



Modified Launch Teams

Department of Radiology

Why launch teams?

This method of pairing and promoting a **mentor-mentee** relationship has been very successful at the CU-Departments of Internal Medicine and Pediatrics. Many other formats have been explored and used across the country; however, this is likely the most sustainable.

Who is in the team?

The primary team member is a "**facilitator**," a role open to section chiefs, vice-chairs, or mid-career faculty from any series (research, clinical, or education). The **second facilitator** will be a member of the mentorship committee as an aid in the pairing process, and to increase the network of known potential mentors for the mentee. The second facilitator's role is independent of their career stage (early, mid, or late), rank, series, or location (remote or in-person). All faculty members—including radiologists, APPs, physicists, and researchers—are encouraged to participate.

This model can also be applied to the **trainees** where the senior residents or fellows become the facilitators and/or mentors to junior residents.

What do "facilitators" do?

Their role is to learn who the mentee is, their aspirations, goals, their why to then help them find the suited mentor. While they can be mentors, the facilitators' main role is to aid in the mentor-mentee pairing process.

What is the time commitment of the facilitators?

The total time is approximately **2 hours per year total**. There are two 1-hour meetings per year. The **initial meeting** is to identify what the goals, challenges, and aspirations of the mentees are that could help you find their best mentor. The **second meeting**, 3-6 months later, is to ensure the mentee is having a fruitful relationship with the mentor.

How will we identify facilitators?

Mentorship committee members will serve as facilitators. Section leads/ division chiefs will work with Vice Chair of Mentorship and Professional Development (VCMPD) to identify members from their section that would be willing to commit for **2 hours per year** and act as facilitators.

How does this process work?

- Interested mentees should contact the VCMPD (Dr. Meyers) and business services senior professional (Sarah Coleman) to be connected with a facilitator.
- We will contact the facilitator(s) and, upon their agreement, introduce all parties via email.
- We will schedule the first meeting between mentee, main facilitator, additional facilitator, and the VCMPD. The following documents will be included:
 - Preparatory reading materials for the mentee
 - An outlined agenda with topics for discussion.
- **Facilitator's role:** Using the agenda and outline, guide a meaningful conversation to understand the mentee's goals, aspirations, needs, and challenges. Based on this discussion, you, along with the additional facilitator and VCMPD, will identify a suitable primary mentor using your networks. Ideally, multiple mentor options can be suggested, but one should commit as the primary mentor for a one-year term.
- Once a mentor is identified, please notify the mentorship business services senior professional (Sarah Coleman) and VCMPD (Dr. Meyers) to arrange a meeting with the mentee. We will ensure you both receive the proper materials for your first meeting.
- Facilitators may also be mentors/ primary mentor.
- Remember to use all resources available in the Team's folder to guide your meetings, set goals, learn about how to be a good mentor and mentee, etc. which can be located in the [Radiology - Mentorship Handbook.pdf](#) and in the [Radiology Department - Mentorship related resources | General | Microsoft Teams](#)

Pairing bypassing the facilitators

How does this process work?

There are a couple of options. One is using somebody you have in mind, and the second is using the [Radiology Mentorship Database](#):

- 1- If you already have a mentor in mind, you are welcome to bypass the facilitator step. You may reach out to this person directly, or if you would like to be introduced, please contact the VCMPD and the business services senior professional (Sarah Coleman) so we help you. We will make sure this mentor is not already overcommitted, is available and willing to mentor you. We will also set up your first meeting and distribute the proper preparation materials.
- 2- Alternatively, you can look in the [Radiology Mentorship Database](#) and identify a mentor based on the filters provided.
 - Once identified, email the mentorship assistant and the VCMPD who will make the introduction, schedule the meeting, and send the materials.
 - o We will ensure that listed mentor is not overcommitted
 - o Will work with the webpage developers to create an automated process where the mentee can directly reach out to the mentor via the webpage.

Once mentor-mentee pair is identified, please notify the business services senior professional (Sarah Coleman) and the VCMPD for tracking purposes.

Use all resources available in the Team's folder to guide your meetings, set goals, learn about how to be a good mentor and mentee, etc. which can be located in the [Radiology - Mentorship Handbook.pdf](#)

Resources for Mentors and Mentees

The Mentorship Handbook contains important and helpful information that can be used by facilitators, mentors, and mentees.

Familiarize yourself with the additional templates and resources in the [Radiology Department - Mentorship related resources | General | Microsoft Teams](#)