# Formal Faculty Mentoring Programs at the Columbia University College of Dental Medicine

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## BACKGROUND
- Mentoring in the academic setting is described as a strategy to support faculty members’ success & satisfaction across their career  
- Formal/structured mentoring often translates to a more dynamic and productive working and learning environment  
- Informal mentoring relationships among CDM faculty have existed for years; formal mentoring programs have never been implemented  
- The Office of the Provost & the Medical Center’s Office of Faculty Affairs have asked schools to consider formal faculty mentoring programs

## OBJECTIVES
- To launch a formal mentoring effort at CDM that provides faculty members with opportunities for effective learning and sharing  
- To enhance faculty members’ professional success & satisfaction through career guidance, skill development, and relationship-building

## APPROACH
- Engaged 2 trusted faculty members as co-leads  
- Met stakeholders, designed 2 distinct programs  
- Received approval/support by leadership  
- Annual membership, by application  
- Provided content but also opportunities to reflect, discuss, and learn from each other and from senior members in each program

## OUTCOMES

### MNW - Mentoring Network for Women Faculty
- Peer & near-peer mentoring model  
- Special attention to trends and challenges for women in Higher Ed  
- 11 accepted applicants + 3 facilitators  
- 90 min evening sessions  
- Three broad thematic areas: Manage Yourself, Manage Others, Manage the Institution  
- Session topics: mentoring women in academic medicine; the “confidence gap”; the science of well-being; building teams & workplace engagement; aligning personal & institutional goals  
- Attendance: 71-86%  
- Final eval survey response rate: 91%

### EA - CDM Educators' Academy
- Group mentoring model  
- Support faculty with a passion for the scholarship and practice of teaching & learning, and promote excellence in teaching at CDM  
- 17 accepted applicants + 3 facilitators  
- 60 min lunchtime sessions  
- Session topics: challenges in clinical teaching & the one-minute preceptor set of skills; student assessment; competence-based curriculum development; educational research & scholarship  
- Attendance: 60-90%  
- Final eval survey response rate: 88%

## DISCUSSION/IMPACT
- Nearly all MNW members reported seeing more opportunities for learning or professional growth; appreciated networking & community-building; commented that diversity of participant experiences enhanced discussions & supported growth  
- Many EA participants would have liked more time to delve into topics; some requested additional meetings; many appreciated focus on clinical teaching & dental school perspective; most saw opportunities for growth, gained stronger feeling of community, reported expanded skills/knowledge, and appreciated chance to reflect on their teaching philosophy & goals  
- Successful pilot year, effort embraced  
- Completed a detailed program assessment & review of feedback  
- Y2 planning in process; changes to be implemented based on feedback  
- CDM & program leads committed to providing the framework and support  
- How to expand and sustain?

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