limited to those DGIM faculty at the Associate Professor level and above.
When will this Start?	July 1, 2023
What kind of annual time commitment are we talking about here?	For the first two years of each mentor/mentee pairing, we request that each group meet twice each year. We will provide some suggestions for agenda items but ultimately, the agenda will be left up to each mentor/mentee pair. Including prep time, we anticipate that this mentor role might take 4 hours/year.
How long does the mentor-mentee pairing last?	After first two years, each mentor/mentee pair will determine whether they should continue to meet twice annually or at a reduced frequency. Some may wish to increase frequency as an academic milestone such as reappointment or promotion approaches.
Are there any resources to help me in my role as a mentor?	Yes indeed. You may find the following helpful: <ul style="list-style-type: none">• The new DGIM Mentorship Video Series. Each video is approximately 10-15 minutes in length and covers various skills pertinent to this important role, as well as an overview of strategies for academic promotion, clinical excellence and scholarship.• DGIM Mentoring Program Bibliography• DGIM Faculty Development Series – Dr. McNeil• Faculty Promotion Series – Dr. Tashima
Who owns the process?	While the MENTOR is responsible for bringing experience, good communication skills and wisdom to the table, the MENTEE actually owns the process. The mentee is expected to set up the meetings and come prepared with updated CV drafts and reflections on career goals and priorities.
This sounds cool (and in fact similar to activities I already do). How do I sign up?	Send an email to Dom Tammaro to identify your interest in participating in this program. As stated above, participation is voluntary – we are hoping that all senior faculty will consider paying forward their experience to help build up our junior faculty colleagues on their career paths. Feel free to also list specific interests, though we may not be able to match similarly interested mentors and mentees based upon availability.