



University of
Pittsburgh

Department of Anesthesiology
and Perioperative Medicine

Faculty Career Development

Mentorship

Goals & Objectives

- Why Mentorship is Important
- Differences Between Mentor/Coach/Sponsor/Connector
- The Mentor-Mentee Program (MMP) (Departmental)
- More Detailed Information
- To Whom Should I Talk Regarding the MMP?

Why Mentorship is Important

“Mentorship for academic clinicians is critically important. Academic clinicians who get mentored have been demonstrated to get more peer-reviewed research grants; to publish more papers in refereed journals; to get faster academic promotion; to be more likely to stay at their academic institutions; to report greater belief in their own ability to accomplish specific academic goals and tasks; to report greater career satisfaction”

- [Straus SE, Sackett DL. *Clin Trials*. 2011.](#)

Differences Between Mentor / Coach / Sponsor / Connector

- "To put it simply, the mentor guides, the coach improves, the sponsor nominates, and the connector empowers, but always the mentee benefits." - [Chopra et al. *JAMA Internal Med.* 2018](#)
- More details:
<https://www.academicprofessionaldevelopment.org/basics>

The Mentor-Mentee Program (MMP) (Departmental)

<https://www.academicprofessionaldevelopment.org>

- The Pitt/UPMC Department of Anesthesiology and Perioperative Medicine initiated a formal Mentor-Mentee Program (MMP) in 2020
- First Year
 - You will be assigned to onboarding mentors
 - You will select up to three (3) faculty mentors at the end of the first year and engage in two years of MMP activity
- Second year and beyond
 - Meet with mentors at least every two (2) months
 - At the end of the academic year (June 30), you and your mentor will complete your performance review

More Detailed Information

Grand Rounds Lecture: Mentoring in Academic Medicine

Erika Friehling, MD

Associate Professor

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- <https://www.academicprofessionaldevelopment.org/guides>
- <https://pitt.hosted.panopto.com/Panopto/Pages/Viewer.aspx?id=6e31d673-95c6-46d6-8153-ab6f001b1315>

To Whom Should I Talk Regarding the MMP?

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