The final meeting of this year’s Early-Career Faculty Mentoring Program is Thursday, May 12. Created in 2020, the Office of Faculty Affairs and Faculty Development’s Early-Career Faculty Mentoring Program supports junior faculty and their mentors in building meaningful mentoring relationships. The program complements and builds upon the work being done by department chairs and division chiefs to support the career development and advancement of junior faculty. This program seeks to connect junior faculty and mentors in effective, goal-driven relationships; facilitate the exploration of early career professional opportunities and mentoring networks; identify potential areas for early career focus and engagement with scholarly work/scholarship; support junior faculty’s preparation for a meaningful first annual review; and support junior faculty’s preparation for promotion and tenure processes and mentorship next steps. To view this year’s mentor/mentee dyads, visit [this page](https://faculty.med.virginia.edu/facultyaffairs/development/mentoring-program/early-career-faculty-mentoring-program/).

In the coming months, The Office of Faculty Affairs and Faculty Development will work closely with departments to invite new/incoming School of Medicine junior faculty and their mentors to participate in the 2022-2023 Early-Career Faculty Mentoring Program. Meetings are once monthly, October through May. For more details about the program and the schedule, please [this page](https://faculty.med.virginia.edu/facultyaffairs/development/mentoring-program/early-career-faculty-mentoring-program/).

As part of departments’ annual review process last fall, a number of departments set a goal to formalize their departmental mentoring efforts. Since January, the Office of Faculty Affairs and Faculty Development has been working with faculty representing the participating eighteen departments as a mentoring learning community. This learning community is using a best practice program development model to collaborate on mentoring strategies and design and implement programs that meet the faculty mentoring needs of individual departments.

One outcome from this mentoring learning community is a plan to create a series of professional development opportunities for faculty to learn about effective mentoring in academic medicine and enhance their mentorship skills. Look for those events this coming year!