

BEAM: Building Excellence in Academic Mentorship Series and Certificate Program

OVERVIEW

The Office of Professional Development and Engagement with the Irving Institute for Clinical and Translational Research are pleased to announce the launch of **BEAM: Building Excellence in Academic Mentorship Series and Certificate Program**.

This new CUIMC faculty development program is designed to strengthen the quality and consistency of mentorship across our campus. This evidence-based series is designed to be flexible for busy faculty and uses active learning and case studies to emphasize meaningful engagement.

The BEAM certificate of participation establishes a shared institutional common fund of knowledge for effective, high-quality mentorship that addresses the needs of today's mentees by using nationally recognized competencies. *

**BEAM uses the core competencies developed by the Center for the Improvement of Mentored Experiences in Research (CIMER) from the University of Wisconsin-Madison*

AUDIENCE

BEAM is open to all CUIMC faculty who mentor advanced/late postdocs and junior faculty, including:

- Research faculty mentoring postdocs and junior investigators
- Clinicians and clinician-educators mentoring trainees, junior faculty, and medical students
- Investigators serving as mentors on NIH training awards (e.g., K12, T32, CTSA)

Both new and experienced mentors are welcome.

PROGRAM FORMAT

- The program combines a brief asynchronous core, a Mentoring Development Plan (MDP), and interactive live sessions on key mentoring skills such as:
 - Effective communication and aligning expectations
 - Navigating the hidden curriculum of academia
 - Addressing conflict and collaboration in mentoring relationships
 - Supporting mentee (and mentor) well-being and resilience
 - Promoting independence and successful transitions
 - Leveraging self-awareness and emotional intelligence as a mentor

Participants may participate in sessions as needed or can fulfill the requirements for the certificate program.

REQUIREMENTS

1. Take the Entering Mentorship training available online. Program recording will be available soon. (45 minutes)
2. Complete a Mentoring Development Plan (MDP)*
3. Attend one live BEAM core session (within 12 months of taking the training)

*The MDP is a new instrument designed to help mentorship and mentees self-assessment on mentoring strengths and areas for growth.

NOTE: Completion of BEAM Core Certification signals that a faculty member has met institutional expectations for mentor preparation which can be used toward applications for mentored awards.

BEAM CORE SESSIONS

** Full schedule updates will be available soon*

1. Entering Mentorship – CIMER Foundational Principles (*Recorded*)
2. Session 1: Being an Effective Mentor: Fundamental Principles (*February 27th*)
3. Session 2: Introduction to the Hidden Curriculum of Successful Mentorship
3. Session 3: Conflict and Collaboration in Mentorship
4. Session 4: The Struggling Mentee: Fostering Well-Being and Building Resilience
5. Session 5: Mentoring to Independence – Supporting Transitions
6. Session 6: Leveraging Self-Awareness for More Impactful Mentorship

ELECTIVES

- Coaching Growth and Independence
- Giving and Receiving Effective Feedback – “Tell Them So That They Hear You”
- Strategies for Time Management – Supporting Mentee Effectiveness, Progress, and Sustainability
- Developing Goals – Using the IDP and SMARTer Goals for Supporting Mentee Success

For more information about the certificate and program, please [click here](#) or contact us by email at: Office_Acad_Affairs@cumc.columbia.edu.