

Mentorship and Sponsorship



Mentorship and Sponsorship in medicine, whether formal or informal, have been shown to have a positive impact on career trajectories. Faculty members who received mentoring and sponsoring opportunities report better career visibility, increased scholarship, more publications, more likelihood to be promoted, improved retention, and overall better career satisfaction.

We all need mentors, sponsors, and coaches to help us navigate academic medicine. The AUA can help build these connections.

Mentorship

Longitudinal & personal
 Dynamic & reciprocal

Provide advice and guidance
Aim for professional development;
may be project specific

Mentor is **content expert**

Valuable in **early career stages**

Sponsorship

Episodic & focused
 Transactional: *clear expectations*

Provide high stakes assignments
Aim for increased visibility &
 access

Sponsor has **position of influence**

Valuable for **mid-career & high-level** advancement

Coaching

Short-term & professional
 Future-focused partnership

Provide space for reflection
Aim to know self, build skills, &
 change behaviors

Coach is **professionally trained**;
 not content expert

Valuable at **all stages** of a career

Extramural Work

Mentors: grant writing &
 submissions

Sponsors: access to key positions
 as grant reviewers on NIH study
 sections, editorial boards,
 leadership on society board.



Hospital Leadership

Mentors: develop skills, identify
 path

Sponsors: connect with others,
 strategic planning, financial
 literacy

How Mentors & Sponsors Can Help

Academic Leadership

Mentors: navigate the workplace
Sponsors: speaking opportunities,
 high-stakes committees with SOM,
 strategic planning for visibility.



Educational Leadership

Mentors: develop skills, build
 portfolio

Sponsors: connect with others to
 find roles at GME, ACGME, and ABA