**UW ICTR Faculty Mentorship Award**

**Sponsored by the UW-Madison Institute for Clinical and Translational Research (ICTR)**

**Nominations due May 30, 2025 by 5 p.m.**

Faculty mentorship is the cornerstone for innovation, success, satisfaction, peer recognition and retention of our outstanding faculty engaged in clinical and translational research at UW-Madison.

Institutional culture can promote mentorship by creating settings where faculty members and staff jointly commit themselves to promoting mentorship and facilitate mentors’ abilities to be more effective and culturally responsive in their practices. A critical element of the larger strategic vision to advance the culture of mentorship at UW-Madison includes increasing the visibility and value of exemplary mentorship of faculty.

The UW ICTR Faculty Mentorship Award seeks to identify and recognize faculty who have contributed to the career and personal growth of clinical and translational research faculty through the intentional, culturally responsive, evidence-based practice of mentorship. The work of mentoring post-docs, graduate students, medical students, undergraduates and others, though valuable, is not the focus of this award. Priority will be given to those whose mentorship has helped shape or advance institutional culture within and beyond their academic unit.

This award will be grounded in the science of mentorship, and criteria will be aligned with recommendations from the National Academies of Science, Engineering and Medicine (NASEM) 2019 consensus report on the science of effective mentorship (example criteria are included below).

This prestigious and competitive award will be open annually for nomination. All faculty across rank and track from the ICTR partner schools/college at UW-Madison who are mentoring faculty in clinical and translational research are eligible for award nomination.

**How to nominate a candidate:**

To nominate a candidate, submit a completed nomination form, the nominee’s CV, a table listing individual faculty members mentored (either within the CV or in a separate document), and two letters of support to ICTR by Friday, May 30, 2025, at 5 p.m. These materials should be submitted via email to info@ictr.wisc.edu. The letters of support – one of which must be from a current or former faculty mentee - should address the qualifications in the bullet points below. The award recipient will be announced in fall 2025.

We welcome re-nomination of candidates who were not selected in the inaugural round.

**Selection process:**

A selection committee composed of diverse senior academic leaders from ICTR and ICTR partner schools/college will review the applications and select a candidate.

***We seek candidates who exemplify the following characteristics:***

● **Continuous Improvement**: A mentor who regularly enhances their skills through mentorship education and uses evidence-informed mentorship resources and practices. This individual demonstrates commitment to create opportunities to reflect on their mentorship and finds ways to advance their practice.

● **Accountability**. A mentor who holds themselves and colleagues accountable for engaging in the work of mentorship, adopting effective, culturally responsive mentorship practices. This individual may also contribute to raising the value of faculty mentorship in their department/ program and work to increase its value as part of faculty advancement.

● **Outcomes**: A mentor who devotes time and energy to their mentorship activities resulting in satisfaction and professional accomplishments of protégés. This individual serves as a source of support and advocacy for their protégés and advances or improves culture within and beyond their academic unit.

**Additional characteristics of interest:**

● **Access and Availability**: A mentor who dedicates their time to support the professional and personal growth of other faculty. This individual shares knowledge, experiences, strategies and provides psychosocial support to help protégés reach their professional and personal goals.

● **Receptive and Responsive**: A mentor who provides regular and constructive feedback and is open to receiving feedback from their protégés. This individual creates opportunities to assess their protégés’ needs, identifies ways to meet those needs, and aligns expectations in their mentoring relationships.

● **Exposure**: A mentor who provides access and opportunities facilitating academic, professional, and personal contacts for their protégés. This individual works with other faculty within and across institutions to extend their protégés’ networks, exploring non-dyadic approaches to mentorship to meet the needs of mentees, and encouraging mentees to seek support wherever they can find it and supports them in doing so.

● **Equity and Inclusion**: A mentor who is committed to equity and inclusion and demonstrates it by engaging in culturally responsive mentorship practices which include broaching discussions of culture, sharing institutional knowledge, removing barriers to belonging, and providing pathways for successful navigation. This individual works with protégés from underrepresented, first-generation, or marginalized groups with attention to helping their protégés build support networks for overcoming institutional barriers they may face in the field.

**Questions?** Contact Dr. Allan Brasier, ICTR Executive Director, at abrasier@wisc.edu.

**FAQs:** The answers to questions we receive, or any information we need to clarify or update, will be posted to the ICTR website on this page: <https://ictr.wisc.edu/news/2025-mentorship-awards/>