

Emory School of Medicine Departmental Mentoring Programs

Department	Governance	Target Audience	Format	Program Description	Web resources	Mentor training	Metrics for success
Anesthesiology	Vice Chair	Junior Faculty	Formal Voluntary	Individuals volunteered to be involved; prospective mentors and mentees answered a 10-question survey about areas of focus/expertise/interest. Pairs were given a “starter kit” for how to structure meetings and goals and are required meet at least 2x/year per the one-year contract.	No	Yes (informal)	Yes; survey for self-reflection
Biochemistry	Chair, Mentoring Committee	Junior Faculty	Formal Voluntary		No	No	No
Biomedical Engineering	Chair, Mentoring Committee	Junior Faculty	Formal Mandatory		No	No	No
Biomedical Informatics	Chair, Mentoring Committee	Junior Faculty	Formal Voluntary	1 on 1 and group mentoring of faculty-designed tram to provide monthly mentoring	No	No	Tenure and promotion
Cell Biology	Chair, Faculty Development Committee	Asst. Professor	Formal Voluntary	Noted as an advocate program with ability to connect to Mentors	No	No	No
Dermatology							
Emergency Medicine	Vice-Chair, Chair	All faculty with focus on Junior Faculty	Formal Mandatory	This is an advocate program with the intention to assist faculty through the life cycle from recruitment to retirement; 1 on 1 advocate program	Yes	No	Yes, feedback initiated, promotion
Family & Preventive Medicine	Faculty Development Committee	Asst. & Assoc. Prof.	Informal	One-on-one mentoring for people who are intending to go up for promotion in the current year's cycle.	No	No	No

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Gynecology/Obstetrics							
Hematology/Medical Oncology	Vice Chair and Associate Vice Chair of Faculty Development	Asst. & Assoc Prof	Formal Mandatory	Faculty are paired with two faculty members, independent of their mentor and are asked to meet with their career development committee twice per year to review career goals/objectives, promotion trajectory, and mentoring.	No	No	
Human Genetics	Faculty Development Committee and Individual Mentoring Teams	Junior faculty	Formal and informal voluntary	Each junior faculty member is encouraged, but not required, to set up a mentoring team of 2-3 faculty of their choosing from the SOM (DOHG or non-DOHG) who will help to guide their progress. Teams are encouraged to meet at least annually. As a department, we also hold faculty roundtable discussions, at least once per semester, where topics related to faculty development, recommended by the faculty, are discussed.	Yes	Yes (informal)	Yes, anonymous feedback surveys after all organized programs
Medicine	Vice chair and Mentoring Committee	Mentors and mentees (with a focus on new faculty and junior faculty)	Formal Voluntary	Centered around the importance of the mentoring relationship including, finding and selecting a mentor, maintaining and maximizing a mentor-mentee relationship, and developing mentorship-specific skills. Includes 1:1; peer mentoring and consult program.	Yes	Bi-Annual Mentorship Training Workshops and quarterly Educational <i>Mentoring Minute</i> Videos	Yes; survey and defined desired endpoints. Monthly new faculty mentorship pairing and tracking
Microbiology/Immunology							

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Neurology	Vice-chair and Faculty Development Committee	Asst. Professors	Formal Voluntary	Instructors and Assistant Professors in the department are expected to have at least one mentor (or a mentoring team) with whom they must meet at least twice a year to look at their progress and discuss faculty development.	Yes	No	Yes; survey and defined desired endpoints
Neurosurgery							
Ophthalmology	Chair and Mentoring Committee	New faculty and Junior faculty	Informal Voluntary		No	Workshops	Monthly review of awards, publications, grants
Orthopaedics							
Otolaryngology	Vice Chair and Faculty Development Committee	Mentors and mentees	Formal Voluntary	The faculty development committee strives to facilitate finding and selecting a mentor, supporting a mentor-mentee relationship, and alternate means of mentorship for those who choose a different pathway. Includes 1:1; peer mentoring and consult program.	Yes	Mentorship Training Workshops	Yes. Survey and defined desired endpoints. New faculty mentorship pairing and tracking; Quarterly review of awards
Pathology	Division facilitators	Asst. Professor	Formal	Career development, retention	No	No	No
Pediatrics	Mentorship committee	Junior faculty and new faculty	Formal	This program assists with mentor/mentee matching around: research, clinical/patient care, teaching, promotion/career development, writing/publishing, work-life balance, and leadership/management. The Pediatrics Mentoring committee will match incoming mentees with a primary and secondary mentor from our mentor	Yes	No	No

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				database. (primary = in mentee's division, secondary = outside of mentee's division)			
Pharmacology & Chemical Biology							
Psychiatry & Behavioral Sciences	Vice chair and Faculty Development Committee	Asst. & Assoc. Prof.	Formal Voluntary	Instructors and Assistant Professors in the department are expected to have at least one mentor. Peer mentorship is another avenue for fostering the success and wellbeing of junior faculty. Individuals interested in joining a peer mentoring group should contact the Assistant Vice Chair for Faculty Development for New Initiatives to express interest in joining a peer group.	Yes	Guidelines, bi-annual faculty development seminars	Yes
Radiation Oncology	Chair	Junior faculty	Formal Voluntary	Assistant Professors in the department are expected to have at least one mentor Faculty members can choose their mentor. Both mentor and mentee are asked to track clinical, scholarly, and educational projects during annual reviews	No	No	Yes
Radiology & Imaging Science	Chair	Faculty <3 years at Emory	Formal Mandatory	This program pairs junior faculty members with a more senior faculty member who provides guidance on thriving in Emory Radiology. 2-year program.	No	Workshops	Yes
Rehabilitation Medicine							
Surgery	Chair; Mentorship, Advocacy &	Junior Faculty or those who	Formal Voluntary	A mentor is identified by new faculty within the first 6-12 months of hire. Chosen based on faculty's	Pending	Yes, informal	Pending

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	Coaching Committee	request a mentor		career needs and aims. The MAC Committee can assist with finding specialized mentors at Emory. Mentors and Mentees both need to commit to the process and meet regularly. The MAC provides timelines and tools to mentors to assist with keeping faculty on track for promotion and supporting the career development process.			
Urology							