

## **Surgery and Urology Faculty Development and Mentoring Program**

**Participating Divisions/Departments(s):** Departments of Surgery and Urology

**Mentoring Coordinators:** Rosemary Kelly, MD; Sean Elliott, MD, MS, FACS

**Program Start Date:** January 2014

### **Program Description:**

#### **A. Program goals**

##### Mentee:

- (1) Increase satisfaction in their employment at the University of Minnesota
- (2) Decrease time to promotion
- (3) Increase likelihood of achieving his/her stated goals

##### Department:

- (1) Increase faculty retention
- (2) Improve faculty performance
- (3) Increase faculty engagement
- (4) Develop an internal pipeline of future dynamic leaders

#### **B. Process for matching mentors and mentees**

- (1) Mentees identify a senior faculty member as their mentor.
- (2) The faculty member is approached to serve as the mentor.
- (3) The expectations are outlined.
- (4) The mentee and mentor sign formal mentoring commitment agreements.
- (5) The mentee completes an Individual Development Plan.
- (6) Quarterly meetings are established to review IDP progress.

#### **C. Program structure**

The Faculty Development and Mentoring Program for the Departments of Surgery and Urology is focused on the individual needs of the junior faculty member. To optimize career and personal success, a three-tiered support system was created that includes a senior mentor, an executive coach, and a professional development lecture series.

- Expectations for mentees:
  - Outline vision and career goals with mentor by using the IDP
  - Meet quarterly with mentor
  - Meet with executive coach through teleconferencing to implement IDP
  - Determine timeframe to accomplish IDP with coach and mentor
  - Attend monthly lecture series
  - Fund a portion of the executive coach expense
- Expectations for mentors:
  - Outline vision and career goals with mentee by using the IDP
  - Provide support and fellowship for mentee
  - Meet quarterly with mentee
  - Serve as sponsor, locally and nationally

- Types of activities included in the program:
  - Five lecture series topics
  - Develop peer relationships at monthly lecture series
  - Executive coaching
- Specific ways the mentoring coordinator and staff supported the work of mentors/mentees:
  - Formalize mentor commitment (contract) and identify mentor
  - Financially support coaching
  - Arrange lecture series speakers and locations
  - Obtain feedback regarding the program from mentees and mentors
- Adaptations made in year 1 or planning to make in the future:
  - Clarify the financial contribution from department and mentee for coaching
  - Consider in-person coaching rather than teleconferencing
  - Expand peer mentoring opportunities
  - Expand lecture series topics
- Resources needed to implement the program:
  - Financial support for executive coaching
  - Identification of appropriate lecture series speakers
- Outcomes and challenges:
  - Improved mentor/mentee commitment to career planning
  - More successful implementation of IDP with support of an executive coach
  - Improved awareness of the need to commit time to professional development
  - Identified a need to improve mentoring skills of senior faculty
- Plans for continuation, sustainability
  - Contract with an executive coaching firm
  - Identify junior faculty at critical promotion time points to receive executive coaching
  - Formalize a junior faculty lecture series to facilitate peer support within department.
  - Engage senior faculty mentors and improve mentoring effectiveness

***D. Contact for more information***

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