

The Academy at Johns Hopkins: Advising, Mentoring and Coaching Program



The Academy at Johns Hopkins

Co Chairs Bill Baumgartner, MD and Carol Ziminski, MD

“Honoring our retired faculty for their exceptional wisdom, intelligence and experience, the Academy actively engages retired faculty in the Johns Hopkins community in ways that benefit our students, patients, disciplines and institution, and that support their ongoing professional fulfillment.”



<https://www.hopkinsmedicine.org/the-academy/index.html>

Academy Subcommittee on Mentoring/Advising/Coaching: GOALS

- A Directory of Academy Advisors, Mentors and Coaches that will be housed on a common website shared initially by the Academy and the IEE
- Mechanisms for connecting mentees / advisees / coachees with potential advisors/ mentors / coaches
- Faculty development sessions that will include best practices of advising, mentoring, coaching and providing feedback
- Methods of evaluating and ensuring quality in our mentoring / advising coaching programs

[Plan to focus first on junior faculty, with possibility of expanding]

Mentoring Definition

- Dynamic and reciprocal relationship
- Between more advanced faculty member (mentor) and a more junior member (mentee)
- Emphasizes development of mentee but often benefits mentor
- Involves ongoing meetings or communication between mentor and mentee
- May include sponsorship and networking (and coaching)

Advising Definition

- Less intense relationship between a more advanced faculty member (advisor) and a more junior faculty member (advisee).
- Focuses more on giving advice to help a faculty member achieve a goal or address a question than on entering into a longitudinal relationship
- Advising can be short (even just one meeting) or longer-term
- The terms of the relationship, as an advisor or mentor, are defined during initial meetings

Coaching Definition

- Observation with reflection and feedback to improve the skills of the person who is being coached (coachee)
- May involve a one-time observation or a longitudinal observational relationship

Collaboration with IEE and Office of Faculty Development

- Share Directory with IEE LinkED website, searchable by categories
- Coordinate with OFD to develop faculty development online session(s) and resources that include best practices for mentoring, advising, and coaching
- Collaborate with both to develop mechanisms for connecting mentees / advisees / coachees with potential advisors/ mentors / coaches.



Directory Categories

- Advocacy activities
- Career development
- Clinical program development
- Clinical interactions: communication with patients
- Clinical interactions: computer use
- Conflict resolution
- Content expert
- Curriculum development
- Educational Scholarship- funding, learner assessment, publications
- Leadership development/ administrative skills
- Meetings: leading or conducting
- Program evaluation
- Public speaking-interviews
- Research scholarship (Multiple subcategories)
- Teaching skills (*multiple subcategories*)
- Work-life integration

How to Access Advisor, Mentor, Coach

- Go to IEE website LinkED;
- <http://iee-linked.jhmi.edu>
- Create your log in
- Review the available Academy faculty
- Link up with the faculty member you select!

Any questions? Academy Subcommittee on Mentoring/Advising/Coaching: Co-CHAIRS

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