



DREXEL UNIVERSITY
Office of
Faculty Affairs

Mentoring for Junior Clinical Faculty

Guidelines for Mentees/Mentors & “Critical Friends” Groups

Shout out to Steinhardt School at NYU



- Most of slides draw directly from their mentoring program
- Here is the link:
http://steinhardt.nyu.edu/faculty_affairs/juniorfacultymentoring/full

What is a Critical Friend?

“a **critical friend** is someone who is encouraging and supportive, but who also provides honest and often candid feedback that may be uncomfortable or difficult to hear. A **critical friend** is someone who agrees to speak truthfully, but constructively, about weaknesses, problems, and emotionally charged issues.”

Why Critical Friends? Why now?

Myriad Benefits

Capacity Exists

General Principles

- Responsibility of senior faculty, departments and programs
- Formal and informal
- Time commitment for now is one year
- Mutually Beneficial

Critical Friend/Mentor Role

- Recognize and evaluate what you can offer a mentee.
- Clarify expectations with your mentee.
- Be sure to give criticism (as well as praise) when warranted
but
- Present it with specific suggestions for improvement.
- Help your mentee learn what kinds of available institutional support she should seek.
- Tell your mentee if she asks for too much (or too little) time.

Mentee Role

- Contact Mentor(s)
- Share information
- Share concerns
- Ask for what they need
- Discuss confidentiality expectations

Qualities of a Good Mentor/Critical Friend

- Advocacy
- Accessibility
- Networking
- Independence

Specific Expectations

- Agree on appropriate meeting schedule
- Agree on shared expectations
- Share resources and expertise
- Ask for help when necessary

Useful Tips and Activities

- Exchange CV's
- Ask about and encourage accomplishments. Provide constructive criticism and impromptu feedback.
- Use your knowledge and experience
- Try to be in contact twice monthly (if possible) about the junior faculty's career and activities. Commit to making one contact per month to show you're thinking about your protégé's career.
- Discuss annual performance reviews
- Explore the institutional, school, and departmental culture, i.e. what is valued? What is rewarded?
- Share knowledge of important university and professional events

Crucial Ground Rules

- Group or pairing agrees on a no-fault conclusion of the relationship
- Multiple mentors/critical friends
- All take responsibility for making the relationship/group work