



Mentorship and Leadership Portfolio

January-December 2018

Portfolio Members: Aliya Kassam (Co-Lead) Diane Lorenzetti (Co-Lead), Marie-Claude Proulx, Jamie Day, Mariko Roe

Portfolio description: To help develop relationships between faculty members in CHS and members of the O'Brien Institute with respect to mentorship and leadership at the faculty level

1. Activities

a. The O'Brien Institute for Public Health Mentorship Program

The Mentorship Program facilitates and supports time-limited, activity defined mentoring relationships between volunteer faculty mentors and mentees within the Institute. The intent of these relationships is to support faculty development in the areas of research and other academic endeavors relevant to academic career goals. In 2018, the program continued to have twelve active mentorship matches. The Program also coordinates activities with the Department of Community Health Sciences to ensure that all incoming faculty are made aware of the Program and provided with appropriate mentorship support.

b. Creating an Evidence Base for Effective Mentorship (BHSc. Honours student project)

During the 2017/2018 academic year, the Portfolio Co-Leads (Aliya Kassam and Diane Lorenzetti) initiated a formal program evaluation of the O'Brien Mentorship Program. The objective of the evaluation was to assess the effectiveness of the Mentorship Program since its relaunch in 2016. Helen Pethrick, a BHSc Honours student conducted the program evaluation as part of her Honours thesis, supervised by the Mentorship Portfolio leads. Overall, the findings from the evaluation suggested that O'Brien membership valued the role the Mentorship Program plays in facilitating relationship building and access to mentorship support.

c. Mentorship and Leadership Book Club

The book club is an annual Fall event that enables faculty to meet in an informal setting to discuss books and issues of relevance to leadership in academia. The book club also serves as a venue where faculty can share personal stories and strategies for overcoming leadership challenges. In 2018 (October 16), the book chosen for discussion by the group was Ken Blanchard's Leadership and the One-Minute Manager. Refreshments provided by the O'Brien Institute complemented a very fruitful discussion about the different aspects of leadership for those not in an official leadership position.

d. Leadership

Bespoke Leadership Courses (following the format of O'Brien's successful 2016 and 2017 courses) were not sponsored in 2018, as the Cumming School of Medicine's [Office of Faculty Development](#) has been offering leadership workshops and other resources.

2. Operations

- a. Time spent by portfolio lead(s) in reporting period (Estimate as %, FTE, # hrs/month, *etc*):
0.20 FTE
- b. O'Brien human resources and finances requested for future activities and reporting periods:
O'Brien Project Coordinator (MCP): 3 hrs/month
- c. Entities other than O'Brien Institute supporting your portfolio activities, and type of support (*eg.* financial, HR, *etc*): University of Calgary Libraries and Cultural Resources, Department of Community Health Sciences, Office of Postgraduate Medical Education

3. Communications with Executive Committee

- a. Agenda items and timing request for next meeting with O'Brien Directors:
 - i. Request meeting with O'Brien Directors January – March 2019; main agenda item = potential creation of "early career faculty council" for Institute
- b. Agenda items requested for next Executive Committee meeting:
 - i. Updates/advice/learnings: While participants described fulfilling and positive mentoring experiences within the O'Brien Institute Mentoring Program, possible changes to the design of the program (particularly the matching process and communication from the program) could be improved. Such changes must be considered in the context of organizational culture and support for mentoring. It is possible that formal mentoring could have unique benefits for faculty members in public health, especially in navigating the multidisciplinary nature of public health as an academic field.
 - ii. Desired advice/guidance/feedback/brainstorming:
 - What are the next steps?
 - How can we sustain the momentum?
 - Where can we make changes?
 - Group mentoring sessions
 - E-mentoring
 - Shall we focus more on Leadership than Mentorship?

4. Outcomes/Outputs of Portfolio Activities

- a. Academic outputs and societal impacts leveraged by portfolio:
 - i. Findings from the evaluation of the Mentorship Program were presented at the 2018 CASCH conference: Pethrick H, Lorenzetti DL, Kassam A. Mentoring at the O'Brien Institute for Public Health: Building an Evidence Base for Effective Mentorship. Campus Alberta Student Conference on Health (CASCH) September 14-15 2018 (Calgary, Alberta)
 - ii. A manuscript is also in preparation for submission to a peer-reviewed academic journal.