

" New" Early Career Faculty Mentoring Program



PHASE 1: Define Your Mentoring Needs

1. **Self Assessment:** Identify your academic needs and goals → Complete the DOM Mentoring Survey!
 - ✓ Do you want a mentor?
 - ✓ What type of mentoring do you need?
 - 1:1 (mentor-mentee pairing)
 - Cross-Divisional Mentoring
 - Peer Group Mentoring
1. Complete the Individual Development Plan

PHASE 2: Matching and Mentoring Activities

- 1:1 Mentor-Mentee Pairing
- Cross-Divisional 1:1 Pairing
- Peer Mentoring Group Introduction

Introduction of Mentee to Mentor

Mentor & Mentee meeting:

- Print and fill out the *Mentor/Mentee Agreement*
- Set Responsibilities
- Set Frequency of Meetings – every 3-4 months depending on the needs



PHASE 3: Program Evaluation & Renewal Activities

1. **Mid-Year Review:**
Assess progress toward established goals
2. **1 Year Renewal Meeting:**
Discuss continued mentorship
3. **Annual CCPR Meeting:**
Discuss mentoring relationship and ongoing needs at your annual Career Conference Performance Review (CCPR)

Helpful Tip!
Update your CV to the School of Medicine format