Mentorship and Sponsorship

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Mentorship Matters

Strong mentorship has been linked to:

- Enhanced Research productivity
- Enhanced self-efficacy
- Higher career satisfaction
- Enhanced recruitment and retention of individuals from underrepresented groups

What is mentoring?

“Is a reciprocal, dynamic relationship between mentor (or mentoring team) and mentee that promotes the satisfaction and/or development of both.”

McGee, R. 2016
Mentoring is comprehensive

- Mentoring is collaborative
- Mentoring is dynamic and longitudinal
  - Relationship changes over time where expectations must be consciously negotiated
- Both the mentee and mentor are “learners”
  - the mentee learning skills for productivity and career advancement
  - the mentor learning about the mentee to effectively nurture the growth
- Supports both the career and psychosocial development of mentee

Ehrich 2004, Pfund 2016
Coach, Mentor, Sponsor

The coach improves (talks to you) Job performance

The mentor guides (talks with you) Career-oriented

The sponsor nominates (talks about you) Leadership-oriented
Mentee-Mentor Relationship

- Preparing self
- Selection
- Alignment
- Cultivation
- Closure

Zerzan J, Academic Medicine 2009, 84:140-44
Cultivating the Mentor-Mentee Relationship

• **Mentee Manages Up**
  • Means taking ownership of the relationship
  • Express needs
  • Set and agree on goals and expectations
  • Be responsive and flexible
  • Plan and set the meeting agenda
  • Follow regular meeting schedule
  • Ask about mentor’s communications preference
  • Ask questions
  • Actively listen
  • Follow through with tasks and commitments
  • Ask for feedback
Mentoring Team

- Mentee
- Career Mentor
- Research Mentor
- Co-Mentor(s)
- Advisors
- Peer Mentors

Feldman M, Khalili M, UCSF Mentor Training Program
THANK YOU