

Department of Family and Community Medicine Faculty Mentoring Plan

The Department of Family and Community Medicine (FCM) recognizes the importance of faculty mentorship for career development and retention. In FCM Senior faculty are paired with junior faculty within the department to assure that faculty have a primary mentor in FCM. Prior to granting a faculty title, an initial written mentoring plan is created which includes initial mentors assigned to the faculty member, and the goals to be met under the direction or guidance of mentors. Mentors and mentees are encouraged to meet to initially assess faculty needs for faculty development and to facilitate promotion and tenure. Mentees and mentors are encouraged to meet regularly, and mentor/mentee pairs may be reassigned as the faculty mentee's needs and desires for faculty development and mentorship change.

Mentors are asked to facilitate participation in professional activities (regional, state, national), encourage submission of abstracts, publications, grant, and help with development of research ideas and write manuscripts based on the faculty member's scholarly activities which may be focused on clinical care, teaching, or research. The department's mentoring plan is intended to encourage and support the faculty member's professional growth and development.