

Effective Mentoring:

A Faculty Development Course for Mentors

Sponsored by: CHADD

Consortium of Harvard Affiliated

Centers and Offices for

Faculty Development and Diversity

***Harvard Clinical and Translational Science
Center***



Course Objective - 1



1. **To improve our mentorship skills by reviewing the:**
 - **Benefits**
 - Win-win opportunity
 - Intellectual heirs
 - Career advancement
 - **Pitfalls**
 - Transparency
 - Time commitment
 - Goals of the mentor may not be the goals of the mentee
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Course Objective - 2



2. **To introduce you to the directors and resources at each hospital**
 - **Centers/Offices for Faculty Development**
 - **Staffed with a Director, Assistants**
 - **Provide counseling and information**
 - **Educational directives/courses/seminars**
 - **Promotion process/Career advice**
 - **Ombuds services/Negotiations**
 - **Salary assistance/contracts**
 - **General assistance**
 - **Interface between faculty and administration**
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Faculty Development Directors



- **BIDMC**

- *Rosemary B. Duda, MD, MPH*

- **BWH**

- *Barbara Bierer, PhD; Anthony Whittamore, MD*

- **CHB**

- *S. Jean Emans, MD*

- **DFCI**

- *Gloria Sorenson, PhD*

- **MGH**

- *Nancy Tarbell, MD*
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Course Objective - 3



3. **To increase your awareness of the resources at HMS**
 - **Academic and Clinical Affairs**
 - **Office of Faculty Affairs**
 - **HMS Promotion Process**
 - **Ombuds services – Linda Wilcox**
 - **Harassment**
 - **Negotiations**
 - **Scientific Integrity**
 - **Authorship**
 - **Women's careers**
 - **Underrepresented Minority faculty programs**
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HMS Leadership



Deans at Harvard Medical School

- **Dean of the Harvard University Faculty of Medicine**
- **Dean of the Harvard School of Dental Medicine**
- **Dean for Faculty and Research Integrity**
- **Dean for Medical Education**
- **Executive Dean for Administration**
- **Dean for Faculty Affairs**
- **Dean for Education**
- **Dean for Operations and Business Affairs**
- **Dean for Clinical and Translational Research**
- **Dean for Students**
- **Dean for Resource Development**
- **Dean for Diversity and Community Partnership**
- **Dean for Academic and Clinical Programs**
- **Faculty Associate Deans**
- **Administrative Deans**
- **Council of Academic Deans**

<http://hms.harvard.edu/public/deans/index.html>

Course Objective - 4



4. **To provide specific information important for mentoring:**
 - **Clinical faculty**
 - **Teaching faculty**
 - **Research faculty**
 - **Residents**
 - **Fellows**
 - **Medical students**
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Details

- **Pre-course assessment of your mentorship skills**
 - **Lunch and break out sessions**
 - **Post-course assessment of your mentorship skills**
 - **Evaluations**
 - **CME certificates**
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