

On-Boarding Mentoring Program

The goal of this program is to provide new faculty with immediate guidance to the department and institution by matching each individual with a more experienced faculty member. The “**On-Boarding Mentor**” will help new faculty quickly become oriented and connected so that they may thrive in their new academic home.

Background and Rationale

The benefits of mentoring are well-documented: mentored individuals are more productive, have increased job satisfaction, and are promoted and tenured more quickly and frequently, with increased retention and overall benefits for the organization. At UMMS we need to improve our record of mentoring faculty: for example, the AAMC Faculty Forward survey demonstrated that only 31% of our full-time Assistant Professors received formal mentoring as compared to 76% of the Assistant Professors from peer institutions. Our goal is to ensure that all new faculty receive mentoring as soon as they join UMMS.

Expectations of the On-Boarding Mentor

The mentor is expected to:

- orient the new faculty member to the department and institution
- introduce the new faculty member to colleagues inside and outside the department at faculty meetings and other events
- answer questions—“Where is it?” or “How do I . . .?”—or direct to appropriate resources

Selecting the On-Boarding Mentor

The On-Boarding Mentor for each new faculty member is selected by the Chair (or Division Chief in larger departments). When considering the appropriate on-boarding mentor for a particular new faculty member, Chairs and Division Chiefs might review the individual interests, family needs, and the opportunities for frequent interactions during the work day (for example, a more senior faculty member working in the same clinical location would be appropriate for a new clinician). Ideally, the On-Boarding also should be:

- a good communicator
- an individual who has successfully navigated the system
- familiar with departmental and institutional resources

Chairs and Division Chiefs should forward the names of the On-Boarding Mentors and their new faculty mentees to the Office of Faculty Affairs.

Recognition of the On-Boarding Mentors

Service as On-Boarding Mentor should be included in a faculty’s Annual Faculty Review and recognized by the chair or division chief. This service also can be included as an educational activity in a promotion or tenure package. Departments may want to devote time at departmental meetings or other events to recognize the service of the On-Boarding Mentors, as well as other faculty mentoring activities. The Office of Faculty Affairs will invite the On-Boarding Mentors to join their mentees for either lunch or a reception at the New Faculty Orientation on August 29, 2012. We also will devote a Faculty Luncheon to recognition of the On-Boarding Mentors.

Mentoring Resources

The Office of Faculty Affairs will provide online and programmatic resources for both mentors and mentees.