

Developing Mentors for Personal & Organizational Success

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Pathways to Mentoring Perspectives

- A young faculty person who feels alone
- Department chair (too soon?)
- Mid-career
- Senior faculty person
- Associate Dean
- Elected AACP President
- AACP Vice President for Academic Affairs

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Performance-Based Model for Mentoring Development

- Organizational needs
- Mentor needs
- Mentee needs
- Development/training needs
- Work environment needs

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Organizational Needs for Mentoring

- Grounded in mission statement and strategic goals
- Express in operational terms
 - Data measures used to monitor the “health” of the organization relative to the “health” of individuals within the organization

Performance Needs

- What faculty need to be able to do to result in organizational success as defined by the strategic goal statements and measures of organizational success
- What faculty need to be able to do to establish personal academic success
 - Promotion and tenure guidelines
 - Academic reputation and excellence

Pharmacy Practice Faculty Unique Problems

- Have added responsibilities related to practice
 - Sometimes viewed as “dabblers” in the practice environment and in the academic environment
- Teaching activities combine classroom-based activities with practice-based activities
- Often unprepared for realities of academic success
 - Problems with residencies and fellowships
- May be located at various practice sites reducing the sense of “community”

Organizational Needs and Opportunities

- Opportunities focus on future goals.
- Focus on optimizing opportunity rather than fixing problems (but problems still may need fixing)
- Successful organizations look beyond the present: mentoring helps this process
- Mentoring for organizational success: seek opportunities that are consistent with the organizational mission.

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Work Environment Needs

- Identify systems and processes within the work environment of the faculty that are essential for successful performance
- Are work environment modifications needed to enhance opportunities for successful performance?

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Elements of a Successful Mentor

- Integrity
- Respect
- Knowledge
 - Of self
 - Of organization
 - Of discipline
 - Of mentee

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Elements of a Successful Mentor

- Can understand and manage disagreements
- Friendship
- Common Ground
- Caring

Mentors Need To

- Understand yourself
 - Your knowledge and skills
 - Your limitations
- Know the environment you and you mentee(s) “live” in
- Be able to triage
- Learn their mentees wants and needs
- Help mentee set realistic achievable goals

Know Mentee’s Pathways To

- Professional success
- Personal Success
- Organizational Success
- Discipline success

Partner

- Your Mentoring success with your mentee's success
- Your mentoring success with organizational success
- Your mentoring success with your discipline's success

Take Pride

- In your mentees for their growth and success
- In yourself for helping others and in your growth during the mentoring process
- In your organization for supporting faculty development for everyone's benefit
- In your discipline for its positive impact on health, discovery, and learning

Keep in Touch
