To conduct a pilot mentoring program at the departmental and institutional levels to establish an enriching mentoring program for MGH faculty by strengthening faculty development and satisfaction, establishing relationships, fostering camaraderie, encouraging advocacy and creating new opportunities.

**OBJECTIVE**

**METHODS**

Matching was done at the department level.

**MATCHING CRITERIA**

- **Career Advice**
- **Research**
- **Promotion**
- **CV Development**
- **Teaching**
- **Curriculum Development and Evaluation**
- **Assisted Fellow/Teaching and Evaluation**
- **Work/Life Balance**
- **Time Management**
- **Other**

Provided systematic training, which included three formal sessions for faculty participants. The sessions were held over a ten-month period with participant outcomes in between. In addition, each mentoring pair was encouraged to meet every 4-6 weeks during the pilot program.

**PROGRAM TIMELINE**

The initial session was used to set expectations and to complete a Mentoring Action Plan.

**ACTION PLAN**

- **Expectations**
  - What are the specific outcomes that are desired from this relationship?
  - At the conclusion of this relationship, will we know if it has been successful?
  - Time Management:
    - How will we allocate sufficient time to meet our needs?
    - How do we protect this time and other interests in our daily lives?
  - Guiding and Boundaries:
    - Who are the mentors and mentees we will be bringing to the relationship?
    - How do we protect the confidentiality of the relationship?
  - Strategies for Addressing Blending Blocks:
    - What obstacles might we encounter?
    - What process should we have in place to deal with them as they occur?
  - Communication Patterns:
    - How do our work and life active interests in our interactions with one another?
    - Based on our individual communication styles, how do we plan to continue this relationship?
  - Goals (3x):
    - What skills to achieve goals?
    - How will goals be achieved?
    - Timeline for each goal

At closing session, pairs were asked to contemplate development network or constellation of support:

**BUILDING A CONSTELLATION OF SUPPORT**

Pairs were also asked think about how to close out the relationship using the following options:

- **GOOD BYE CLOSING CONVERSATION OPTIONS: ReDeFiNe**
  - Regular/Routine Mentoring Meetings
  - Disseminated/Distributed Mentoring Meetings
  - Focused Mentoring Meetings
  - No Mentoring Meetings

Interviews were conducted to obtain program and relationship feedback. Listed below are the top five items that worked well in the mentoring relationships:

Since the conclusion of the formal program, participants have communicated that they:

- Will continue to meet after program: 70%
- Will not continue to meet after program: 7%
- Not reported: 13%

**RESULTS**

Due to program results, several potential options could be offered to deliver this program hospital-wide.

**POTENTIAL OPTIONS FOR MENTORING PROGRAM**

- In response to participant feedback, sessions could be more frequent, shorter in duration and provide additional dedicated mentor-mentee meeting time. Initial kick-off session would remain two hours.
- In addition to the sessions, there will be outreach to participants between each session, including distributing materials at key points in the program, soliciting feedback, and providing relationship coaching and other support as requested.
- For continuous improvement, the Center for Faculty Development will work with departments to customize the mentoring program for specific needs.

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