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## ACADEMIC SENATE

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### FREQUENTLY ASKED QUESTIONS OF THE ACADEMIC SENATE'S TASK FORCE ON MENTORING

#### *Why do we need to have a faculty mentoring program?*

Results from the UCSF Faculty Climate Survey indicated that only 58% of faculty had been mentored since coming to UCSF, with 69% of these faculty having found their own mentor. In addition, only 36% of faculty indicated that they were satisfied with the mentoring now available to them, and only 12% indicated that UCSF was doing a good or excellent job at providing formal mentoring. Thus, the goals of this mentoring program are to assist faculty with career advancement, to enable UCSF to develop a reputation for excellent faculty mentoring for faculty recruitment and retention, to increase diversity of the faculty, and to increase faculty satisfaction at UCSF.

#### *What's in it for the mentor?*

The mentor will receive formal training in mentorship skills. Anecdotal evidence indicates that most mentors feel they benefit from the mentor-mentee relationship, including increased personal satisfaction, a sense of helping others, and providing service to their professional community. Knowledge of junior faculty interests and achievements will likely lead to increased opportunities for scholarly collaboration and networking. Mentoring will be recognized at the time of merits and promotions as documented under "Teaching and Mentoring" on faculty curriculum vita.

#### *What's in it for the mentee?*

The mentee will receive assistance with professional goal setting, networking, grant writing, manuscript preparation, and academic advancement. Potential collaborations with senior investigators will likely occur as a result of increased personal knowledge on the part of both mentors and mentees.

#### *What's in it for the department?*

Improved collegiality and a sense of community will develop as faculty get to know each other better through the mentoring program. Increased collaboration with regard to grants and manuscripts is likely, with resulting increased productivity and advancement for faculty. Faculty retention will be significantly improved, with decreased costs for the department for replacing lost faculty. In addition, a strong mentoring program will be recognized at the time of stewardship review for the department chair.

#### *What's in it for the campus?*

UCSF should be known as a campus that values and nurtures faculty, with an exceptional mentoring program that is central to promoting and retaining faculty. While the mentoring program will not be mandatory, all faculty will be strongly encouraged to participate and campus resources will be available to assist with departmental mentoring efforts.

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