

PCM Mentor Program General Description

You will be paired with a third-year medical student, who will mentor you for your first year in medical school. For the third-year student, mentoring is a requirement for the Patient Centered Medicine 3 course and a great opportunity for them to hone and develop teaching skills. With your mentor, you will develop goals for your personal and professional development during the first year of medical school. In addition, you will have the opportunity to practice and refine the skills you are learning in Patient Centered Medicine 1 through joining your M3 mentor during patient care. Throughout the year, you will revisit your goals and reflect on your progress with the assistance of your M3.

You will meet with your M3 mentor in the clinical setting once in semester one and twice in semester two to share in their experience of seeing patients while rotating through the 7 required clerkships of the third year: Family Medicine, General Surgery, Internal Medicine, Neurology, Obstetrics and Gynecology, Pediatrics, and Psychiatry. Time with your M3 will include:

1. Seeing patients in the office or hospital with your M3
2. Hospital rounds with your M3 and patient team
3. Review and revise SMART goals with your M3
4. Participate in a bed-side learning experience led by your M3
5. Teach a component of the patient history and or physical examination component to your M3
6. Receive feedback from your M3 around your SMART goal progress and provide feedback to your M3 on their teaching and mentoring at the end of each semester

Objectives and Outcomes

1. Develop structured goal-setting skills towards personal and professional growth.
2. In a clinical setting, teach a component of the history and physical within a supplied framework.
3. Identify areas for personal health and wellness growth and create a plan to address them.
4. Identify members of the healthcare team providing care for patients seen in the PCM mentor program.
5. Identify areas for leadership growth and development opportunities.

Recommendations

- Student and Student–Mentors should determine the appropriate length of time each session will last. We propose a suggested amount of time no shorter than one hour and no longer than three hours (range 1-3 hours)
- A recommended timeline for completion of visits can be summarized as:
Complete 1 Mentor visit by the Thanksgiving holiday
Complete 1 Mentor visit by Spring Break, early March

Complete the final Mentor visit by mid - April

Requirements

- A) Attend Mentor “Meet and Greet Lunch” in Atrium to set SMART Goals surrounding your development during first year with your M3. Both sign “Agreement Form” and Return to Diane Stancik, Coordinator, in room 300 by date listed on form.
- B) Turn in your SMART Goals to Diane Stancik, Coordinator, in room 300 by date listed on form.
- C) You are required to meet with your student mentor once in semester one and twice in semester two. You are responsible for initiating contact with your assigned mentor to schedule when to meet. The student mentors will be notified in advance of their assigned medical student and will be expecting your call/page/e-mail, etc.
- D) Log your Visits in “myLUMEN, myLog”, in the student portal system.
- E) Incorporate your experience into a “reflection” on this experience as part of the “PCM-1 Final Reflection Paper”. Instructions are on the PCM-1 webpage.

If at any time, you are having difficulty meeting with your student mentor, contact the PCM 1 Medical Education coordinator, Ms. Diane Stancik at 708-216-8219.
STUDENT MENTOR PAIRS, TBA

PCM Student Mentor Program

For satisfactory M3 participation in the PCM-1 Course Student Mentor Program, the following are required:

1. Create personal SMART goals in the areas of Health and Wellness, Career and Professional Development, Leadership, Teaching, and Interprofessionalism. Turn these into your PCM 3 small group facilitators on July 18th. These will be discussed in your small group sessions over the year.
2. Send introductory email to your M1(s) with a photo when they are assigned/prior to the Mentor-Mentee Meet and Greet in the Fall.
3. Complete and sign [Student Mentor Agreement Form](#). M1s will have this form during the first meeting.
3. Assist mentees in developing SMART Goals for themselves during the Mentor-Mentee Meet and Greet in the Fall.
4. After the initial lunch session in September, Meet with M1 mentee(s) for one encounter during Semester 1 and two encounters during Semester 2.
 - a. Review mentee's SMART Goals and assist as needed with accomplishing those goals
 - b. Teach a component of the patient history and/or physical examination in the clinical setting (bed-side teaching)
 - c. Guide the M1 through teaching you a component of the patient history and/or physical examination in the clinical setting
5. Provide written feedback at the end of each semester to your mentee(s) on their progress toward achieving their smart goals.
6. Log all three M1 meetings
in [myLog](#) in **myLumen**: <https://vault.lumc.edu/studentportal/index.cfm>.

PCM MENTOR PROGRAM SMART GOALS

For M3s

SMART goals help improve achievement and success. A SMART goal clarifies exactly what is expected and the measures used to determine if the goal is achieved and successfully completed. Goals will be revisited throughout the year in PCM 3. You will be setting your own personal SMART Goals which will be provided to your PCM3 Facilitator/advisors. Then, you will be assisting your M1 mentee with developing their own personal SMART goals and supporting their progress throughout the year.

A SMART goal is:

Specific (and strategic): Linked to position summary, departmental goals/mission, and/or overall School of Medicine goals and strategic plans. Answers the question—Who? and What?

Measurable: The success toward meeting the goal can be measured. Answers the question—How?

Attainable/Achievable: Goals are realistic and can be achieved in a specific amount of time and are reasonable.

Relevant and realistic: The goals are aligned with current tasks and projects and focus in one defined area; include the expected result.

Time frame: Goals have a clearly defined time-frame including a target or deadline date.

Examples:

Not a SMART goal:

- I (M3) will honor all of my clinical rotations.

Does not identify a measurement, time frame, and it is not specific.

SMART goal:

- I will seek out feedback from my residents/attendings midway through the rotation and identify an area of growth to work on throughout the rest of the rotation. I will ask specifically about this area at the end of the rotation and assess if I successfully developed in this area.
 - Specific: Related to feedback rather than honoring in general
 - Measureable: Seek feedback and monitor growth during each (7) rotations
 - Attainable/Achievable: Supposed to get feedback mid-way through rotation, and if not, you are to solicit feedback
 - Relevant: Demonstrates initiative and interest in growth (factor into grading)
 - Time frame: Check-in on progress at the end of each rotation

SMART Goal Categories: 1 goal must be set in each

- Health and Wellness
- Career and Professional Development
- Leadership
- Teaching
- Interprofessional Development

SMART Goal: Health and Wellness

Specific – WHO? WHAT?

Measurement/Assessment – HOW?

Attainable/Achievable – REASONABLE?

Relevant and Realistic – EXPECTED RESULT?

Timed Frame – WHEN?

SMART Goal: Career and Professional Development

Specific – WHO? WHAT?

Measurement/Assessment – HOW?

Attainable/Achievable – REASONABLE?

Relevant and Realistic – EXPECTED RESULT?

Timed Frame – WHEN?

SMART Goal: Leadership

Specific – WHO? WHAT?

Measurement/Assessment – HOW?

Attainable/Achievable – REASONABLE?

Relevant and Realistic – EXPECTED RESULT?

Timed Frame – WHEN?

SMART Goal: Teaching

Specific – WHO? WHAT?

Measurement/Assessment – HOW?

Attainable/Achievable – REASONABLE?

Relevant and Realistic – EXPECTED RESULT?

Timed Frame – WHEN?

SMART Goal: Interprofessional Development

Specific – WHO? WHAT?

Measurement/Assessment – HOW?

Attainable/Achievable – REASONABLE?

Relevant and Realistic – EXPECTED RESULT?

Timed Frame – WHEN?