

**Mentorship Engagement:
Lessons from a Canadian Medical School:
The Schulich Faculty Mentorship Program, Policy
and Summary of Five Years of Evaluations**

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Background

- A Schulich Mentorship Policy was approved in June 2010
- The establishment, within each department, of a formal mentorship process to ensure the opportunity for a mentorship committee is offered to each eligible faculty member.
- REB approved for 5 year annual survey

The Schulich Mentorship Study

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Summary of Evaluations

On-line (quantitative/qualitative) surveys were developed to obtain mentor and mentee perspectives on:

- Status of program implementation
- How the program is working from mentee/mentor perspective

Demographics: Mentee

	Response Rates
	2010-16 (%)
Years (on Faculty)	
0-5 yrs.	55
6-10 yrs.	31
11-15 yrs.	6
16-20 yrs.	5
21-30 yrs.	2
30+ yrs.	1

Demographics: Mentor

	Response Rates
	2010-16 (%)
Years (on Faculty)	
0-5 yrs.	3
6-10 yrs.	10
11-15 yrs.	22
16-20 yrs.	20
21-30 yrs.	32
30+ yrs.	13

We asked...

Have you read the document entitled, “Schulich Mentorship Program”?

	Mentee Rates	Mentor Rates
	Yes (%)	Yes (%)
Years		
2011-12	50.0	65.8
2012-13	50.0	75.0
2013-14	50.0	56.2
2014-15	65.0	56.0
2015-16	63.6	57.6

We asked...

If you have not read the document entitled, “Schulich Mentorship Program” did you know that a document exists to describe the "Schulich Mentorship Program

	Mentee Rates	Mentor Rates
	Yes (%)	Yes (%)
Years		
2011-12	37.5	44.4
2012-13	66.7	66.6
2013-14	37.5	30.1
2014-15	12.5	45.4
2015-16	50.0	13.3

Survey Report Aggregate 5 Year: Mentees Perspective

- **Over 40 %** indicated they were **generally satisfied** with his/her experience on the Mentorship Committee.
- **Over 80 %** indicated that the **frequency of meetings with the Mentorship Committee was sufficient.**

Strengths of the Program: Mentees

Clarifies expectations about professional roles and responsibilities by allocating time for thoughtful review of short & long term goals

- Support from an established faculty member during transitions (i.e.: residency to new faculty or new role)
- Progression as faculty through promotion
- Create important networks

Strengths of the Program: Mentors

- Improving skills to guide others
- Faculty (committee members) learning about the expectations within institution
- Creating a supportive network required for successful career development and progression

Overall Strengths of the Program

- Mentee (therefore faculty) centered; more initiative by mentee
- Multiple sources of guidance to Mentee
- Multidisciplinary
- Expected commitment of members
- Positive, non-threatening environment
- Collegiality

Challenges: 5 Year Aggregate Data

Mentees:

Rare difficulties with mentor/mentee relationships

Common:

- Initiating the committee
- The availability of mentors (highly skilled*)

Most individuals perceived no barriers to the mentorship process

- **Creation of Formal Training: Mentees and Mentors*

Conclusions

Institution of a formal mentorship program in a medical/dental school can benefit both mentors and mentees by establishing:

- relationships through networking
- building important skills, including resiliency
- professional knowledge in multiple domains to establish successful careers

Take-Home Message

- Engagement has many dimensions ...
- On-going communication about our mentorship program
- Development of formal education on mentoring (Teaching Certificate) created to enhance mentoring in our academic institution
- Recognition of important academic activity (established Award)

https://www.schulich.uwo.ca/hospitalandinterfacultyrelations/faculty_mentorship/



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Education: Mentorship Training (Teaching Certificate “C”) https://www.schulich.uwo.ca/education_programs/cpd/index.html

Core Workshop: Mentoring the Difficult Learner

Elective Workshops:

- Emotional Intelligence
- Mentoring Graduate Students
- Mentoring Postdoctoral Scholars
- Negotiation and Conflict Resolution: Using an Interest-Based Approach
- Peer Mentoring by Faculty in a Distributed Medical Education Setting
- Principles and Practices of Being a Mentor
- Running Effective Mentorship Meetings

Recognition: Schulich Medicine and Dentistry Mentorship Award

- For faculty by faculty; Funding and TOR established in 2017 → inaugural award May 2018

Next Steps...