Maximizing Your Mentoring Relationships
Faculty Development Day 2012

Mitchell D. Feldman, MD, M.Phil.
Professor of Medicine
Associate Vice Provost, Faculty Mentoring

Bruce Miller, MD
Professor In Residence, Departments of Neurology & Psychiatry
Director, Memory and Aging Center (MAC)
2012, Recipient of the Academic Senate Distinction In Mentoring Award

William B. Shore, MD, FAAFP
Professor, Clinical Family and Community Medicine
Director Medical Education Program Development-Dept. Family and Community Medicine

Tracy Weitz, PhD
Associate Professor, Department of Obstetrics, Gynecology & Reproductive Sciences
Director, Advancing New Standards in Reproductive Health (ANSIRH)
2012, Recipient of the Academic Senate Distinction In Mentoring Award

Copyright © Mitchell D Feldman, MD, MPhil.
Session Agenda

- Introductions
- Brief Overview of Faculty Mentoring at UCSF
- Small group discussion: “How to maximize your mentoring relationships.”
  - Investigator tracks
  - Clinical/Clinical Educator tracks
- Group Recap
- Final tips from the panel
What is a Mentor?

COACH

ADVISOR

TEACHER

CONSULTANT

MANAGER

COUNSELOR

GUIDE

ROLE MODEL
What is Mentoring?

Levinson DJ: “The Seasons of a Man’s Life”.  
New York, Alfred A Knopf, 1978

• The mentoring relationship is “one of the most complex and developmentally important” in a person’s life.

• The mentor will . . . “assist and facilitate the realization of the dream.”
Mentoring is

“A dynamic, reciprocal relationship in a work environment between an advanced career incumbent and a beginner aimed at promoting the development of both.”

Mentor as Role Model

- A person considered as a standard of excellence to be imitated (Wright, et al)
Mentor as Teacher

- Educate mentee about research content and methods
- Clinical/teaching skills
- How things work
- How to succeed
Mentor as Superhero

• Protector
  – To protect = Protogére

• Advocate

“Mentor can manipulate the world around him with his mind.”
Mentor as Advisor and Guide

• ‘a trusted counselor or guide’
• Self reflection and value clarification
A Mentoring Team: 3 Key Mentors

- **Career Mentor**: Responsible for overall career guidance and support for their mentee.

- **Research (Scholarly) Mentor**: Responsible for developing the creative and/or independent research careers of their mentees. Unlike the career mentor, the scholarly mentor *must* have expertise in the mentee’s area of scholarship and help provide resources to support the mentees work.

- **Co-Mentor/Clinical Mentor**: Works with the mentee and scholarly mentor to provide specialized content area or methodological expertise.
Creating a Mentoring Culture at UCSF

- All junior faculty should have a career mentor
- Mentoring Facilitators oversee mentor/mentee pairs
- Mentoring counts in advancement and promotion at UCSF

FACULTY MENTORED: [List all; list the current position of the faculty mentored; list dates; describe Mentoring role, e.g. assigned faculty Mentor, informal career advisor, personal advisor, research/grant review, etc.]

<table>
<thead>
<tr>
<th>Dates</th>
<th>Name</th>
<th>Position while Mentored</th>
<th>Mentoring Role</th>
<th>Current Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>1995-2000</td>
<td>Jane Doe PhD</td>
<td>Asst. Prof.</td>
<td>Academic and Research Collaborator/Advisor</td>
<td>Assoc. Prof., Bioch., UCSF</td>
</tr>
<tr>
<td>1999-2001</td>
<td>James Jones MD</td>
<td>Assoc. Prof.</td>
<td>Reviewed grant application</td>
<td>Assoc. Prof., Surg, UCSF</td>
</tr>
</tbody>
</table>

- Mentoring Awards (LAMA, DIM), mentor training, evaluation of mentoring . . .
Meet the Mentor

This series features senior mentors, each leading an informal, lunchtime brown bag discussion on the topic of mentoring/professional development to promote your success as faculty at UCSF. All faculty are invited to attend. Bring your lunch and your questions, and our mentors will provide their expertise.

Registration is encouraged, but drop-ins are welcome. To register, please visit http://academicaffairs.ucsf.edu. For more information, contact Abby Draper at abigail.dрапer@ucsf.edu or Mitchell D. Feldman, Associate Vice Provost, Faculty Mentoring, at mitchell.feldman@ucsf.edu. Read more about the UCSF Faculty Mentoring Program at http://academicaffairs.ucsf.edu/ccsf/faculty mentoring_program.php.

H. Carrie Chen, MD, MS Ed
Professor, Clinical Pediatrics
Abraham Rudolph Endowed Chair in Pediatric Education
Director, Health Professions Education Pathway

Tuesday, October 2 / Noon – 1:00 pm / Parnassus, Room S-171
>>> Ask a clinician educator your questions about building a career in health professions education.

Tracy Weitz, PhD, MPA
Associate Professor, Department of Obstetrics, Gynecology & Reproductive Sciences
Director, Advancing New Standards in Reproductive Health (ANSIRH)
Recipient, 2012 Academic Senate Distinction in Mentoring Award

Tuesday, November 13 / Noon – 1:00 pm / Parnassus, Room S-175
>>> Ask a recipient of the 2012 UCSF Distinction in Mentoring Award your career and mentoring questions.

Sally J. Marshall, PhD
Vice-Provost, Academic Affairs
Professor, Department of Preventive and Restorative Dental Sciences
Recipient, 2011 Lifetime Achievement in Mentoring Award

Monday, January 7 / Noon – 1:00 pm / Parnassus, Room S-172
>>> Ask a vice-provost and Lifetime Achievement in Mentoring Award recipient your questions about advancement and promotion.

Michael D. Cabana, MD, MPH
Professor, Department of Pediatrics, Epidemiology & Biostatistics
Chief, Division of General Pediatrics; Principal Investigator, UCSF Pediatric AsthmaNet Research Center
Recipient, 2010 UCSF Harold S. Luft Award for Mentoring in Health Services and Health Policy Research
Recipient, 2006 Academy Health Nourrirs Child Health Services Research Award

Thursday, February 14 / Noon – 1:00 pm / Laurel Heights, Room 263
>>> Ask your questions about building a career in clinical and health services research.
National Mentoring Month: JANUARY 2012

Join the Chancellor’s Council on Faculty Life (CCFL) for a series of January events promoting faculty mentoring at UCSF – in honor of Kevin Mack, MD, MS

All members of the campus community are invited to attend. Registration strongly encouraged. For more information, visit http://academicaffairs.ucsf.edu or contact Abby Draper at abigail.draper@ucsf.edu

Monday, January 9

KEYNOTE LECTURE
12:30–2 p.m. / Parnassus N-225

Mentoring of Value: Inspiration from Kevin Mack, MD, MS
Heileen Loeser, MD, MSc, will lead an interactive presentation on the value of mentoring.
Amin Azzam, MD, MA, will open this discussion with his reflections on the lasting influence of Kevin Mack as a great mentor. Drawing from the inspiration of Kevin, this session will provide for lively discussion and participation. All are welcome.
Heileen Loeser, MD, MSc; Amin Azzam, MD, MA

>> Register at http://academicaffairs.ucsf.edu

Tuesday, January 3

Workshop / 1–5 p.m. / Parnassus N-517

Educational Scholarship:
Reading and Writing in Medical Education
Learn how to present your research, to choose an education journal appropriate for your manuscript, and to critically examine education research articles.
Pati O’Sullivan, EdD; Kevin Souza, MS;
Peggy Tahir, MLS, MA

>> Register at http://medschool.ucsf.edu/workshops/

Thursday, January 12

Faculty Workshop / 12–1:30 p.m. / Parnassus
UCSF Library 2nd Floor, Room 221/222

Mentor Training Workshop:
Teaching Observation Program (TOP)
Learn how to mentor your peers about teaching: practice observation and evaluation skills, discuss the principles of teaching mentorship, and learn how to conduct a supportive and effective feedback conversation.
Katherine Hyland, PhD; Kathleen Land

>> Register at http://academicaffairs.ucsf.edu/

Wednesday, January 25

Workshop / 10 a.m.–12 p.m. / Parnassus N-729
Exploring Strategies for Funding Medical Education Research
Learn from a panel of funded medical education researchers and former agency representatives about their experiences and about tools for automating searches for funding and education research.
Christy Boscardin, PhD; Bridget O’Brien, PhD

>> Register at http://medschool.ucsf.edu/workshops/

Thursday, January 26

Postdoc Workshop / 12–1:30 p.m. / Mission Bay
Genentech Hall, Room N-114
Speed Mentoring for Postdocs
A fun, fast-paced event in which postdocs will have several ten-minute, one-on-one mentoring sessions with a variety of expert mentors, who will share invaluable advice on topics such as career strategies, work-life balance issues, grant writing, and more. (Registration is required.)

>> Register at http://tiny.ucsf.edu/p-mentorevent

Thursday, January 26

Panel Discussion / 3:30–5 p.m. / Parnassus
UCSF Library, 2nd Floor, CL 220/223
Coaching for Clinician Educators:
Perspectives from the Coaches and the Players
Learn from distinguished faculty of clinician-educators about mentoring and how their role as both mentor/mentee has impacted their professional development.
Tina Brock, BSPharm, MSPH, EdD; Barbara J. Burge, RN, PhD, FAAN; H. Carrie Chen, MD, MSEd; Peter Loomer, DDS, PhD; and Renee Navarro, PharmD, MD, and Vice Chancellor of Diversity and Outreach

>> Register at http://academicaffairs.ucsf.edu/

Tuesday, January 31

Faculty Workshop / 12–1 p.m. / Parnassus S-174
Resources for Mentoring:
CTSI Mentor Development Program (MDP) at UCSF
Learn about resources available to mentors at UCSF, including the Mentor Development Program (MDP).
Jeanette S. Brown, MD

>> Register at http://academicaffairs.ucsf.edu/
2012 Lifetime Achievement in Mentoring Award

Arthur Weiss, MD, PhD
Ephraim P. Engleman Distinguished Professor of Rheumatology
Investigator of the Howard Hughes Medical Institute

Please join us in honoring Dr. Weiss and his outstanding contributions to faculty mentorship at UCSF.

Dr. Weiss is the Ephraim P. Engleman Distinguished Professor of Rheumatology in the UCSF Department of Medicine. He has been a member of the UCSF faculty and served as investigator of the Howard Hughes Medical Institute since 1985. Dr. Weiss was Division Chief of Rheumatology at UCSF for over 20 years. Dr. Weiss is a leader in the field of signal transduction in the immune system, focusing on the roles of tyrosine kinases and phosphatases in regulating lymphocyte activation. Through his career, he has been an active mentor to UCSF undergraduate students, postdoctoral fellows and junior faculty. Dr. Weiss's mentorship has placed numerous individuals in leadership positions in academia, industry and clinical care. He is a Member of the National Academy of Sciences, Institute of Medicine and a Fellow of the American Academy of Arts and Sciences and of the American Academy of Microbiology.

For additional information, please contact: Mitchell D. Feldman, MD, Mphil, at mfeldman@medicine.ucsf.edu or Abby Draper at abigail.draper@ucsf.edu

Award Ceremony and Reception
Wednesday, June 20, 2012
3:00 – 4:30 pm
Faculty Alumni House
745 Parnassus Avenue

RSVP AT: www.surveymonkey.com/s/NP2GVHP

Copyright © Mitchell D Feldman, MD, MPhil.
Mentor Consultation Service

Driving Excellence in Mentoring at UCSF

Mandana Khalil, MD, director of CTSI's Mentor Consultation Service

August 11, 2012

Free, confidential mentoring advice available for all UCSF researchers

By Kate Rauch

Because mentoring fosters a culture of wisdom-sharing—from experienced academics to those at earlier stages in their careers—it is increasingly recognized as a vital service at UCSF.

Mentors can help in myriad ways, from offering pragmatic career planning to helping mentees link to

Copyright © Mitchell D Feldman, MD, MPhil.
Mitchell D. Feldman, MD, MPhil

Title: Professor of Clinical Medicine
School: UCSF School of Medicine
Department: Medicine
Address: 1645 Divisadero
San Francisco, CA, 94113
Telephone: 415-514-5851
Fax: 415-514-5855
Email: mfeldman@medicine.ucsf.edu

Who is Connected to Mitchell Feldman?
Discover Similar Researchers
Explore Co-Author

Narrative
HONORS AND AWARDS:
2011 – 2012 Fulbright Research Scholar, Kyoto University, Japan
2010 Excellence in Research, Crede Award, DGIM, Nominee

Websites
- Clinical Profile at UCSF Medical Center
- UCSF Division of General Internal Medicine Profile

Keywords
- Editorial Policies
- Mentors
- Internal Medicine
- Universities
- Primary Health Care

Co-Authors
- Brown, Jeanette
- Huang, Laurence
- Kartik, Lach
- Lee, Kathryn
- Tice, Jeffrey

Similar People
- Bodenheimer, Thomas
- Powe, Neil
- Auerbach, Andrew
- Waclter, Robert
- Lo, Bernard
- Grumbach, Kevin
- Vlahov, David
- Hauer, Karen
- Reeves, Scott
- Dracup, Kathleen

Same Department
- Verman, Alan
- Benowitz, Neal
- Matthy, Michael
Faculty Mentoring

As Associate Vice Provost, Faculty Mentoring at UCSF, he is charged with leading the Faculty Mentoring Program (FMP) for all UCSF faculty across all schools. An essential component of this responsibility is the evaluation and dissemination of the program. Over the past 2 years he has extensively surveyed the mentoring literature, created a “Mentoring Toolkit” and conducted numerous lectures and workshops to enhance the understanding and skills of mentors and mentees. With Jeanette Brown, MD, he designed and is helping to lead the innovative CTSI mentor development program for clinical translational research “mentors in training”. For the UCSF research enterprise to thrive, it is essential that we train and support mid-level faculty mentors who will guide the next generation of clinical and translational scientists.

Available to Mentor as: (Review Mentor Role Definitions):
- Career Mentor
- Co-Mentor
- Lead Research / Scholarly Mentor
- Project Mentor

Contact for Mentoring:
- Email (see above)

Learn about the Faculty Mentoring Program and the CTSI Mentor Development Program.

Global Health Experience

Japan

Source: UCSF International Database. For more information, email: php-cts@ucsf.edu

Publications

Publications listed below are derived from MEDLINE/PubMed. The automated process used emphasizes accuracy but not completeness. You can make corrections and additions yourself, or contact us for help.

Clinical and Translational Science Institute / CTSI
at the University of California, San Francisco

CTSI Mentor Development Program

http://accelerate.ucsf.edu/training/mdp-announcement
Thank You
Small Group Discussion

• 2-3 groups -- is your primary focus research? Clinical / education?
• Brief introduction from facilitators: Tips for mentees-how to find and work most effectively with a mentor; and/or tips on how to be a more effective mentor.
• One person in each group please serve as scribe.