

**UNIVERSITY OF ROCHESTER SCHOOL OF MEDICINE AND DENTISTRY  
NOMINATIONS FOR 2025-26 ACADEMIC MENTORING AWARDS**

**Please submit nominations by November 3<sup>rd</sup>, 2025**

Mentoring can be a powerful force in the personal and professional development of an individual. It benefits not only the mentee, but also the mentor and the University. To recognize mentoring as a valuable contribution to the University of Rochester School of Medicine and Dentistry, we will honor individuals who have a primary appointment within the School of Medicine and Dentistry and excel in this important endeavor. There are **three awards**, one for mentoring junior faculty, one for mentoring doctoral trainees/fellows in basic science research, and one for mentoring residents, fellows, or other clinical trainees in clinical care or clinical research. These awards will be **presented at the Award Ceremony, April 20, 2026.**

Characteristics of the ideal mentor (recognizing that no one person may have all of these skills):

a) Critical traits of the mentor:

- Accepts responsibility for being a mentor
- Gives time and is approachable
- Respected, well-established, secure; not threatened by success of a junior person
- Altruistic; able to invest in the success of another's career
- Objective and insightful; can evaluate new ideas free of bias
- Capable of empathy and caring; respectful of diversity and differences among people; able to appreciate mentee despite possible differences
- Culturally Responsive: recognizes and addresses the different backgrounds, cultures, and experiences that mentees may have. Demonstrates cultural humility and a willingness to learn from mentees.

b) Role of the mentor

- Role model, teacher, Counselor and advisor
- Support and challenge the person being mentored, balancing the two to promote personal and professional development
- Sponsor, advocate, and ally, including facilitating and helping establish additional skills, collaborators, mentors, and role models, as needed
- Motivates excellence
- Acts as an ally by challenging inequities and facilitating connections that uplift underrepresented mentees. Actively advocates for policies, resources, and opportunities that support diversity in career growth.

c) Knowledge and skills of the mentor

- Understands the science of hypothesis development and testing and how to guide a mentee to what is important scientifically
- Able to listen, critique, and communicate effectively and constructively
- Knowledgeable about different career tracks, stages of a faculty career, markers of development and progress, criteria, and systems for promotion, informal and formal expectations of faculty development
- Knowledgeable about scientific writing, grant writing, choice of grants, choosing journals in which to publish, time management, human resource management/supervision, team management, budgeting, etc.
- Knowledgeable about balancing multiple professional demands, including service to the Division/Department/School/University
- Understands how the intersectionality of race, gender, ability, and other identities can influence career development and professional experiences.

d) Nature of the relationship between mentor and mentee

- Regard for the individual, recognizing the multiple personal and professional roles they may be balancing against professional goals
- Fair, honest, respectful, and ethical relationship
- Proactive, with explicit goals, agendas, and timelines
- Establishes a relationship built on mutual respect, where both mentor and mentee can learn from each other's experiences and perspectives.

## ELIGIBILITY AND SUBMISSIONS OF NOMINATIONS:

There are **THREE MENTOR AWARDS**, presented to the University of Rochester School of Medicine and Dentistry faculty members:

FACULTY ACADEMIC MENTORING AWARD – for a faculty member who has mentored junior faculty (Assistant Professor or Senior Instructor).

TRAINEE ACADEMIC MENTORING AWARD in BASIC SCIENCE – for a faculty member who has mentored doctoral trainees/fellows in basic science research.

TRAINEE ACADEMIC MENTORING AWARD in CLINICAL PROGRAMS – for a faculty member who has mentored residents, fellows, or other clinical trainees in clinical care or clinical research.

## THE NOMINATIONS PROCESS

1. Nominations will consist of one letter of recommendation from the Chair or Unit Director and the nominated mentor's complete Curriculum Vitae.
2. Nomination letters should summarize the extent and impact of the nominee's accomplishments as a mentor including specific mentoring characteristics and traits, examples of mentoring quality, breadth of experience and relationships. Nomination letters should also include brief quotes from prior mentees.
3. Only one awardee per category from each Department or Unit will be considered.
4. Please do not include any additional materials. *To ensure fairness, additional materials will not be considered.*

**Please submit by November 3<sup>rd</sup>, 2025, to:** [britney\\_swanger@urmc.rochester.edu](mailto:britney_swanger@urmc.rochester.edu)

In the subject line of the email, please include the nominee's name and nomination award title.

Questions regarding the nomination process may be directed to the Office of Academic Affairs at 275-3030 or via e-mail at: [britney\\_swanger@urmc.rochester.edu](mailto:britney_swanger@urmc.rochester.edu)