

SAMPLE LANGUAGE TO RECOGNIZE MENTORING IN MERIT AND PROMOTION CHAIR STATEMENTS

The Mentoring Academy proposes that departmental letters and candidate statements include evidence of excellence in mentoring for faculty advancements. Sample language and examples of evidence are given below for chair statements.

Since Dr. X's last merit she has mentored two junior faculty members, four postdoctoral scholars, a PhD student, two residents, three medical students and five undergraduate students. Dr. X worked with an HSCP faculty member, Dr. H, to successfully launch a new specialty clinic in 2017 for the treatment of learning disorders. Furthermore, Dr. X successfully nominated Dr. H to serve on the board of the International Learning Disorders Association.

One of her previous postdoctoral students, Dr. U, has now achieved independence and was recently awarded an NIH R01 and a foundation grant. A current postdoctoral scholar, Dr. V under Dr. X's supervision was recently awarded a "10" – perfect score, on her, NIH K-99/R00 grant application. Four of five undergraduate students who worked under Dr. X's supervision in her laboratory are now pursuing graduate studies in science and medicine. Two of the students are from historically under-represented groups in science.

Additional examples of evidence of mentoring:

- Earning an award for mentoring
- Volunteering at society meeting to mentor fellows or junior faculty members
- Participating in mock study sections for junior faculty
- Reviewing grant applications by junior faculty
- Teaching a new skill to junior faculty or fellow in the clinical setting that sets UC Davis apart from others
- Serving as a departmental mentoring director or center mentoring director (DMD/CMD)
- Planning and engaging faculty in department-wide mentoring activities
- Mentoring others (peer, near peer, or junior peer) in career development mentoring and work-life integration/balance issues