MFL Project Executive Summary Template

Team Members:	Our 6-member team included: Pelin Motro, Dentistry; Colin Sox, Primary Care Pediatrics; Kevin Chang, Radiology; Natalia Morone, General Internal Medicine; Bharati Sinha, Neonatology; Rivka Ayalon, Nephrology.
Sponsors:	Neal Fleisher, Program Director, Pre-Doctoral Periodontology; Larry Dunham, Assistant Dean, Diversity, Equity, Inclusion, & Belonging.
Significance:	Goldman School of Dentistry faculty members need guidance and mentorship opportunities to facilitate engagement, collaboration, promotion, personal and professional development
Innovation:	We propose GSDM implement the SMILE Program (Structured Mentoring Integrated into the Learning Environment), which includes a One-to-One Mentoring program, and a Group Cohort program.
Methods and Prototypes:	To learn about factors influencing the problem, we conducted qualitative semi-structured group interviews while using guides to interviewing both mentors and mentees.
Results:	Our study found that mentees' needs include: trained mentors who could address clinical education, service, research, & career guidance, networking opportunities, protected time; and that mentors' needs include: mentorship training, protected time, funding, recognition in academic promotion. In addition, need for mentorship is greater among clinician educators
Challenges and Limitations:	Challenges to implementing the SMILE program include establishing protected time; setting expectations; implementing incentives; training mentors; matching mentors & mentees; creating networking opportunities.
Next Steps:	Next steps for GDSM include 1) implement protected time, 2) encourage existing faculty to complete BU Profiles, 3) plan to incorporate a pilot mentoring into orientation of participating faculty, 4) establish a detailed budget, 5) engage with faculty to gather further feedback