2012-2013 MENTOR PROGRAM

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Dean of Student Affairs
Wayne State University School of Medicine
Objectives

- Define ‘Mentoring’
- Discuss mentor plan for WSU-SOM
- Discuss role and responsibilities
- Discuss reimbursement
- Identify top mentor qualities
Discussion Question?

What is “Mentoring”? 
# Must Have Skills of a Mentor

<table>
<thead>
<tr>
<th>Interpersonal</th>
<th>Communication</th>
<th>Leadership</th>
<th>Knowledge</th>
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<tbody>
<tr>
<td>Establishing Rapport</td>
<td>Active Listening</td>
<td>Providing Direction</td>
<td>Knowing Medicine and Challenges</td>
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<td>“Nurturing”</td>
<td>Giving Effective Feedback</td>
<td>Promoting Change</td>
<td>Understanding Generational Diversity</td>
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<td>Non-judgmental Collaborating</td>
<td>Speaking Effectively</td>
<td>Valuing Diversity</td>
<td>Knowing Specialty</td>
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<td>Resolving Conflict</td>
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<td>Leveraging Networks</td>
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You Can Impress People at a Distance

But

You Can Impact Them Only Up Close

Howard G. Hendricks
What is mentoring?

- Trusted counselor or guide.
- Collaborative process in a climate of trust.
- Can be variable and can occur in multiple settings with mentors of varying degrees of experience.
- No one type of mentoring fits all people and all needs.
- Requires the active participation of both parties.
- Dynamic, evolving over time.
- Learning to respect and value differences.
- Focus on growth and development.
Requirements for Success

It is the responsibility of the mentee to bring the **spark**, but it is your responsibility as a mentor to provide the **structure and support** for development.
What is the role of the Mentor?

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<th>Role</th>
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<tr>
<td>Coaching</td>
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<td>Reality Testing</td>
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<td>Advising</td>
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<td>Career Planning</td>
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## What is the role of the Mentee?

<table>
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<th>Role</th>
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<td>Trust</td>
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<tr>
<td>Take Initiative/Willing to Learn</td>
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<tr>
<td>Accept Feedback</td>
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<td>Involvement</td>
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The 4 Pillars of Mentoring

Inquire - Share - Encourage - Care
The Mentoring Relationship

- Ongoing and dynamic
- Evolves with a defining and redefining of roles
- Process not an end result
- Non-competitive
- Cost-free
- Active partner
What is the mentoring program?

- A multi-layered system of support that provides academic, career and personal guidance
- Advocates for the professional development of each individual.
- Central to the core values of WSU-SOM
- Designed to decrease the risk of student isolation and anonymity.
- Prepares our mentees to become lifelong learners, productive students, and successful residents.
- Engages faculty and promotes teaching, research and service.
- Builds a sense of community
- Potentially recruits its mentees as physicians into the region.
Specific Goals of the Program

- Optimize the mentoring and advising of medical students
- Provide a reliable administrator/faculty/senior student with whom students can meet
- Develop professionalism and personal growth
- Provide students with role models who exhibit exemplary professional behavior
- Develop a supportive relationship
- Better integrate student along all four years of medical school
- Navigation through the curriculum
- Discussion of learning strategies
- Discussion of balancing home and work
- Build a professional network
- Education regarding healthy stress reduction
- Career Advising
Design of the Mentor Program

- Cornerstone: 12 Large (50) and 60 Small (10) Mentor Pods
- Involves multiple mentors within each Lg. Pod: Asst. Dean of SA, Administrator, 5 Clinical Faculty, 5 Senior Medical Students
- Spans 2 years instead of 4; Year 1 and 2
- Smooth transition into Faculty Advising
- 2 Annual Large Events with 50 students each planned by Student Affairs
- 2-3 Annual Smaller Events with 10 students each planned by clinical faculty and student mentor
- Concurrent Career Development Curriculum
YEAR 1:

Large Mentor Pod:
Pod 1:
Asst. Dean of SA
1 administrator
5 faculty
5MS 2 students
Mentees: 50 students

Small Pod: 1 faculty, 1 MS 2 student and 10 Mentees
Small Pod: 1 faculty, 1 MS 2 student and 10 Mentees
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Resources Needed

Year 1:

- 6 Large Mentor Pods (50 Students each)
  - 5 Smaller Mentor Pods (10 Mentees per pod) in each large Pod
  - 30 Smaller Mentor Pods total for year 1
- Mentors Needed:
  - 6 Administrator, 30 faculty, 30 MS2 students

Year 2:

- 6 Large Mentor Pods (50 Students each)
  - 5 Smaller Mentor Pods (10 Mentees per pod) in each large Pod
  - 30 Smaller Mentor Pods total for year 2
- Mentors Needed:
  - 6 Administrator, 30 faculty, 30 MS3 students

**Bottom LINE:** Need 6 Administrators, 60 faculty, 30 MS2 Students and 30 MS3 Students
MENTORING EVENTS

YEAR 1:

- 2 Large Pod Mentor Events planned annually by SA
  - Meet and Greet: Mentors introduce self, intro to Careers in Medicine, Assign mentors
  - End of Year Meeting: Discuss self assessment exercises, encourage shadowing, discuss summer goals, CV building exercise
  - Events are during lunch

- 2-3 Small Pod Events planned by teaching faculty with their 10 students and one medical student mentor
Mentoring Events

YEAR 2:

- 2 Large Pod Mentor Events planned annually by SA
  - Welcome Back: Discuss Careers in Medicine Specialty Pages, Introduce MSAT, Discuss Myers-Briggs
  - End of Year Meeting: Introduce Charting Outcomes in the Match, Introduce faculty advisor goals and objectives, Distribute updated faculty advisor list
  - Large events are at dinner

- 2-3 Small Pod Events planned by teaching faculty with their 10 students and one medical student mentor
Other mentoring ideas:

- Get together for a meal
- Just meet and talk
- Keep in touch via email
- Send interesting tips and information when it comes along
- Participate in a fundraiser/community event together
- Think to invite your mentee to an activity
When to contact the Office of Student Affairs……

- Concerning Physical Illness
- Emotional Illness
- Safety Issues
- Excessive Stress
- Suspect Disability
- Leave Discussions
- Professionalism Issues
- If you are not sure what to do…..

Please contact me: lmaclean@med.wayne.edu
Mentor Reimbursement

Mentor Program Reimbursement Form Includes:

• Date of event
• Payee Name
• Home Mailing Address
• Description and purpose of the Event
• Name and affiliation of ALL the attendees
• Original itemized receipt including credit card receipt
• Total Amount owed

Send original form to:

Allison Gherardini
320 East Canfield, Suite 315
Detroit, MI 48201
(313)-577-1463
Reimbursement Guidelines

- Allowed amount: $200 for each event or a total of $400
- The funds can be used for meals, sporting events, theatre, etc...
- Spouses or social friends are not reimbursable participants.
- Entertainment at home is not reimbursable.
- Alcohol is not reimbursable.
Qualities of a Mentor

• Non-judgmental and accepts personal differences
• Commits time and energy on an ongoing basis
• Assists in the mentee’s identity development
• Gives honest feedback in a constructive and caring manner
• Empower and encourage
• Nurture self confidence
• Teach by example
Osler writes to Cushing:

Concerned that his interpersonal skills were lacking and that “would be absolutely fatal to your success… I know you will not mind this from me, as I have your best interest in mind”
Get Acquainted Questions

- Help me get to know who you are.
- Life experiences that have shaped who you are today?
- Medical School?
  - Enjoy most?
  - Greatest challenges?
- Personal strengths?
- Career goals?
  - Experiences hope to have?
  - Responsibility hope to achieve?
- To-date, what has helped you grow the most?
- Someone mentored you? What did he/she do that created a positive influence on your growth?
Questions???