

# How Mentoring Relationships Evolve: A longitudinal study of academic pediatricians in a physician educator faculty development program

Balmer D, et al, J of Continuing Education in Health Professions, 2011

## Background,

- APAs Educational Scholars Program – 3 year certificate for faculty seeking to build their educational scholarship skills
- Mentor assigned to assist scholar with project – limited to length of the program
- Qualitative study to evaluate the mentoring relationship

## Finding a mentor

- Most chose from their own institution – extending an existing relationship
- Small # chose a friend and later questioned the decision
- Familiarity and proximity were common; 26% mentioned mentor's context expertise

## Relationship over time

- Over time the relationship extended from dyadic to a network of senior people to broader peer mentors (\*importance of multiple mentors)
- Often evolving professional inquiry pushed them to seek additional mentors locally or outside
- Value of peer mentoring influenced some to see academic culture as collaborative rather than competitive

## Benefits experienced

- Support in form of: listening, advocating, expressing belief in scholars
- Advocacy: 1) Access to network of opportunities 2) protection
- Career mentoring and advising (even though aim was project mentorship)
- Expectation setting