

NU Radiology Mentorship Program (NU RaMP)



Mission

All Northwestern radiology faculty members feel supported in their pursuit of a satisfying and successful career.

Faculty Mentoring Program Goals

To provide all junior faculty mentees with a career mentor

Support and facilitate faculty career development through mentor/mentee pairs

To promote faculty scholarship, research, leadership, and career development

Program components

One on one paired faculty mentoring

Mentor/mentee training

Faculty development workshops

Group mentorship

Evaluation

The program and mentor-mentee pairs will be evaluated yearly

Metrics will be used to see if mentees find this program helpful to their goals and career.

Benefits of Mentoring

Benefits for Mentees

Having a mentor and receiving more mentoring functions is associated with more favorable objective (compensation, promotion) and subjective (career/job satisfaction) outcomes

Benefits for Mentors

Include developing a personal support network, information and feedback from protégés, satisfaction from helping others, recognition (including accelerated promotion), and improved career satisfaction

Why Mentoring Matters

Mentoring has been shown to:

- Promote career development and satisfaction
- Improve success of women and underrepresented minorities in academic health careers
- Enhance faculty productivity (mentoring is linked to funding and publications)
- Increase interest in academic careers
- Predict promotion in academia
- Improve self efficacy in teaching, research and professional development
- Increase the time that clinician educators spend in scholarly activities
- Lead to less work-family conflict

From UCSF mentorship toolkit

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Behaviors That Build Trust

Being a proactive listener

Cooperating with others

Openly sharing and being vulnerable

Actions are parallel to words

Accepting and non-judgmental

Authentic and true-to-self

Freely admitting mistakes and errors

Actively seeking out different perspectives

Encouraging others to succeed

Having a positive, upbeat outlook

Honoring and respecting confidentiality

Behaviors That Destroy Trust

Not paying attention to what is being said

Being competitive

Withholding and keeping people out

Acting contrary to words

Criticizing and disapproving

Acting with a hidden agenda

Blaming others for mistakes

Keeping a closed mind to new ideas

Discouraging others from taking risks

Projecting a negative perspective

Breaking confidence

Effective feedback:

- Is offered in a timely manner
- Focuses on specific behaviors
- Acknowledges outside factors that may contribute
- Emphasizes actions, solutions or strategies

Effective Feedback from Mentee:

- Whether the advice or guidance you offered was beneficial and solved an issue
- Whether the mentor communication style and/or actions facilitate a positive mentoring experience
- Whether the mentor communication style and/or actions create challenges to a positive mentoring experience

Effective Feedback to Mentee:

- Mentee strengths and assets
- Areas for growth, development and enhancement
- Harmful behaviors or attitudes
- Observations on how your mentee may be perceived by others

From UCSF mentorship toolkit

Mentee Strategies to Achieve Mentoring Objectives

Use the questions below to appraise your objectives:

Specificity

- Have you identified a specific objective for the partnership?
- Are your objectives definite and precise?

Measurability

- Are your objectives quantifiable in nature?
- Have you decided how to measure success?

Work Plan

- Do you have an action plan to achieve your objectives?
- Have you considered the outcome of achieving your objectives?

Reality Check

- Are your objectives realistic given the circumstances?
- Have you determined a completion date?
- Is your timeline realistic?
- Will you need additional resources or tools to be successful?

The Mentor's Role

- Will your objectives require your mentor to provide you something other than guidance?
- How can your mentor be most helpful to you?

Mentee Dos and Don'ts

Do

- Take initiative
- Look for opportunities to teach your mentor
- Be respectful of mentor's time
- Communicate agenda and goals with mentor prior to meeting
- Clarify goals and expectations
- Practice self reflection
- Support your peers
- Keep your CV, IDP, etc. up to date
- Have multiple mentors
- Clarify your values

Don't

- Be passive—don't wait for the mentor to initiate interactions
- Be late, disorganized
- Stay in the comfort zone
- Stay in a mentoring relationship when it is no longer helpful



Mentoring Partnership Agreement

As a mentor and mentee in the **NU RaMP** Mentoring Program, we agree to abide by the following set of guidelines:

1. Commit to making the time to meet on a regular basis, no less than 3 times per year.
2. Keep the content of our conversations confidential.
3. Practice active listening.
4. Provide each other with honest, direct and respectful feedback.
5. Other:

Mentor

Mentee

Date

Initiation: First Meeting Checklist

Get to Know Each Other

- Share information about your professional and personal life
- Learn something new about your mentee/mentor

Establish Guidelines

- When and where will we meet?
- How will we schedule meetings?
- How will we communicate between meetings?
- What agenda format will we use?
- Will there be any fixed agenda items to be discussed at every meeting?
- How will we exchange feedback?
- How will we measure success?

Partnership Agreement

- Review partnership agreement, modify if desired, sign and exchange
- Review goals for the mentoring relationship

Confirm Next Steps

- Schedule date, time and place of future meetings