*Operating Policy and Procedure*

**SOM OP:** **20.24 SOM Faculty Mentoring**

**PURPOSE**: The purpose of this SOM Policy and Procedure will be reviewed within each odd-numbered year by a Subcommittee of the Teaching Academy and the Policy Review Subcommittee of the Faculty Council Executive Committee, with recommendations for revision forwarded to the Dean for approval and publication.

**POLICY/PROCEDURE:**

**1. General.** This policy is intended to provide oversight and guidance for a faculty mentoring program for

School of Medicine faculty. Experienced faculty members will serve as mentors to other faculty interested in professional development, networking, learning, and enhancing their leadership skills, and navigating career paths within the SOM. Participation as either a mentor or mentee will provide faculty with the opportunity to build connections, support others, and better understand a faculty role within a division, department, and the SOM.

**2. Eligibility and Responsibilities of a Mentor.**

- Faculty can be a mentor in the TTUHSC SOM Mentoring Program if they have worked at TTUHSC for at least one year and consider themselves an expert in a mentoring field.
- Mentors should meet with their matched mentee in person at least once a quarter for the duration of the mentor-mentee relationship.
- At the outset, mentors should establish goals with their mentee to guide their time together.
- Mentors must be willing to share their experiences candidly and to offer advice to colleagues in the SOM.

**3. Responsibilities of a Mentee.**

- At the outset, mentees should establish goals with their mentor to guide their time together.

•