



## Northwestern University Radiology Mentoring Program (NURaMP) FAQs

### ***Which radiology faculty will be receiving paired one on one mentorship as part of this program?***

For the first year of this faculty mentoring program, mentees paired with faculty mentors will include all junior radiology department faculty within 5-6 years of starting their career, as well as any faculty who are at the Instructor or Assistant Professor rank who wish to be part of this structured mentoring program. Eventually, faculty at the Associate or Full Professor rank can also be included as mentees.

### ***Who will be mentors in the mentoring program?***

Mentors can volunteer themselves through filling out the redcap survey sent by the NUCATS mentoring consultation service. The mentoring program facilitator, with input from radiology department section heads and the chair, will also recruit additional Associate or Full Professor rank faculty to be mentors. Section heads will also serve as mentors.

### ***How will mentees be matched with mentors?***

Mentees can request specific mentors and also indicate in which areas they need mentoring either through the survey sent by the NUCATS mentoring consultation service, or by emailing the mentorship facilitator. Using these survey answers and available mentors, the mentorship facilitator together with radiology department section heads will form the mentor-mentee pairs with approval from the mentors.

### ***How long will the mentoring relationship last?***

The mentoring relationship will last for at least one year. At the conclusion of one year, the mentoring relationship will be evaluated by the mentee, mentor, mentoring facilitator, and section head to see if it should continue. The mentoring program itself will also be re-evaluated after one year to determine if adjustments are needed.

### ***How will mentors and mentees be trained?***

Training of mentor and mentees will be conducted at workshops at the start of the program. Handouts/PDFs will also be supplied via email.

### ***How will mentors and mentees schedule and structure their meetings?***

Mentor-Mentee pairs will schedule their own meetings and aim to meet approximately every 3 months, meeting at least 3 times over a year. The mentee will fill out a career development plan which can be evaluated by the mentor and can help guide the mentoring sessions. Section admins will check in with the mentor-mentee pairs periodically throughout the year, and help with scheduling as needed. The mentorship facilitator will also periodically check in with mentor-mentee pairs to see if assistance is needed.

### ***Will mentors be compensated for their time working as mentors?***

At this time, there is no compensation for mentors. However, there are many benefits to being a mentor, including an impactful addition to your CV, networking, and your own personal growth and satisfaction. Other incentives may be developed for mentors.

### ***What if I'm assigned a mentor/mentee, and the other person does not fulfill their responsibilities as outlined by the program? Or what if we just don't along, or I feel like I'm not getting what I need from the mentoring program?***

If your mentee/mentor is not fulfilling the requirements as outlined, or if the mentoring relationship is not meeting your expectations, then please contact the mentorship facilitator to discuss your concerns. The mentorship facilitator will also periodically check in with each of the mentor and mentee via email or call during the year.