Shaping the Future: Mentoring Faculty

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Disclosure

- My expenses associated with my participation in this CAPCSD conference have been covered by the association.
- I have no further disclosures.

Alex Johnson, April 2019



Objectives

- Identify why mentoring important in today's higher ed environment
- List 3 components of a mentorship plan for use in your dept.
- Identify key skills of good mentors

Mentoring in Higher Education

- Intergenerational Transmission
- Recognition of Whole Person
- Regular Contact
- Feedback
- Networking/Connectivity
- Listening
- Avoid "guru" behavior
- Risk Management in Mentoring



Developmental Model of Mentoring

- New Faculty Member
- Clinical Faculty Member
- Mid-Career
- Senior



New Faculty Member/Clinical Faculty Member

- Phase 1: Survival
- Phase 2: Nuts and Bolts
- Phase 3: Teaching and Research
- Phase 4: Working toward initial promotion



Survival and Nuts and Bolts





New Faculty Member/Clinical Faculty

- On boarding: Processes, Culture, Technology, Key Resources
 - Be deliberate in what one needs to know to do the job
- Welcoming: Social, connectedness, inclusion, introductions
 - Make sure that every new person in the unit knows that they are part of a community, that they are valued for what they bring, and that their success is important to everyone
- Teaching and Research Culture: The Work of the Faculty
 - Assist new faculty member in being a success in the classroom and the lab. May require "time" and resources.









Clinician from Health Care

New PhD, No Post Doc

Clinician from Schools

New PhD, Post-Doc completed

New hire from another university













Plans?

Questions?

Concerns?

Opportunities?

Common Needs?

Unique Needs?







Mid-Career Faculty Mentoring









Didn't get promoted, but good progress

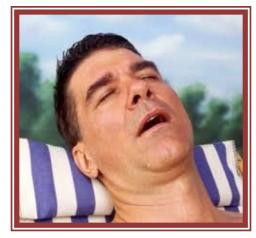
Promoted, next steps?

Didn't get promoted, work is not current?

Great teacher, wants to do educational research?



Senior Faculty Members







Next steps? Interested in staying? Wants to Contribute? Successful researcher, tired of teaching?

Resources

- Faculty Compas
- Your GPS: Guide to Professional Success at the IHP

www.mghihp.edu

Discussion

- Ideas to Share
- Questions and Concerns
- Need for resources?
- Who mentors chairs and deans?



Thanks

- Thanks for the discussion
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