Mentoring

High priority topics to address in intra-departmental sessions in the first year:

1. Prior to your first meeting with a mentee, ask to review their CV
2. In the first meeting, discuss the mentee’s background and their goals for the next 3-5 years
3. In the next several sessions, help the mentee develop a preliminary five-year plan that addresses their clinical, research, educational and service goals.
4. Make sure that the mentee knows when they are likely to come up for promotion, which track they are in and that they know what they need to do to be promoted
5. Help the mentee find resources in the department, in national professional societies etc.
6. If needed, suggest that the mentee find additional mentors who can help with specific issues that the two of you identify as areas of need