

Dear future participant,

Keep an open mind. You may think you know all you need to know, but you probably don't. Talk to other participants as well as the leaders; you'll learn a lot from them both. Be realistic and kind to yourself when you set your goals. You can't do it all at once. I feel so fortunate to have been part of this program. I think you'll like it, too. Good luck!

I have just finished this one-year longitudinal mentoring program. I really enjoyed it. It is great to meet people from different departments and schools. We learned from each other. We shared our knowledge and resources as well as frustrations and obstacles. It's great to know you are not alone on the academic track. Things take time to accomplish. Determination and commitment are really important. Hope you will benefit a lot from this program as I did. Have a successful year.

My advice to you all:

- Set a realistic goal before you participate in the program so that you will not be disappointed when the program ends.
- Attend all the sessions. The topics chosen for each one are different, informative, and interesting.

A few thoughts on maximizing the experience:

1. Take advantage of the your mentor. Make appointments with him or her regularly and feel free to ask the questions that you really need help with. Not all the conversation has to be related to your specific project. Mine helped think about work/life balance, promotion, and organization.
2. Come to the meetings of the program and try to engage with the process. Even if some of the topics don't seem relevant to you, you will gain some additional perspective at least. The connections with your peers are an added benefit.
3. Come prepared. The connections with the three wise laides who run the show can really be helpful.

Congratulations! I have a feeling that, as for many of us, you will be very surprised at where this program/journey will take you. A few pieces of advice to maximize your experience in the program:

- Be honest with yourself and your fellow participants.
- Use your peers as a source of motivation/inspiration, not an excuse to feel bad about yourself.
- You're not the only one feeling what you're feeling—trust me!

Keys to success:

- Peer mentorship
- Meeting people from other departments
- Similar experiences, frustrations
- Work/life balance
- Support, buy in from department
- Reinventing, enthusiasm for nonclinical work, motivating

You can get the most out of this program if you keep your mind open to sharing ideas, struggles, and successes with your peers and mentors! Some pieces of advice:

- If you have a random question on "How do I...?" ask it! Someone here will know the answer.
- Faculty have lots of tips on time management and prioritization.
- Talk with someone outside your school. It's amazing how the challenges are similar for junior faculty regardless of the discipline, and knowing this is very comforting.
- Attend as many sessions as you can.

- I really enjoyed the small learning groups and hope you will, too. We used them as a chance to check-in on project progress.
1. First, apply! This is a fantastic experience.
  2. Get organized:
    - a. Have a project
    - b. Strategize—what can you get done in 9 months?
    - c. Cut your project up into small sections
    - d. Set out to achieve these small sections one by one.
  3. Figure out your time:
    - a. Realistically, how much time/week do you have to set aside for this project?
  4. Make a check list. Try to keep your time line with weekly check-ins.
  5. If you are not achieving your goals, reassess your timeline and realistically how much time you are devoting to it.
  6. Have fun—enjoy making new friends and collaborators.
  7. Try to maximize your time with your mentor. If not a great match, try to find a new match sooner rather than later.

Definitely take advantage of the networking opportunities provided by the program. Unexpected but great collaborations may emerge as well as great friendships.

To make the most of your experience, I would suggest using your peers as resources and setting manageable/realistic goals. Make yourself accountable to your goals and deadlines but be flexible enough to accommodate your changing needs and potentially evolving career trajectory.

This program was wonderful in guiding me to think more about career goals. It gave me the tools to use to start to advance my career. In terms of the project proposal, in retrospect, it was good to put down on paper and think about how to accomplish it, but I probably should have written down a smaller plan given the work/time limitations. Finding peer mentors and working with senior mentors was also a key part of the experience. I wish you the best of luck in the journey.

Make sure your department chair allows you to participate in all the activities of the program by freeing you from clinical responsibilities during the program sessions. Try to attend all the sessions simply because they are all interesting and educational. Pick up a simple project that you can finish within one year.

This is an excellent program with many opportunities. We've been asked to write you a letter about how to maximize your time and get the most out of the year.

1. Regarding your mentor: Go to your mentor with goals and ask for help and advice. He or she has lots of experience and wants to help you reach your goals, but needs to know what they are.
2. Regarding the sessions: The lectures are awesome, so try not to miss them. The program has gotten some of the best speakers at BU, and you will be inspired by their talks.
3. Regarding your colleagues: Your fellow participants are the best part of this program. Don't be shy. Introduce yourself early and discuss often with your peers. Everyone comes with different interests and skills, and you are sure to find people who can complement you and help you grow.

Congratulations! Good luck! Here's to an excellent year.