Faculty Career Development

Mentorship
Goals & Objectives

• Why Mentorship is Important
• Differences Between Mentor/Coach/Sponsor/Connector
• The Mentor-Mentee Program (MMP) (Departmental)
• More Detailed Information
• To Whom Should I Talk Regarding the MMP?
Why Mentorship is Important

“Mentorship for academic clinicians is critically important. Academic clinicians who get mentored have been demonstrated to get more peer-reviewed research grants; to publish more papers in refereed journals; to get faster academic promotion; to be more likely to stay at their academic institutions; to report greater belief in their own ability to accomplish specific academic goals and tasks; to report greater career satisfaction”

Differences Between Mentor / Coach / Sponsor / Connector

• "To put it simply, the mentor guides, the coach improves, the sponsor nominates, and the connector empowers, but always the mentee benefits." - Chopra et al. JAMA Internal Med. 2018

• More details: https://www.academicprofessionaldevelopment.org/basics
The Mentor-Mentee Program (MMP) (Departmental)
https://www.academicprofessionaldevelopment.org

• The Pitt/UPMC Department of Anesthesiology and Perioperative Medicine initiated a formal Mentor-Mentee Program (MMP) in 2020

• First Year
  • You will be assigned to onboarding mentors
  • You will select up to three (3) faculty mentors at the end of the first year and engage in two years of MMP activity

• Second year and beyond
  • Meet with mentors at least every two (2) months
  • At the end of the academic year (June 30), you and your mentor will complete your performance review
More Detailed Information

Grand Rounds Lecture: Mentoring in Academic Medicine

Erika Friehling, MD
Associate Professor
Department of Pediatrics
University of Pittsburgh School of Medicine

• https://www.academicprofessionaldevelopment.org/guides
• https://pitt.hosted.panopto.com/Panopto/Pages/Viewer.aspx?id=6e31d673-95c6-46d6-8153-ab6f001b1315
To Whom Should I Talk Regarding the MMP?

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