COLUMBIA | COLUMBIA UNIVERSITY IRVING MEDICAL CENTER

OFFICE OF FACULTY PROFESSIONAL DEVELOPMENT AND ENGAGEMENT

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

1. **Entering Mentorship – CIMER Foundational Principles *(Recorded)***

2. **Being an Effective Mentor: Fundamental Principles**
   February 27, 2026: 12 - 1:30 p.m.
   Facilitators: Bernard Chang, MD, PhD; Clara Lapiner, MPH, MEd; Daichi Shimbo, MD

3. **Introduction to the Hidden Curriculum of Successful Mentorship**
   April 14, 2026: 12 – 1:30 p.m.
   Facilitators: Bernard Chang, MD, PhD; Monica Lypson, MD, MHPE

4. **Conflict and Collaboration in Mentorship**
   May 4, 2026: 12 – 1:30 p.m.
   Facilitators: Bernard Chang, MD, PhD; Wes Grueber, PhD; Sandra Ryeom, PhD

5. **Leveraging Self-Awareness for More Impactful Mentorship**
   June 10, 2026: 12 – 1:30 p.m.
   Facilitator: Caryn Block, PhD

6. **Fostering Well-being, Building Resilience – Supporting Mentees and Mentors**
   September 22, 2026: 12 – 1:30 p.m.
   Facilitators: Lou Baptista, MD; Bernard P. Chang, MD, PhD; Penelope C. Lema, MD; Jennifer J. Manly, PhD

7. **Coaching for Growth and Independence**
   October 28, 2026: 12 – 1:30 p.m.
   Facilitators: Gerard Karsenty, MD, PhD; Penelope C. Lema, MD; Monica Lypson, MD, MHPE

8. **Feedback with Purpose: Giving, Receiving, and Growing Through Dialogue**
   December 1, 2026: 12 – 1:30 p.m.
   Facilitators: Bernard P. Chang, MD, PhD; Maya J. Hastie, MD, EDD; Robert E. Tillman, PhD;

Jatin M. Vyas, MD, PhD

9. **Strategies for Time Management – Supporting Mentee Effectiveness, Progress, and Sustainability**
   Spring 2027

10. **Developing Goals – Using the IDP and SMARTer Goals for Supporting Mentee Success**
    Spring 2027

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