

Mentor Champion Meeting

October 16, 2014

1pm

628HE CSB

Available Resources

- COM Faculty Affairs
 - <http://academicdepartments.musc.edu/com/faculty/facultyHomepage/index.html>
- SCTR
 - http://dev.musc.edu/sctr/education_training/
- Department of Medicine
 - <http://clinicaldepartments.musc.edu/medicine/FacultyMentor/MentorOverview/index.htm>



Mentoring Metrics for Individual Research Oriented Faculty

Mentoring Metrics for Research Oriented Faculty

- # grants submitted by mentee
- # grants funded
- # first authored original publications by mentee
- # senior authored publications by mentee
- Importance of original publications (e.g., impact factor, editorial written on paper)
- Career development progress of mentee, e.g., number of presentations of research at national / international meetings, invited presentations at meetings or other universities, election to study sections or specialty societies,

Mentoring Metrics for Research Oriented Faculty

- Mentee's role as a mentor (for promotion to Professor): # of individuals mentored, achievements of these mentees
- Mentee's contributions to research-oriented committees at department, college, university, community, state, regional, national and international levels
- Leadership roles in research in appropriate department, college, or university
- Other, e.g., Research awards of mentee
- Did mentee get promoted?



Mentoring Metrics for Clinician-Educators And Academic Educators

Mentoring Metrics for Clinician-Educators And Academic Educators

- Clinical load of mentee (e.g., RVUs)
- Innovative clinical care developed by mentee, e.g., telemedicine, new surgical technique
- Organization of clinical services to foster clinical care, medical education or research (e.g., developing a data base for clinical research)
- Documentation of teaching activities including formal courses taught, course materials developed, innovative teaching methods developed
- Evaluations of teaching by students, residents, fellows, peers, course directors and department chairs

Mentoring Metrics for Clinician-Educators And Academic Educators

- Participation in research
- # first authored original publications by mentee (clinical, education or research)
- # senior authored publications of mentee (clinical, education or research)
- Importance of original publications (e.g., impact factor, editorial written on paper)
- # grants submitted (education or research) by mentee
- # grants awarded

Mentoring Metrics for Clinician-Educators And Academic Educators

- Career development of mentee, e.g., # presentations at national / international meetings, invited presentations at meetings or other universities, election to specialty societies
- Mentee 's role as a mentor (for promotion to Professor): # of individuals mentored, achievements of these mentees
- Mentee's contributions to clinical – educational committees and leadership at department, college, university, community, state, regional, national and international levels
- Other: honors and awards for teaching
- Was mentee promoted?

Are “Products” The Most Important Metric of Mentoring?

- Product s key measure of effectiveness, e.g., successful grant submissions, leading educational program at a national meeting, etc
- If mentee productive, mentor presumed to be doing a good job
- But
 - Could have poor mentorship and successful scholar and vice versa
 - Product metrics do not provide an opportunity for early evaluation of relationship to solve problems

Mentorship Effectiveness Scale Developed by the Ad Hoc Faculty Mentoring Committee, Johns Hopkins University School of Nursing

Your name: _____

Directions: The purpose of this scale is to evaluate the mentoring characteristics of _____, who has identified you as an individual with whom he/she has had a professional, mentor/mentee relationship. Indicate the extent to which you agree or disagree with each statement listed below. Circle the number that corresponds to your response. Your responses will be kept confidential.

- 0 – Strongly Disagree (SD)
- 1 – Disagree (D)
- 2 – Slightly Disagree (SID)
- 3 – Slightly Agree (SIA)
- 4 – Agree (A)
- 5 – Strongly Agree (SA)
- 6 – Not Applicable (NA)

SAMPLE: My mentor was hilarious.	0	1	2	3	4	5	⑥
	<u>SD</u>	<u>D</u>	<u>SID</u>	<u>SIA</u>	<u>A</u>	<u>SA</u>	<u>NA</u>
1. My mentor was accessible.	0	1	2	3	4	5	6
2. My mentor demonstrated professional integrity.	0	1	2	3	4	5	6
3. My mentor demonstrated content expertise in my area of need.	0	1	2	3	4	5	6
4. My mentor was approachable.	0	1	2	3	4	5	6
5. My mentor was supportive and encouraging.	0	1	2	3	4	5	6
6. My mentor provided constructive and useful critiques of my work.	0	1	2	3	4	5	6
7. My mentor motivated me to improve my work product.	0	1	2	3	4	5	6
8. My mentor was helpful in providing direction and guidance on professional issues (e.g., networking).	0	1	2	3	4	5	6
9. My mentor answered my questions satisfactorily (e.g., timely response, clear, comprehensive).	0	1	2	3	4	5	6
10. My mentor acknowledged my contributions appropriately (e.g., committee contributions, awards).	0	1	2	3	4	5	6
11. My mentor suggested appropriate resources (e.g., experts, electronic contacts, source materials).	0	1	2	3	4	5	6
12. My mentor challenged me to extend my abilities (e.g., risk taking, try a new professional activity, draft a section of an article).	0	1	2	3	4	5	6

Please make additional comments on the back of this sheet.

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Metrics for Evaluating Department-Wide Mentoring Programs

Metrics for Evaluating Department-Wide Mentoring Programs

- **Survey of faculty:** participation and satisfaction with the mentoring program and satisfaction with career development
- **Attrition** of faculty in the department, especially junior and mid-level faculty for the wrong reasons
- **Promotion** of faculty within the department

Metrics for Evaluating Department-Wide Mentoring Programs

○ Research:

- # career development awards of mentees (e.g., K23, K08, K99/R00, VA career development awards)
- # first R01s, VA Merit Review awards of mentees
- # mid-career awards for trained mentors NIH (K05, K07, or K24 grants)
- Total research funding resulting from all mentored activities
- Total # first, mid, last authored publications from all mentored activities

Metrics for Evaluating Department-Wide Mentoring Programs

- **Clinical and Educational**

- Growth of clinical services, revenue, and new programs resulting from mentored activities
- New courses, educational activities resulting from mentored activities
- # educational grants resulting from mentored activities
- Total # first, mid, last authored publications resulting from all mentored clinical and education activities