**2020 Department of Medicine**

**Robert Hyland Award for Excellence in Mentorship**

**Purpose:** The purpose of this award is to recognize faculty who have shown sustained excellence in mentoring other members of the Department including helping them to develop their professional careers while balancing the competing challenges of their personal lives.

**Definition:** Mentorship is a process whereby an experienced, highly regarded, empathetic person (the mentor) guides another (usually younger or more junior) individual (the mentee) in the development and re-examination of their own ideas, learning, and personal and professional development.

**Eligibility:** Faculty Member in the Department of Medicine at the University of Toronto, \*excluding members of Department leadership (DDDs, Vice-Chairs)

**Nomination Process:** Nominations should be submitted by faculty members from within the Department of Medicine. Please submit nomination letters to the Vice Chair for Culture & Inclusion c/o [dom.events@utoronto.ca](mailto:dom.events@utoronto.ca) by **February 7, 2020**. All nominees will then be contacted and asked to complete:

1. A brief personal statement that outlines their mentoring philosophy and supports the attainment of criteria above through mentoring activities and
2. A table of their mentorship activities.

The nominee’s submission must be received by no later than **March 6, 2020**. A minimum of one nominator must be from the Department of Medicine.

**Nomination Materials:** Nominators will complete this nomination form and provide a letter describing how their mentor has helped them. As this award is focused on the mentorship of faculty, please provide information on mentorship at the faculty level, not at the trainee level.

**Nomination Criteria:** Nominations will be judged on the following criteria: *1) the mentor’s qualities and behaviours including being accessible, developing good rapport, providing opportunities for mentees, and being a role model for professionalism, 2) outcomes including impact on careers, productivity of their mentees, and overall breadth and depth of their mentorship activities, and 3) innovation in mentoring (if applicable).*

The committee recognizes that mentorship excellence can take on many forms. One mentor may contribute with great impact to a single individual, or mentors may contribute in a more narrow (but equally impactful) scope to multiple mentees. The full range of mentorship activities and type will be considered for this award. Letters may be submitted by more than one mentee although this is not a requirement. Letters should focus on specific examples of the mentor’s impact as experienced or directly observed by the nominator.

The Department of Medicine is strongly committed to diversity within their communities and especially welcome applications from racialized persons/persons of color, women, Indigenous/ Aboriginal People of North America, persons with disabilities, LGBTQ persons, and others who may contribute to the further diversification of ideas. The recipient of the award will be invited to the University of Toronto Department of Medicine Annual Day on **June 17, 2020** to be presented with the Award. Nominations will also be shared with the relevant Physician-in-Chief in the Department of Medicine in order to facilitate and support recognition at the local level.

**Nominee Information**

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| Name: | Division: |
| Telephone: | Email: |

**Nominator Information**

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| --- | --- |
| Name: | Division: |
| Telephone: | Email: |

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| Nomination materials:  Letters reviewing how the nominee meets the criteria of the award. Where possible, please provide narratives to support criteria. (1000 words or less) |

**Nomination letters must be received by Friday, February 7, 2020 via email**:

**Vice Chair, Culture & Inclusion**

c/o Jenni Wang, Department of Medicine Email: [dom.events@utoronto.ca](mailto:dom.events@utoronto.ca)