

MENTORSHIP

Program Series



2011 - 2012

... promoting the scholarship of teaching ...

Introduction

The Mentorship Program Series is designed to assist junior health sciences faculty to engage in a process with an experienced faculty member to facilitate success in their roles as educators. Educators who strive for excellence develop knowledge, skills and attitudes to promote effective learning for students by developing teaching skills, becoming familiar with theory and literature relevant to teaching and learning in the health sciences, engaging in effective evaluation strategies and by reflecting on one's own practice as an educator.

Participants in this program may enroll voluntarily or be recommended by their department/programs' DEC. All faculty are welcome to apply, especially if new. Please contact: Charlotte Noesgaard, Director, MENTORSHIP Program Series (noesgaard@mcmaster.ca).

The **Goals of the MENTORSHIP Program** are to:

- ◆ build knowledgeable and skilled educators;
- ◆ promote interprofessional networking within the health disciplines in the Faculty of Health Sciences encompassing our distributive/collaborative sites; and
- ◆ enhance the professional development of leadership skills within the Faculty of Health Sciences disciplines.

Overview of the MENTORSHIP Program Series

The **Program for Faculty Development's MENTORSHIP Program** has been designed specifically for our own FHS faculty. This program begins by introducing faculty to a mentorship model that enables junior faculty to exchange information with more experienced faculty to gain awareness of educational methods and strategies to promote successful teaching learning encounters with health discipline students.

The **MENTORSHIP Program** provides faculty participants with structured workshops (4), guidelines to build the relationship successfully, and access to tools and strategies to enhance teaching-learning experiences over a 6 month time line. There will be an end-point evaluation of the **MENTORSHIP Program** series and a dialogue on mentoring relationships to provide feedback on the program and guide further professional development of mentors and mentees. At the end of the series, mentors and mentees will be asked to complete a one page summary of the experience.

Completion of the **MENTORSHIP Program** will be formally acknowledged by the PFD with certification and documentation to your Department and faculty leaders. This documentation can be positioned as part of your Educational Portfolio for promotion and tenure and other career growth purposes. It may also be weighted toward achievement in other faculty development initiatives such as the PFD **University Teaching Program (UTP)**.

Orientation to Mentorship: Building a Mentoring Relationship (# 1)

[Tuesday, October 25, 2011 4:30 - 6:30 p.m.]

The first workshop presents a foundation for mentoring relationships with an emphasis on the scholarship of teaching. Potential mentors and mentees should attend this workshop as well as any mentor/mentee partnerships that have been developed within faculty in the Faculty of Health Sciences. Participants will also have opportunity to be exposed to tools to establish a mentoring relationship.

Dyad Dialogues to Develop Relationship

After the first workshop, established dyads need to meet face to face for structured discussions with guidelines from the program. Dialogue should explore:

- a. Expectations of the Mentoring relationship (Vision)
- b. Communication strategies for Mentoring Relationship (Support)
- c. Constructive Feedback and Use of Reflection in the Mentoring relationship (Challenge)

After the first 3 weeks, the dyads should meet monthly to discuss interactions the mentee has had in different teaching-learning encounters with students or to attend the additional scheduled workshops for this series.

Basic Principles of Education and Learning (#2)

[Tuesday, November 15, 2011 4:30 - 6:30 p.m.]

This workshop will foster increased understanding of the links between theory and practice for beginning educators in health sciences, to discuss exemplars of mentors in teaching-learning encounters and to explore larger questions related to the scholarship of teaching.

Monthly dialogues for One Year Time Frame

Dyads should establish a regular meeting time to discuss teaching-learning encounters and strategies to manage challenges in the educator role on a monthly basis.

Teaching Methods and Strategies (# 3)

[Tuesday, January 24, 2011 4:30 - 6:30 p.m.]

This workshop will discuss topics such as teaching in small groups, models of teaching in the clinical area and use of technologies to promote learning. Case scenarios will be used during this workshop. A brief discussion on strategies to promote learner's professionalism will occur as well.

Educational Evaluation and Assessment (# 4)

[Tuesday, March 6, 2012 4:30 - 6:30 p.m.]

This workshop will explore strategies to assess students' learning, students' perceptions of evaluation, and participants will gain an increased awareness of the use of reflection by learners and faculty. Structured exercises will be part of this workshop.

Throughout the Mentorship Program series, mentees and mentors are expected to be active participants during dialogues and educational sessions.

Evaluation of the Mentorship Program – April 2012

Mentor and mentee have a final meeting to conclude outcomes of the relationship and forward one page summary to Charlotte Noesgaard at noesgaard@mcmaster.ca.

Mentorship Program participants are invited to attend the Annual DAY in FACULTY DEVELOPMENT that will be held, April 25, 2012.

Credit Hours:
 Upon completion, mentee participants attending the entire series shall receive 10 hrs. of credits within the *BEST (Basic Educational Skills Teachers)* track. Mentors attending shall receive 16 hrs. of credits in the *LEAD (Leaders in Education and Development)* track . These credit hours can be applied towards the **University Teaching Program (UTP)**. For details re: the UTP, please see our website: <http://www.fhs.mcmaster.ca/facdev/universityteachingprogram.html>

There is no registration fee to attend this Program Series, however, we ask that you please register to reserve a space:

Registration Deadline: Friday, October 14, 2011

Please return registration form below to: Mrs. Elda DiCroce, Program for Faculty Development, McMaster University, Faculty of Health Sciences, MDCL 3510, 1280 Main St. W., Hamilton, ON, L8S 4K1
e-mail: dicroce@mcmaster.ca

If you require additional information, please contact:

MENTORSHIP Series Director
Prof. Charlotte Noesgaard, noesgaard@mcmaster.ca



Registration Form: MENTORSHIP Program Series (2011 – 2012) (fillable form)



It is expected that participants attend all sessions. If you are unable to do so, please indicate which session(s) you would have to miss: **Oct. 25, 2011** **Nov. 15 2011** **Jan. 24, 2012** **Mar. 6, 2012**

Are you registering as a:

Mentee ? If you are a Mentee, who is your Mentor?

Mentor ? If you are a Mentor, who is your Mentee?

Are you in the University Teaching Program (UTP)? YES NO

Name:

Title	Firstname	Surname

FT Faculty **PT Faculty** **Resident** **Other:**

Please describe

Profession: GP EP FP RES RN RN(EC) INTERN OTHER SPECIALIST

Specify

Institution:

Name	Department

Business Mailing Address:

Unit/Room #:	Street:	City:
Prov.:	Postal Code:	
Work Tel. No.: ()	Ext./Pager:	Fax No.: ()

Email: