



MINNESOTA
MEDICAL
ASSOCIATION



BACKGROUND

The MMA has launched a mentorship program for physicians and physicians-in-training. This program will pair pre-medical students, medical students, residents and fellows with practicing physicians, retired physicians, residents and fellows who are willing to serve as mentors.

STARTING YOUR MENTORSHIP

Mentors (medical student, resident, fellow, practicing or retired physician) The mentor will connect with their mentee via email, FaceTime, Teams, Zoom, or telephone to set mentorship goals and follow-up according to their agreed upon plan.

Mentees (pre-medical student, medical student, resident or fellow) The mentee will connect with their mentor via email, FaceTime, Teams, Zoom, or telephone to set initial mentorship goals, and follow-up according to the agreed upon plan. Please note that mentee will be charged with making the initial connection.

PLANNING YOUR MENTORSHIP

- The mentor will make themselves available and connect with a pre-medical and medical student via email, FaceTime, Teams, Zoom, or telephone. Please plan to connect within one week of the initial match.
- Setting up goals and plan (*questions to ask*):
 - How often will we connect (*e.g.*, weekly, monthly, quarterly)?
 - What will be the best vehicle for connecting (*i.e.*, email, FaceTime, Teams, Zoom, or telephone)
 - What are the goals for the mentorship?
 - How long do we envision the mentorship relationship lasting?
 - What if I realize that the match isn't for me? How will we approach this?
- The mentor will answer questions and offer informal advice on topics such as:
 - Medical school application process
 - Residency application process
 - Specialty choice
 - Professional development
 - General career guidance

GENERAL PROGRAM GUIDELINES

- **PROGRAM LENGTH:** Determined by mentor/mentee agreed upon plan. Some may be short term (2 months) while others may be 6 or 12 months in length.
- **MENTOR/MENTEE CHECK-INS:** Check-in according to your agreed upon mentorship plan. This check-in could be once a week, once a month, once a quarter, etc. Arrangements will be determined by the mentors/mentees.
- **MMA CHECK-IN:** MMA staff will check in with mentors/mentees quarterly to see how the mentor/mentee relationship is progressing.
- **PROGRAM SURVEY:** Please let us know when the mentor/mentee relationship ends. Mentors and mentees will receive a short survey to help the MMA gather feedback on the program.
- **MMA STAFF CONTACTS:** Juliana Milhofer (jmilhofer@mnmed.org) and Carol Patterson (cpatterson@mnmed.org)

FAQs

- **Can I change my mentor/mentee?** If you find that the match made isn't the right fit, please contact MMA staff and we will work to pair you up with a new mentor/mentee.
- **Can I have more than one mentee?** If your schedule allows, you are welcome to mentor more than one student. Please contact MMA staff for additional information.
- **Can I stay in contact with my mentor/mentee?** The mentorship program is what you make of it. If both the mentor and mentee would like to continue to stay in contact, they are encouraged to!