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# 2012-2013 MENTOR PROGRAM

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Lisa MacLean, M.D.

Dean of Student Affairs

Wayne State University School of Medicine





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# Objectives

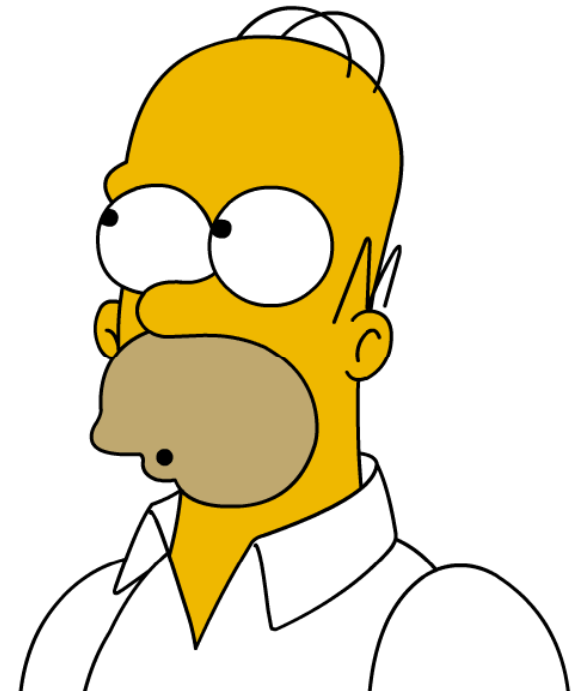
- Define 'Mentoring'
- Discuss mentor plan for WSU-SOM
- Discuss role and responsibilities
- Discuss reimbursement
- Identify top mentor qualities



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# Discussion Question?

## What is “Mentoring”?





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# Must Have Skills of a Mentor

<b>Interpersonal</b>	<b>Communication</b>	<b>Leadership</b>	<b>Knowledge</b>
Establishing Rapport “Nurturing” Non-judgmental Collaborating Resolving Conflict	Active Listening Giving Effective Feedback Speaking Effectively	Providing Direction Promoting Change Valuing Diversity Leveraging Networks	Knowing Medicine and Challenges Understanding Generational Diversity Knowing Specialty



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*You Can Impress People at a Distance*

*But*

*You Can Impact Them Only Up Close*

Howard G. Hendricks



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# 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



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# 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







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# What is the role of the Mentor?

<b>Role</b>
<b>Coaching</b>
<b>Reality Testing</b>
<b>Advising</b>
<b>Career Planning</b>



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# What is the role of the Mentee?

Role
Trust
Take Initiative/Willing to Learn
Accept Feedback
Involvement



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# The 4 Pillars of Mentoring

**Inquire - Share - Encourage - Care**





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# 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





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# 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.



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# 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



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# 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



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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

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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



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# 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



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# 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



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## 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



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## 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: [Imaclean@med.wayne.edu](mailto:Imaclean@med.wayne.edu)



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# 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



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# 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.



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# 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





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# Honest Liberal Feedback

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”



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# 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?



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# Questions???

