

Online Data Supplement

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Title: Effectiveness of a Faculty Mentor Development Program for Scholarship at an Academic Health Center

6 Table E1: Objectives of the faculty mentor development modules

Module name	Module objectives: Upon completing this module, learners will be able to	Online program	F2F program	Fleming competency map ¹¹
1. Defining mentoring	Define and describe mentoring, including the origin of the concept Describe the various roles played by mentors of junior faculty in academic research Map mutual relationships, expectations, and responsibilities in the mentoring relationship Develop appropriate mentoring plans	X	X	Aligning expectations
2. Rewards and challenges of mentoring	Describe the evidence that suggests the need for effective mentoring in biomedical research Discuss the rewards of becoming a mentoring Personal rewards Professional rewards Consider the challenges to effective mentoring Discuss effective ways to end unsuccessful mentoring relationships Discuss case scenarios that illustrate strategies for meeting mentoring challenges	X	X	Assessing understanding
3. Communicating effectively with mentees	Evaluate your communication style and recognize the pros and cons of your style Describe active listening and its importance in effective communication Identify ways to effectively convey your ideas Identify ways to promote mentee communication and self-efficacy Define emotional intelligence and its importance in effective communication	X	X	Maintaining effective communication
4. Achieving work-life balance	Define work-life or personal-professional balance and its importance Identify characteristics of "burnout" Identify strategies to prioritize tasks and avoid "burnout"	X	X	Promoting professional development
5. Understanding diversity	Explain why diversity is important for excellence Describe existing faculty diversity and initiatives to enhance diversity Define unconscious bias Identify strategies to overcome unconscious bias and help the mentee succeed across differences	X	X	Addressing diversity
6. Benefits of informal mentoring relationships	Define informal mentoring Discuss the process of informal mentoring, including the roles and responsibilities of mentoring partners Compare informal mentoring with formal mentoring	X		Promoting professional development
7. Leadership skills and opportunities	Define leadership and situational leadership Describe elements of leadership development Describe elements needed for effectively guiding behavior as a leader Define and distinguish between leading and managing, and explore the practical applications of both Describe motivating factors, and understand those factors that lead to satisfaction or dissatisfaction Describe how autonomy, mastery, and purpose contribute to motivation	X	X	Fostering independence

	Identify your strengths and weaknesses in leading, both one-on-one and in team situations			
8. Helping mentees get and manage external funding	Identify resources for grantsmanship Identify internal and external funding sources for mentees Identify key components of K award Identify components for successful management of grant awards	X	X	Fostering independence and promoting professional development

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9 Table E2: Summary of mean self-efficacy scores of users prior to accessing each online module

Module Number	Module	Overall Self-Efficacy Score (mean \pm SD): Rate your degree of confidence that you can do successfully mentor a faculty member in his/her research, by recording a number from 0 to 100	Module Competency-specific Self-Efficacy Score (mean \pm SD): Rate your degree of confidence that you can do the following by recording a number from 0 to 100
1	Defining Mentoring from the Beginning (n=93)	53.7 \pm 24.2	Develop an Individual Mentoring Development Plan with my mentee – 55.3 \pm 23.2
2	Rewards and Challenges of Mentoring (n=55)	51.5 \pm 20.0	Effectively handle various mentoring challenges – 54.2 \pm 17.2
3	Communicating Effectively with Mentees (n=54)	50.6 \pm 19.7	Analyze and manage a challenging mentor-mentee relationship – 51.3 \pm 17.8
4	Achieving Work-Life Balance (n=51)	52.4 \pm 20.6	Provide concrete suggestions to my mentee about work-life balance – 60.6 \pm 19.2
5	Understanding Diversity Among Mentees (n=53)	58.5 \pm 19.7	Identify unconscious biases that may affect my mentor-mentee relationships – 60.2 \pm 15.9
6	Benefits of Formal Mentoring and Informal Mentoring Relationships (n=40)	60.0 \pm 17.5	Describe the pros and cons of informal mentoring – 53.5 \pm 16.1
7	Leadership Skills and Opportunities – How to Build a Research Team (n=51)	59.2 \pm 20.0	Apply situational leadership principles to my mentor-mentee relationships – 54.7 \pm 17.7
8	Helping Mentees Get and Manage External Funding (n=42)	60.2 \pm 20.8	Refer my mentee to resources for grantsmanship – 50.0 \pm 23.8
1-9	All modules (From 439 pooled data, average of 55 per module)	55.3 \pm 21.0	55.1 \pm 19.6