Meeting Summary for ALAAR Monthly meeting June 17th

Jun 17, 2025 12:51 PM Eastern Time (US and Canada)

Quick recap

The group then explored faculty development and mentorship programs, with participants sharing experiences and best practices for onboarding, retention, and professional growth. The discussion concluded with a focus on creating sustainable mentorship models and resources, including the sharing of mentorship tools and programs across institutions.

Next steps

- Maria to send out meeting summary and chat links to the group.

- Mariana to share her mentorship program resources and forms with Maria for distribution to the group.

- Maria to reach out to AAR staff about creating a spot on the website to post shared resources.

- Samantha to review shared resources and reach out to group members for advice on her new role as vice chair of Academic Affairs.

- Group members to consider sharing additional resources or templates related to faculty development, onboarding, and mentorship.

Summary

Enhancing Faculty Onboarding Practices

Maria Shiau, standing in for Fiona, led a discussion on the group's purpose and how it can support members' institutions. Terry Desser, retired but still involved with faculty development, suggested that the group could create guidelines and best practices for onboarding faculty and developing faculty handbooks. Maria mentioned a recent article on onboarding and offered to share it with the group. Both Maria and Terry agreed that while there are commonalities in onboarding processes across institutions, there are also unique practices that could be shared to improve the process.

NYU Vice Chair Role Transition

Samantha, who is transitioning to the role of Vice Chair of Academic Affairs at NYU, seeks advice on defining and developing the position, which involves responsibilities such as recruitment, retention, onboarding, and faculty development. Maria suggests that having a job description template could be helpful, while Terry mentions a paper published in Academic Radiology that outlines the role. Terry also highlights the existence of a group chat and message board for sharing experiences and advice within the academic community.

[Defining the Roles and Responsibilities for the Vice Chair for Academic Affairs/Faculty Development in Radiology - PubMed](#)

Academic Medicine Mentorship Roles

The group discussed various roles and responsibilities in academic medicine, with participants sharing their experiences in faculty development, mentorship, and handling faculty issues. Lori highlighted the importance of mentorship and coaching, while Michelle emphasized the impact of contributing to school-level faculty development initiatives. Mitva expressed interest in learning how others handle faculty issues, particularly professionalism problems, and Lori suggested leveraging support from outside departments through programs like "cup of coffee conversations." Mariana shared her experience as the vice chair of mentorship and professional development at the University of Colorado, offering insights into similar roles.

Mentorship Program Development Overview

Mariana explained the creation of a new role focused on mentorship and professional development, which was established due to the current vice chair's limited bandwidth. She described her process of developing a sustainable mentorship program, starting with junior faculty and extending to residents and fellows. Mariana emphasized the importance of understanding the differences between coaching, sponsorship, and other forms of mentorship, and shared her experience of becoming certified as an executive coach, which she found highly beneficial for navigating challenging situations. She also highlighted a collaborative approach at her institution where coaches across departments swap services to create a network of support.

Executive Coach Certification Program Discussion

The group discussed an executive coach certification program, with Mariana providing information about its cost and availability. They welcomed Melina, a radiology resident interested in abdominal imaging and leadership roles. Priscilla, a vice chair of academic affairs at Boston Medical Center emphasized the group's value for peer support and resource sharing. The conversation ended with Maria sharing an article about faculty engagement and retention by Leah Azour and Georgeann McGuinness.

[Executive Coach Certification Programs | ICF & CEC-Accredited Training](#)

[From Great Resignation to Great Retention: Orientation as a First Step in Engaging Faculty Well-being - Academic Radiology](#)

Mentoring Program and Resource Database

Maria and Mariana discussed creating a database of material resources and a sustainable mentoring program. Mariana shared her approach to mentoring, which includes forming launch teams, providing structured meeting topics and forms, and offering administrative support. They agreed that Mariana would send her mentoring resources to Maria to share with the group.

Sustainable Mentorship Models Discussion

Mariana shared her experience with a sustainable mentorship model implemented at the Internal Medicine Department and Pediatrics at the University of Colorado, involving a facilitator group to pair mentees with appropriate mentors. Maria and Lori discussed strategies to balance mentorship loads, including resident preferences and administrative oversight. Melina highlighted resident choices based on past experiences and mentioned a similar approach at UCSC. Mitva introduced a mentorship app, "Mentor Click," which uses a dating app-like matching system to facilitate mentor-mentee pairings, suggesting it could reduce administrative workload.

[MentorcliQ | Employee Mentoring Programs Made Easy](#)

Mentorship Programs and Experiences

The group discussed mentorship programs, with Mariana explaining the concept of mentorship teams that include traditional mentors and additional mentors from different

departments to promote professional growth. Lori highlighted the importance of having multiple mentors for different purposes, including career development and promotion feedback. The participants shared experiences with speed mentoring events, with Michelle describing a successful in-person session for educators and Maria mentioning a similar event at NYU. The conversation ended with Maria emphasizing the need to make mentorship resources more accessible and offering support to Samantha, who was new to her role.