

Department of Ophthalmology  
Faculty Mentoring Program

## Department of Ophthalmology Excellence in Mentoring Award

The Mentoring Oversight Board created the **Department of Ophthalmology Excellence in Mentoring Award** in 2019 to recognize and honor excellence in mentoring in our department. Nominations for this annual award originate with the mentees, who are asked to provide a 200-250 word summary indicating why their mentor deserves this award, addressing skills and qualities and being as specific as possible. Any mentor assigned through the departmental program is eligible for the award; the mentor's academic rank will not be considered as a criterion for this award.\*

The award recipient is selected by the Mentoring Oversight Board and announced at Harvard Ophthalmology Annual Meetings or the Faculty Retreat.

Note that an excellent mentor may not display all of the skills and qualities listed below. What matters is how successfully your mentor contributes to the dynamic process by which you both learn to respect and trust each other's commitment and expertise.

### **Skills and Qualities of an Excellent Mentor**

*(adapted from BCH Office of Faculty Development Community of Mentors Guidelines for Mentors 2011-12)*

- Listens closely to the mentee's career goals and creates an environment that maximizes advancement, focusing on the mentee's strengths and goals, and acting as a guide, navigator, and cheerful critic
- Empowers his/her mentee and advocates for him/her, providing networking opportunities
- Provides psychosocial support
- Encourages accomplishments and is generous with credit to show confidence and recognition of the mentee's high achievement
- Encourages innovative thinking and recommends collaborators or other mentors
- Plays the role of a protector and guard of the mentee's time, teaching him/her when to say "No" and when to say "Yes"
- Is an intellectual guide and facilitator of growth, providing instruction in professional socialization, expectations, and organizational imperatives, including the consideration of the right timing and strategy for advancement
- Is honest, accessible, approachable, and supportive

### **The Mentoring Oversight Board**

**James Chodosh**, MD, MPH, Professor & Vice Chair of Ophthalmology

**Patricia A. D'Amore**, PhD, MBA, Professor & Vice Chair of Ophthalmology

**David G. Hunter**, MD, PhD, Professor & Vice Chair of Ophthalmology

**Alice C. Lorch**, MD, MPH, Assistant Professor of Ophthalmology, Director of Residency Program

**Joan W. Miller**, MD, Professor & Chair of Ophthalmology

*\*Members of the Mentoring Oversight Board are not eligible for this award.*