

## Questions *Mentees* Might Ask

### *Mentoring relationship*

- Are you able to commit to mentoring me in the following areas...?
- How often would you like to meet?
- How do you like to be contacted (email, phone, etc.), and who should I contact to make appointments with you?
- What expectations do you have for our meetings? Would you like me to provide any materials to you ahead of time (e.g., agenda, manuscripts)?

### *Career goals and advancement*

- Are my short-term and long-term goals realistic? Will they help me to achieve advancement to the next academic rank? What skills do I need to enhance or acquire to meet those goals? Do my goals align with CCHMC strategic initiatives?
- Is my time line for meeting goals reasonable?
- How will I know when I am ready for reappointment, promotion, or tenure (if applicable)? What skills and deliverables (e.g., manuscripts, grants, educational scholarship) are needed to progress to the next level?
- What resources are available at CCHMC or other institutions to help me reach my goals?
- What professional networks or communities are important to become involved with?
- What professional meetings or conferences are most important and merit my involvement?
- Which other mentors and collaborators both inside and outside the institution might help me achieve my professional goals?
- If I am involved in a controversy or dispute, where would I go for help?
- Who should be on my Career Development Committee?

- Given my career goals, do you have any advice about the appropriate balance between patient care, teaching, research, and administrative responsibilities?
- Do you have specific suggestions regarding strategies for reaching this balance?

### *Research*

- What are the RPT criteria for defining scholarship/research accomplishment, and what do you think is most important for me to prioritize in the next 6–12 months?
- What resources are available for supporting scholarship/research activities at CCHMC? On which resources should I focus?
- What would you like to review (e.g., aims/hypotheses, brief concept paper) when we start to discuss a proposed project or grant?
- What skills or resources are needed to successfully complete this research project, grant, etc.?
- What is an appropriate time line for achieving goals with respect to research projects, grants, manuscripts, etc.?

### *Education*

- What RPT criteria are used for defining teaching or educational accomplishment and being promoted in the Educator Specialist Pathway?
- How can I create an Educator Portfolio, and what documentation will I be required to prepare?
- Can you provide advice on turning educational projects into scholarly activities that can be documented in the Educator Portfolio?
- What are typical teaching expectations, and who will serve as evaluators of my teaching activities? What importance is placed on peer observation of my teaching? On student evaluations? If senior faculty

do observe my classes, who asks them to attend?  
To whom do they report, and in what way?

- What resources are there for improving my teaching skills?
- How much time should I spend on my course preparation? Where's the line between sufficient preparation and over-preparation?
- How much flexibility is found in teaching schedules, and who controls the schedule?
- Which subjects are best to teach? Is it best to teach the same course exclusively, or should I teach different courses?
- What degree of freedom do I have in determining course content?
- Are teaching assistants available? If so, how are they selected? What can I expect of a teaching assistant, and what are my responsibilities for evaluation of his or her performance?
- Are there departmental/school standards for grading?
- How should I handle student issues?

#### ***Clinical and quality improvement (QI) work***

- What RPT criteria are used for defining clinical excellence and/or QI accomplishments and for promotion in the Clinical Specialist Pathway?
- What criteria are used to determine clinical productivity (e.g., RVUs), and how can I document this?
- Can you provide advice on turning clinical/QI activities and programs into scholarly activities?
- What are your suggestions regarding strategies for creating innovative clinical or QI programs? What skills do I need to successfully implement such programs?
- What suggestions do you have for focusing my clinical/QI activities and creating a niche in which I can become nationally and internationally recognized?
- What are your strategies for successful publication of clinical papers, case reports, reviews, etc.? Do you know of any opportunities for such publications?

#### ***Service***

- On what committees would it be helpful to serve, and how much committee or other service work is expected of faculty?
- Do you have advice regarding how and when to say “no” or “yes” to service opportunities that I am offered?
- (If you are a woman or minority faculty member who is frequently asked to participate in committees to ensure diverse representation) What strategies do you suggest to ensure that I limit committee and other service work that I may be offered to those activities that will contribute to my career objectives?

#### ***Authorship advice***

- How is authorship handled within the institution (e.g., order of authors), and which contributors should be included as authors?
- Could you give me advice about ethical issues in publishing, your perspective on what is a “publishable unit,” expectations for productivity, etc.?

#### ***Management skills***

- What strategies can you offer for interviewing, hiring, and evaluating lab personnel, clinical personnel, and/or fellows?
- What strategies can you offer for successfully running a lab?
- What strategies can you offer for working with graduate students?

#### ***Work-life integration***

- What policies does CCHMC have for family and personal leave? How do I go about asking for such leave?
- What are your strategies for achieving a reasonable balance between work and personal life?
- What advice can you provide to someone maneuvering their career back on track when growing a family?
- Where can I find information about CCHMC's sabbatical policy?