

RESOURCES

Human resources

- Research subjects
 - 16 Program participants
 - 16 Rejected applicants
 - 16 Control group
- Co-Investigators
 - Peter S. Cahn
 - Samuel Frank
 - Michael leong
 - Judith Jones
 - Emelia Benjamine

BUMC support

- Institutional Review Board
- Clinical Research Resources Office
- Faculty Development

Participants in the Early Career Faculty Development Program will experience:

1. Increased scholarly productivity
2. Faster time to promotion
3. Enhanced teaching effectiveness

Compared to assistant professors who do not receive structured mentoring

ACTIVITIES

CV Analysis

- Research subjects submit CVs January 2011, January 2012, and January 2013
- Two senior faculty reviews each CV
- Reviewers evaluate subjective criteria
- Reviewers record quantitative academic achievements

Self-Assessment

- Survey asks research subjects to rate level of skill or ability
- Subjects complete a developmental network questionnaire
- Assessed in January 2011, January 2012, and January 2013

Semi-Structured Interview

- Conducted January 2011, January 2012, and January 2013
- Collect qualitative information about faculty member's professional development
- Record, transcribe, and code for thematic content

OUTPUTS

Program graduates display:

- Greater improvement in subjective measures of CV
- More papers published and grants received
- More leadership positions within their department and professional organizations
- Greater likelihood that reviewers rate candidate ready for promotion

Program graduates display:

- Greater confidence in professional abilities over time
- Broader and denser mentoring networks
- Greater likelihood of mentoring others

Program graduates display:

- Better understanding of the promotion process
- Higher job satisfaction
- Greater loyalty to BUMC
- Increased confidence in overcoming professional obstacles

OUTCOMES FOR RESEARCHERS

Publish paper in peer-reviewed journal

Design statistically significant study

Identify improvements for mentoring program

OUTCOMES FOR BUMC

Decreased faculty attrition

Rise in NIH rankings

Enhanced resources for mentoring

SOCIETAL IMPACT

Greater understanding of mentoring programs

Increased job satisfaction at academic medical centers

Promote healthier work/life balance

