

Department of Medicine Early Career Mentoring Program

Are you an early career faculty member looking to navigate the challenges of academia? Our new mentoring matching program is here to support you! Connect with experienced mentors who can provide guidance, share insights, and help you achieve your professional goals. Whether you need advice on research, teaching, or career development, our program is designed to foster meaningful connections and empower you to succeed.

How It Works!

1. **Complete Mentoring Needs Assessment:** Complete a brief mentoring needs assessment so we know what you need.
2. **Matching:** Based on your assessment, we will match you with a mentor whose expertise aligns with your goals.
3. **Initial Meeting:** Meet your Mentoring Champion through an introductory session to discuss your objectives to assist with identifying possible mentors to best fit your needs.
4. **Mentor-Mentee Meeting:** Meet your mentor through an introductory session to discuss your objectives and establish a mentoring plan.
5. **Ongoing Support:** Engage in regular meetings with your mentor, either virtually or in-person, to receive continuous support and guidance. Depending on your needs, the frequency of these meetings will be up to you and your mentor.
6. **Feedback & Evaluation:** Provide feedback on your mentoring experience to help us improve the program and ensure it meets your needs.

Program Duration: The mentoring program is designed to span one academic year (October 1, 2025 through September 30, 2026), allowing for sustained, meaningful interactions and progress towards your professional goals. If both parties agree, the mentoring relationship can be extended beyond the initial period to continue fostering growth and achieving goals.

Eligibility: The program is open to all early career faculty members who are within the first year of their academic appointment.

Why should you do it?

- **Personalized Guidance:** Receive tailored advice and support from experienced mentors who understand the unique challenges of early career faculty.
- **Professional Development:** Enhance your skills in research, teaching, and career planning through one-on-one mentoring
- **Networking Opportunities:** Build a strong professional network by connecting with mentors and other early career faculty members.
- **Goal Achievement:** Set and achieve your professional goals with the help of a mentor who can provide accountability and encouragement.
- **Confidence Building:** Increase your confidence in navigating the academic landscape with the support and guidance of a seasoned mentor.
- **Feedback and Improvement:** Receive constructive feedback on your work and professional approach, helping you to continuously improve.
- **Flexibility:** Benefit from a program that can be tailored to your specific needs and extended if both parties agree.

Give us feedback!

Providing feedback during the program is straightforward and encouraged to ensure the best experience for everyone involved. Here's how you can do it:

- **Regular Check-Ins:** During your regular meetings with your mentor, you can discuss any concerns or suggestions you have. Open communication is key to a successful mentoring relationship.

- **DOM Office of Faculty Development:** You can reach out directly to the DOM Faculty Development Program Coordinator, [Bevin Pascual](#), or Vice-Chair of Faculty Development, [Sushma Cribbs](#), at any time. We are here to support you and can address any issues or concerns you might have. Your feedback is invaluable in helping us improve the program and ensure it meets your needs. Don't hesitate to share your thoughts!

What if it's not working?

If the program isn't working for you, we want to ensure you still get the support you need. Here are some steps you can take:

- **Communicate:** Reach out to your mentor or the program coordinator to discuss any issues you're facing. Open communication can often resolve misunderstandings or misalignments.
- **Feedback:** Provide detailed feedback about your experience. This helps us understand your concerns and make necessary adjustments.
- **Re-Matching:** If the mentor-mentee pairing isn't a good fit, we can re-match you with a different mentor who might better align with your needs and goals.
- **Exit Option:** If you feel the program isn't the right fit for you, you can opt to exit the program. We will still provide you with resources and support to help you continue your professional development independently.

If you decide to exit the program, we want to make the process as smooth as possible for you. Here's what you can expect:

- **Notify the Program Coordinator:** Inform the program coordinator of your decision to exit. You can do this via email to bevin.denise.pascual@emory.edu
- **Exit Survey:** You may be asked to complete a brief exit survey to provide feedback on your experience. This helps us understand your reasons for leaving and improve the program for future participants.
- **Wrap-Up Meeting:** If possible, have a final meeting with your mentor to discuss your decision and wrap up any ongoing discussions or projects.

Your satisfaction and professional growth are important to us, so please feel free to reach out if you have any concerns or need further assistance!