The Goal of Faculty Mentoring

There are many goals of a mentoring program. Commonly, mentoring programs for research or clinical track faculty are designed to provide career advice to junior faculty to enhance their chances of career success and result in advancement and promotion. Topics that may be covered include: maximizing advancements in scholarship, having success in obtaining external funding, improving teaching, and excellence in service. More senior faculty can offer information and assistance not only by providing advice about one’s area of scholarship, but by:

- Provide junior faculty members with active and ongoing advice and counsel regarding professional directions, decisions, and plans
- Provide feedback and critical review of the mentee’s academic progress in the department and the College of Medicine – Phoenix
- Helping to foster important connections and visibility
- Facilitating development of requisite skills (research, teaching, and/or clinical) consistent with the junior faculty member’s career path
- Fostering qualities and academic accomplishments that will allow the junior faculty member to become an effective mentor and leader in the College of Medicine - Phoenix

Junior and senior faculty alike should consider these topics for their discussions:

- How to navigate department and institution
- Grant sources; strategies for funding
- Publishing outlets and processes
- Teaching
- Research
- Key conferences to attend
- Service roles inside and outside the University, including work on committees.
- Work / life balance
- Relationships to cultivate
- How to recruit students or post-doctoral fellows to your research group
- Advice about the career ladder and alternative tracks
- How to plan a career trajectory
- External visibility
- Tenure and promotion processes
- Family issues
- National sources of support
- Publishing outlets and processes