

## **Outstanding Faculty Mentor Award**

### **Purpose**

Mentoring among faculty is a crucial component of faculty development and faculty retention and is an integral part of the collegial atmosphere in the School of Medicine. We believe that mentoring is critical to encouraging faculty vitality and professional growth. By recognizing the mentoring activity, the SOM recognizes its importance together with scholarship, teaching and service. This award is a visible way to formally recognize the critical value of mentoring in academic medicine.

### **Definition of a Mentor**

While the definition of an outstanding mentor is complex, mentoring may be defined in a number of ways:

- A mentor is a trusted guide who supports and facilitates a protégé's development towards the realization of his/her short and long-term career and life goals.
- A mentor educates, encourages, protects and facilitates appropriate risk taking to teach the values and skills necessary to successfully navigate the organization.
- A mentor opens access to institutional resources and helps the protégé to develop a network of relationships that might otherwise be unavailable to someone at that level of their career, and in doing so, may risk putting his/her own career "on the line."
- A mentor may be a teacher/coach, a sponsor/promoter, a counselor/confidante, a role model/example, a protector/shield and a friend/supporter.

### **Eligibility**

This mentoring award is given to a faculty member chosen from the School of Medicine community who has served as an exceptional mentor to other faculty. While mentoring students and trainees is very important as well, this award is intended for those who excel in mentoring their faculty colleagues. All full time and part time School of Medicine faculty members may nominate a candidate and they may also be nominated as a candidate for this award. Both individuals and groups may nominate a candidate. The award may be conferred only once upon an individual.

### **Review Criteria**

The Outstanding Faculty Mentor Award Committee will evaluate the nominees and select the awardee. Applications will be evaluated on the strengths of:

- The mentoring ability of the faculty member
- The quality of the mentoring relationship
- The outcome of the mentoring relationship

### **The Nomination Packet Consists of:**

1. Nomination letter of no more than two (2) single-spaced, typewritten pages in 12-point font
2. In preparing a submission, consider using one or more of the following approaches:
  - a. Write a testimonial describing what your mentor has meant to you
  - b. Describe specific behaviors and their significance

- c. Cite examples of mentoring interactions
- d. Answer these questions:
  - i. Who has helped you adjust and flourish in the School of Medicine?
  - ii. How has he/she been helpful?
  - iii. Why has this been helpful?
- 3. Letters from 3 additional individuals who may speak to the nominee's mentoring skills
- 4. The nominee's current CV, with detailed mentoring activities

**Nominations**

Nominations are to be submitted electronically through The Office of Faculty Affairs to [ofapd@wayne.edu](mailto:ofapd@wayne.edu).