Residency training is an integral component in the preparation of physicians for clinical practice and career advancement as physician scientists. The training is well structured under the direction of the Residency Program Director, following the ACGME guidelines. The mentoring program provides an opportunity for residents seeking help, in a one on one basis, working directly under an attending physician’s supervision in an apprenticeship mode to undertake clinical service and scholarship activities.

Effective mentoring is critical for residency training and requires that the mentor dedicate substantial time to ensure the resident’s personal and professional development. A good mentor builds a relationship with the resident that is characterized by mutual respect and understanding. Attributes of a good mentor include being approachable, available, and willing to share his/her knowledge, also, listening effectively; providing encouragement and constructive criticism and offering expertise and guidance. Each attending physician’s specialty and research interest will be proved to all residents. Residents will select their mentors after he/she joins the resident program and will be assigned a mentor if the resident has not selected one after 3 months.

Resident Commitments

• Assume the primary responsibilities to reach each milestone during 4 year (Insert program name) residency.

• Attend all required educational activities, be responsive to clinical services, teach medical students and junior residents.

• Respect all patients with ethical standards, compliance with all institutional and federal regulations.

• Show respect for and work collegially with my co-residents, support staff, and other individuals with whom they interact.

• Seek regular feedback on performance and reviews for monthly milestone evaluations.

• Have open and timely discussions with a mentor, minimally every 3 months, but monthly if behind a training milestone. A written action plan is required during mentoring meetings and reevaluated at the next meeting.

• Self directed learning in (Insert program name) field through self-study of textbooks, literature, regular attendance at noon conference, grand round and attendance at (Insert program name) meetings.

• Actively seek scholarship activities during residency.

Mentor Commitments

• Ensure that a mutually agreed upon set of expectations and goals for each resident in the training period.

• Work with the resident to create and update their individual development action plan

• Strive to maintain a relationship with the resident that is based on trust and mutual respect through open communication and formal performance reviews.

• Ensure that the resident has sufficient opportunities to acquire the skills necessary to become an expert in (Insert program name) practice.

• Provide the resident with the required guidance and mentoring, and will seek the assistance of other faculty and departmental/institutional resources when necessary.

• Provide a training environment that is suited to the individual needs of the resident in order to ensure his/her personal and professional growth.

• Encourage a progressive increase in the level of responsibility and independence to facilitate the transition to a fully independent career.

• Commit to being a supportive mentor to the resident as they transition through each stage of their training and to the extent possible, throughout their training.

NOTE: Program can add the following –

Read, understood and agreed to.

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