

## **SUSTAINED MENTORING RELATIONSHIPS IN AN ACADEMIC ENVIRONMENT**

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Collegial networks within and between academic centers are increasingly recognized as essential in medical education and in general pediatrics. Despite near universal calls for mentoring, formal mentoring programs are often difficult to launch due to time constraints and the competitive nature of academic medicine. Moreover, the type of mentoring these programs typically endorse, i.e. assigned, short-term career advisement, may be qualitatively different from classical mentoring: dynamic, reciprocal relationships that aim to promote the development of both mentors and protégés.

Part lecture, part discussion, part question and answer, this workshop begins by exploring contemporary paradigms in education, grounding mentoring in education theory and challenging the notion that mentoring is "all about chemistry." A framework for mentoring that considers nurturance and reciprocity as essential to establishing and sustaining mentoring relationships will be presented. Interactive discussion with participants will center on the roles of mentors and protégés, the contributions each makes, and what each can expect to gain from the relationship.

The second half of the workshop will build on the fundamentals introduced in the first half, with facilitators sharing their personal experiences of mentoring individuals at different institutions and from various disciplines. Participants will have an opportunity to learn about tools that can augment traditional mentoring activities, such as individualized learning plans and e-mentoring. Participants will come away with a better understanding of the features of mentoring relationships, as well as innovative and practical approaches to mentoring. Recognizing that even highly motivated mentors and protégés may be constrained by academic environments that do not identify mentoring as a scholarly activity, the workshop will end with an interactive discussion about ways to institutionalize a commitment to mentoring.