

### **Goals of the WeLEAP Mentorship Program**

- One on one and/or group mentorship with medical students to receive guidance on studying, applications and the path to medicine in general
- Panels/activities that allow pre-medical students to ask questions of multiple medical students from various backgrounds
- Provide written resources for various aspects relevant to the pre-medical path

### **What to Expect**

- Have a mentor you can meet with one-on-one and sometimes in a group setting who is a current medical school student for guidance on things like study tips, medical school applications, and the path to medicine
- Have a connection with someone you are comfortable with to ask questions during your pre-med journey
- Get a glimpse into the medical school life
- Have a support system throughout your pre-med career
- Gain access to insider tips from students who have been on the journey you are on
- Receive advice on participation in activities prior to medical school
- Mixers with all the pre-medical and medical students participating in the program to make connections and ask questions from students from various backgrounds
- Panels with different groups of medical students and professionals
- Meet with other pre-medical students

### **Expectations of the Mentee**

- Please treat everyone with respect, regardless of whether you agree with them or not.
- Please honor the mentor's time and commitment to your medical journey. If you are unable to meet at the designated time as decided between you and your mentor, alert them as soon as possible out of respect for both of your schedules.
- Maintain a professional and cordial relationship at all times.
- Have fun! This program was designed to suit your specific needs as an undergrad navigating a pre-med career.
- If you do have any problems, concerns, or suggestions, please contact Fatima at [fatima@patientinstitute.org](mailto:fatima@patientinstitute.org)

## Core Values and Behavioral Expectations

### A. Respect

- a. Mentors and mentees must avoid the following behaviors. Reports of any of these actions will lead to immediate dismissal from the program.
  - i. Hazing
  - ii. Sexual misconduct
    1. gender based, discrimination, harassment, verbal abuse
  - iii. Discrimination/intimidation/bullying
  - iv. Sharing private information about others
- b. Time
  - i. Mentors are offering their time during scheduled sessions but that does not mean they will be available in an on-call fashion.
- c. Inappropriate boundaries include:
  - i. Physical contact without stated consent.
  - ii. Entering into multiple roles in the mentees' lives.
    1. The mentor should not serve as a resource in any other way outside of mentorship.
  - iii. Serving as a therapist, etc.
    1. The mentor will understand their limitations and recommend speaking to professionals if outside help is needed.

### B. Promote Justice

- a. Mentors and mentees will exercise good judgment and take precautions to ensure that potential biases inherent in their own backgrounds do not lead to disadvantageous treatment.
- b. The standards of APA Ethics Code require that one does not “engage in unfair discrimination based on age, gender, gender identity, race, ethnicity, culture, national origin, religion, sexual orientation, disability, socioeconomic status, or any basis prescribed by law.”

### C. Professionalism

- a. Language
  - i. Be mindful of your language and refrain from using profanity.
- b. Dress Code
  - i. Abide by business casual dress code for in-person meetings.
  - ii. Jeans without holes will be permitted.
- c. Technology
  - i. Limit cell phone usage during sessions. We ask that you prioritize being present and limit cell phone usage to emergencies only.
- d. Relationships
  - i. Romantic relationships between matched mentor/mentee pairs are considered an unprofessional relationship and will require further action (such as new pairings).
  - ii. Please do not give gifts to your mentor/mentee. We want to ensure that all students have an equal and fair experience.
- e. Students will be representing their institutions and will be expected to act as such.

- i. Refer to student handbooks for more information:
  1. UIW School of Osteopathic Medicine:  
[https://osteopathic-medicine.uiw.edu/\\_docs/student-handbook/uiwsom-student-handbook-20-21.pdf](https://osteopathic-medicine.uiw.edu/_docs/student-handbook/uiwsom-student-handbook-20-21.pdf)
  2. Long School of Medicine:  
[https://www.uthscsa.edu/sites/default/files/2018/code-of-professional-conduct\\_2018.pdf](https://www.uthscsa.edu/sites/default/files/2018/code-of-professional-conduct_2018.pdf)
  3. UTSA:  
<https://catalog.utsa.edu/policies/administrativepoliciesandprocedures/studentcodeofconduct/>
  4. UIW:  
[https://my.uiw.edu/student-advocacy-and-accountability/\\_docs/uiw\\_studenthandbook\\_2021-22.pdf](https://my.uiw.edu/student-advocacy-and-accountability/_docs/uiw_studenthandbook_2021-22.pdf)

D. Consistency and Communication

- a. It is important to:
  - i. Follow through on meeting times
  - ii. Abide by pre-determined meeting frequency schedules
  - iii. Arrive on time
- b. We understand that sometimes mentors or mentees will need to reschedule/cancel due to personal obligations or extenuating circumstances. In this case, please inform leadership and your respective mentor/mentee at least 24 hours prior to the meeting.
  - i. Three no-shows without appropriate communication will be presented to leadership for possible dismissal.

If there are any questions, concerns or further inquiries please feel free to reach out to any of the leaders in the mentorship program. If further evaluation is needed, please reach out to the Vice President of Operations at The Patient Institute, Barb Holcomb: [barbholcomb64@gmail.com](mailto:barbholcomb64@gmail.com), or Vice President of Development, Erika Reyna: [erika@patientinstitute.org](mailto:erika@patientinstitute.org).

I have read and understand the policies and procedures outlined above for participation in the WeLEAP Mentorship Program. I agree to abide by these policies and procedures, as well as the additional guidelines provided.

Printed Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_