

## UNIVERSITY OF ROCHESTER SCHOOL OF MEDICINE AND DENTISTRY NOMINATIONS FOR 2019 ACADEMIC MENTORING AWARDS

**Please submit nominations by March 19, 2019**

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, we will honor individuals who excel in this important endeavor. There are **three awards**, one for mentoring junior faculty, one for mentoring pre-doctoral trainees and post-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 SMD Convocation in the fall of 2019.**

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

b) Role of the mentor

- Role model
- Teacher
- Support and challenge the person being mentored, balancing the two to promote personal and professional development
- Counselor and advisor
- Sponsor, advocate, and ally, including facilitating and helping establish additional skills, collaborators, mentors, and role models, as needed
- Motivates excellence

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

d) Nature of the relationship between mentor and mentee

- Regard for the individual, recognizing the multiple personal and professional roles he or she may be balancing against professional goals
- Fair, honest, respectful, and ethical relationship
- Proactive, with explicit goals, agendas, and timelines

More information, including a list of prior award recipients, may be found at:

<http://www.urmc.rochester.edu/smd/academic-affairs/for-faculty/mentoring.cfm>

**ELIGIBILITY AND SUBMISSIONS OF NOMINATIONS:**

There will be **THREE 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 one or more junior faculty (Assistant Professor or Senior Instructor).

**TRAINEE ACADEMIC MENTORING AWARD in BASIC SCIENCE** – for a faculty member who has mentored pre-doctoral trainees and post-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.

**PLEASE NOTE THAT, TO REDUCE BURDEN ON NOMINATORS, OUR SUBMISSION PROCESSES HAVE CHANGED!**

The new process will involve two (2) sequential steps:

1. Initial nominations will consist only of a letter from the Chair or Unit Director, and the nominated mentor's Curriculum Vitae.
2. The Mentoring Awards Committee will select a small number of candidates in each category, at which time we will ask the Chair or Unit Director to provide additional letters of recommendation.

**THEREFORE, AT THIS TIME WE ASK FOR THE FOLLOWING:**

1. One letter of recommendation from the nominated mentor's Chair or Unit Director, summarizing the extent and impact of the nominee's accomplishments as a mentor
2. The nominated mentor's complete Curriculum Vitae
3. Please *do not* include any additional materials; to ensure fairness, additional materials will *not be considered* at this stage of the process

**Please combine the application materials into a single pdf with searchable text (i.e., convert Word to pdf rather than scanning hard copies) and deliver by email no later than 6 pm March 19, 2019 to: [laura\\_francz@urmc.rochester.edu](mailto:laura_francz@urmc.rochester.edu)**

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

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