

## Faculty belonging may be more important than we realize Le sentiment d'appartenance du corps professoral pourrait être plus important que nous ne le pensons

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To the Editor,

We are writing to commend Harper et al on their insightful article, "Six ways to get a grip on a mentorship program for residents and faculty." The authors' emphasis on structured mentorship programs in a complex and dynamic model seems to align with our own similar experiences. The six strategies outlined provide a framework that may be adapted to various institutional contexts. The emphasis on a careful strategy on aligning mentor-mentee relationships as well as giving permission to adjust or cease ineffective relationships is appreciated.

We believe that a key component to success in mentor-mentee relationships and, hence, faculty retention, has much to do with a mentorship program's ability to foster a sense of belonging. Recent work by Silver et al highlights the importance of cultivating a sense of belonging. In their cross-sectional study, the authors found that lower satisfaction scores in domains of belonging were associated with as much as a seven times greater likelihood of intent to leave one's current position. Interestingly, even modest scores in satisfaction were associated with a three times increased likelihood of intent to leave, further demonstrating the importance of programs that actively cultivate faculty members' sense of belonging. Mentorship programs that foster a sense of belonging will likely be impactful in improving faculty retention.

Thank you for highlighting the role effective mentorship can play in faculty retention.

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## References

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