Mentee Responsibilities are to:

- Assume primary responsibility for their professional development, including being familiar with faculty career tracks, teaching, publishing papers in professional journals, presenting at professional society meetings, seeking funding opportunities and initiating funding applications.

- Be actively engaged in establishing and maintaining the mentor/mentee arrangement.

- Develop specific career goals and objectives in conjunction with the mentor and department chair.

- Complete a faculty development plan.

For More Information Contact:

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About the Program

The UMDNJ-NJMS Faculty Mentoring Program assists junior faculty in basic and clinical science departments in the planning of their professional careers through the guidance of more experienced faculty. The Program addresses specific aspects of faculty development, such as acquisition of teaching skills, publishing senior-authored papers and preparation of extramural funding applications. Mentors advise and guide junior faculty member in collaboration with the department chair, in areas of professional development necessary for establishing an independent academic career.

Eligibility

Assistant professors in basic or clinical departments, tenure track, non-tenure track, or coterminus, who are doing biomedical research are expected to enroll in this program. The program is also available to Associate Professors and Instructors, as appropriate.

Choice of Mentors

Within three weeks of hire, new Assistant Professors should meet with their Department Chair and the Senior Associate Dean for Research. At the first meeting, junior faculty will receive a list of possible faculty mentors at NJMS with a description of their research and/or teaching expertise. In consultation with the Department Chair the proposed Mentee will meet with the Senior Associate Dean for Research and suggest two or three possible mentors. Eligible candidates can then take up to three months to identify an appropriate mentor. Mentees should base their selection of a mentor on factors including: area of research expertise, scientific achievement, success in procuring research grants, teaching experience and past record as a mentor. It is not necessary that the mentor’s area of research expertise completely overlaps with the mentee’s proposed research project. In fact, it would be more appropriate if the research fields did not overlap as the mentee progresses to independence. It is possible that more than one mentor may be selected for different activities within the career development program.

Mentor Responsibilities are to:

- Meet with the mentee on a regular basis.
- Provide advice on issues relating to academic career development, such as research and teaching activities, importance of serving on internal/external grant review committees and time management, (particularly in the case of junior faculty with clinical responsibilities).

Mentor Responsibilities Cont’d

- Assist the mentee in establishing short- and long-term career goals.
- Assist the mentee in identifying developmental areas where improvement is needed.
- Provide guidance in identifying extramural funding opportunities, preparing grant applications and publishing senior author papers.
- In cases where the mentor’s area of research does not overlap with that of the mentee, encourage the mentee to have future grant proposals reviewed by experts in the field within and/or outside of the university.
- Be willing to discuss ongoing research efforts including research focus, experimental design, methodology and interpretation of results.
- Provide guidance in fine tuning teaching skills, such as preparation of formal lectures, laboratory exercises, and group discussions.