

# 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.
  
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# 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 Member

- 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



# Meet Your New Faculty Members



Plans?  
Questions?  
Concerns?  
Opportunities?  
Common Needs?  
Unique Needs?



# Meet Your New Faculty Members



# 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 Compass](#)
- [Your GPS: Guide to Professional Success at the IHP](#)



# Discussion

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



# Thanks

- Thanks for the discussion
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