MODELS OF MENTORING

ONE-ON-ONE MENTORING:

In the traditional mentoring type, a senior mentor serves to guide a junior mentor along their career path. These can be formal or informal relationships, pre-assigned pairings by a department, or self-selected by the mentee. They can last for decades or have a pre-defined time limit.

MENTORING PANEL OR COMMITTEE:

A junior faculty member has a panel of 2-5 mentors who meet together every 4-12 months. This structured offers the mentee a wide range of guidance from several experienced mentors in one setting.

FUNCTIONAL MENTORING:

This involves a project oriented mentoring relationship in which the mentee finds a mentor for a specific skill acquisition or pre-defined project. For instance, writing a grant proposal, instituting a clinical program, setting up a fellowship program, or writing a focused manuscript.

PEER MENTORING:

This is typically a group setting in which faculty at the same level of training, rank, or experience (peers) meet to share experiences, work on a project, or gain feedback. These can be informal lunches, peer support groups, career counseling sessions run by an expert, or writing support groups.

GROUP MENTORING:

This can involve several layers of mentors and mentees who vary by rank and experience. Often 1-3 senior faculty members mentor several junior faculty in a group setting. They engage in a flow of conversation to share experiences, ideas, and tips. It serves well to off load the mentoring demands on the few senior faculty members.

MOSAIC MENTORING:

In order to achieve the multi-dimension guidance needed, faculty in academic medicine often require a number of different mentors during their career. Mosaic mentoring can be viewed as a longitudinal landscape of career mentoring for an individual faculty, or it can refer to a specific type of group mentoring. In mosaic group mentoring, a diverse range of individuals of different ranks, ages, genders, races, skills and experience come together in a non-hierarchical community. Benefits include collaboration, reduced pressure on mentors, merging small pools together, and success in both gender and minority mentoring.

http://faculty.medicine.iu.edu/faculty-development/mentoring/mentoring-matters/models-of-mentoring/