

Active Mentorship (aka Sponsorship)

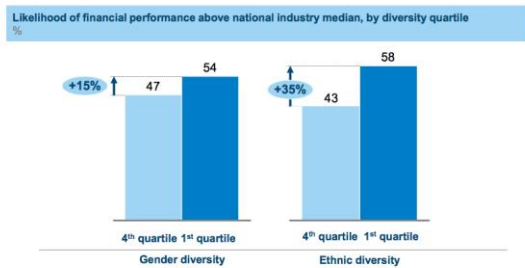
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 Associate Professor
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Why Diversity in the Workforce

- First and foremost, it is the right thing to do
- McKinsey & Company “Diversity Matters” report, 2007
 - 366 public companies in the UK, Canada, the USA, and Latin America
 - Data: composition of top management, boards, financial data (earnings from 2010-2013).

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SOURCE: McKinsey Diversity Database

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Mentoring vs. Active Mentoring

- Mentors provide advice, feedback, and coaching
- Sponsors (or active mentors) are advocates in positions of authority who use their influence intentionally to help others advance.

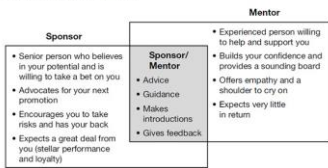
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Differences between mentors and sponsors

Sponsor versus mentor



From "Forget a mentor, find a sponsor", by Sylvia Ann Hewlett

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Differences between mentors and sponsors

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We need both!

From "Forget a mentor, find a sponsor", by Sylvia Ann Hewlett

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Mentor

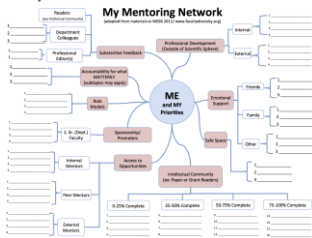
- Example
 - I am working on something new, and need advice on how to approach it – ask a mentor
- It is a one way relationship (mentor → mentee)
- Not just 1 mentor
- Build a network of mentors

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Mentor map



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Sponsorship

- Example
 - Chair Janet needs a medical physicist. I know resident Joe would do a great job, so I tell chair Janet about him and that I think he is the right fit for the position.
- Find 2 or 3 sponsors who can vouch for you

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Sponsorship

- Sponsorship is a 2-way relationship
 - Someone sponsors you
 - Expects high performance and appreciation from you

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Panel Discussion: Promoting Diversity Through Active Mentoring

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Moderator– Laura Cerviño, PhD.

Associate Professor
UC San Diego

Chair of WPSC



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Co-moderator– Nicole Ranger, MSc, FAAPM

Diagnostic Medical Physicist
Radiology
Aspirus Wausau Hospital

Founder of the WPSC
luncheon



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Panel – Colin Orton, PhD, FAAPM, FACMP

Professor Emeritus
Wayne State University

Former AAPM president



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Panel – Elizabeth Krupinski, PhD.

Professor
Vice-Chair for Research
Radiology
Emory University



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Panel – Jean Moran, PhD., FAAPM

Professor
Associate Division Director of
Clinical Physics
University of Michigan Medical
Center

Founder of the WPSC



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Panel – Julianne Pollard-Larkin, Ph.D.

Assistant Professor
Radiation Physics
MD Anderson Cancer Center

Member of the WPSC and
Diversity and Inclusion SC



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Panel – Stephen Avery, PhD., FAAPM

Assistant Professor
Radiation Oncology
University of Pennsylvania

Chair of the Diversity and
Inclusion subcommittee



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Panel – Michael McNitt-Gray

Professor
Radiology
UCLA

Director of the Medical Physics
Graduate Program at UCLA



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