

# Roadmap to Mentoring

## Sample Timeline For 1st Year Faculty Position

### AUG-SEPT

- Identify your interests - explore your academic interests and short-term and long-term goals. Identify which of the academic paths most resonates with those goals ([PATHs](#)).
- First Faculty Meeting - meet colleagues, identify those with similar academic goals and clinical interests.
- Research potential mentors on Emory's DOM website, pubmed, NIH reporter, etc.

### OCT-NOV

- Complete your Individual Development Plan, set timelines for goals/outcomes
- Reach out to potential mentor(s) and set up introduction meetings.
  - Come prepared with your updated CV and [Individual Development Plan](#)
  - Formalize the mentor-mentee relationship
  - Develop a plan for achieving goals and timeframe for the next meeting
  - Set reasonable expectations using a [Mentor/Mentee Agreement](#)
- Reach out to service chief or division director if you cannot identify a mentor

### DEC-MAR

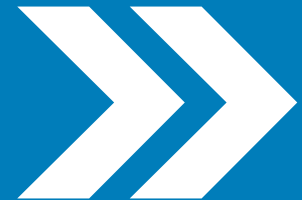
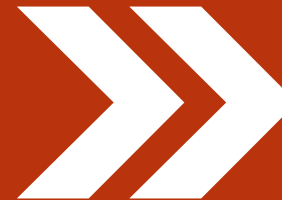
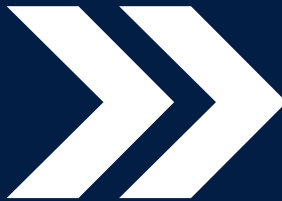
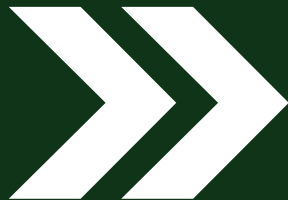
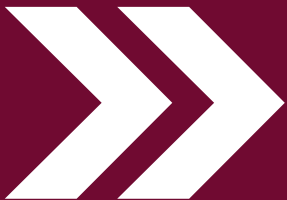
- Meet with your new mentor(s) as per your agreed on schedule
- Attend the DOM Mentee Training Workshop in February

### APR-MAY

- Complete your [Mentoring Worksheet](#), update your CV
- Continue to meet with your mentor to discuss obstacles and strategies to overcome obstacles

### MAY-JUNE

- Re-evaluate your mentoring relationships - are you satisfied?
- Career Conference Performance Review meeting with Division Director opportunity to discuss mentoring relationships



## Roadmap to Mentoring

*“Having a good mentor early in your career can mean the difference between success and failure in any field” -Nature’s guide for mentors, June 2007*

- New Faculty Resources
  - [Emory DOM Mentoring Website](#)
    - Identify divisional mentoring facilitators and site-specific peer mentoring champions
    - Stay up to date on mentoring initiatives
  - [Faculty Development Website](#)
    - Stay up to date on faculty development workshops and conferences
    - Review promotion guidelines and timelines
  - [VA Mentor and Research Tool Kit](#)
- What is a mentor?
  - An experienced, highly regarded, empathetic person (mentor) who guides another individual (mentee) in the development and re-examination of his or her own ideas and learning as well as personal and professional development
- What types of mentors should I seek?
  - Mentoring Team (1-3 faculty members in any of the categories below)
    - Career Development Mentor
      - Cares about your career and success
      - Provides guidance after listening to your goals
      - Helps you set goals and timelines to meet those expectations
      - A connector who can help you make key connections
      - Provides honest, constructive feedback
      - Provides support during tough times
    - Life Coach Mentor
      - Helps balance the conflicting demands of work, family and outside activities
    - Research/Clinical Content Mentor
      - Knows content area well enough to advise you on what has or has not been previously studied
      - Successful grant recipient
      - Successful author who can constructively critique your papers
      - Has enough time to meet and support you
    - Quality Improvement Mentor
    - Medical Education Mentor
  - Peer Mentoring – Emory DOM Site specific peer mentoring groups
    - **EUHM** (Karima Benameur)
    - **Grady** (Lakshmi Tummala and Malavika Kapuria)
    - **VA** (Meena Prasad and Sheryl Caberto)
    - **EUH Research** (Kiyoko Takemiya and Jinhu Wang)
    - **EUH** (Kelly Kaysen and Jabeen Taj)
    - **ESJH, EJCH and EDH** (Thara Vidyasagaran and Maha Sulieman)

- How can a mentor help me?
  - Networking: social and professional
  - Career path guidance: teaching, service, research
  - Advocate: Leadership, public speaking, and committee opportunities
  - Research: IRB protocol development, grant writing, finding funding, managing staff, increase scholarship
  - Specific skills: clinical, procedural, research, teaching, feedback
  - Work-life balance: Clarify personal goals/interests, increase personal fulfillment and confidence
  
- How can I be an effective mentee?
  - Complete an Individual Development Plan, reassess annually
  - Be open to feedback and self-improvement
  - Take the initiative, bring goals and ideas to the table
  - Complete tasks on time
  - Be persistent and resilient to overcome challenges/barriers to your goals
  - Value balance in life to help avoid burn-out