

The Patient Institute Mentorship Program Handbook (WELEAP 3.0)

Introduction

The healthcare industry faces ongoing challenges, including a significant shortage of physicians. As projected by the Association of American Medical Colleges (AAMC), there will be a shortage of up to 90,000 physicians by 2036, which will most impact underserved communities. The Patient Institute's Mentorship Program, in collaboration with UIWSOM and Long SOM, addresses this issue by providing medical and pre-medical students with the support and resources needed to thrive in medicine.

This program's mission is twofold: nurture students as they progress through their training and build a foundation for them to serve and remain within Texas communities. This handbook outlines program goals, mentorship roles, activities, resources, and steps to join.

Program Goals

The core objectives of our mentorship program include the following:

1. **One-on-One Mentorship:** Provide tailored mentorship to medical students covering study strategies, career planning, ethics, wellness, financial literacy, and professionalism.

- 2. Panel Discussions and Workshops:** Host events where students can learn directly from experienced physicians on essential topics like wellness, leadership, and sustainable career habits.
- 3. Community Engagement:** Build a network that encourages students to practice medicine within Texas, supporting underserved areas and creating a sustainable healthcare workforce for the future.

Leadership and Volunteer Roles

The program's success relies on a team of dedicated volunteers who help organize the mentorship framework and document a blueprint for continuity. This will involve several roles and commitments:

- 1. Program Setup:** Establish mentorship processes, organize resources, and define participant roles to ensure smooth operations and scalability.
- 2. Resource Documentation:** Develop a manual that details program operations, organizational structure, and procedures.
- 3. Commitment:** Volunteers will meet several times over the summer to launch the program, then periodically to address ongoing needs.

Mentorship Roles

1. One-on-One Mentorship

Physicians will be paired with medical students, offering personalized guidance in areas such as:

- **Study and Application Advice:** Share study strategies, interview tips, and application guidance.
- **Career Development:** Discuss paths within the medical field, including specialties, work-life balance, and long-term career goals.
- **Ethics and Professionalism:** Provide insights into maintaining high ethical standards and professional conduct.
- **Wellness and Sustainable Practices:** Encourage students to adopt healthy habits for long-term career sustainability.
- **Financial Literacy:** Share budgeting, debt management, and financial planning advice.

Communication: Mentors are encouraged to maintain regular contact with mentees through in-person meetings, email, texts, or phone calls, fostering a supportive mentorship experience.

2. Panelists and Guest Speakers

Mentorship includes a robust schedule of panel discussions and workshops. Physicians interested in sharing their expertise are encouraged to participate as panelists on topics such as:

- **Study Techniques and Preparation:** Advice on managing coursework and exam strategies.
- **Financial Literacy:** Key tips for budgeting, managing debt, and long-term financial planning.
- **Ethics and Professionalism:** Real-world scenarios that highlight ethical decision-making and professional behavior.
- **Wellness and Work Habits:** Guidance on maintaining mental and physical wellness while handling the demands of medical training.
- **Leadership in Healthcare:** Insights into practical leadership skills for healthcare settings.

3. Social and Networking Events

To encourage an informal mentorship environment, the program will organize quarterly mixers and networking events. These events provide opportunities for mentors and mentees to interact outside a structured setting, helping to build stronger, lasting relationships.

WELEAP 3.0 Mentorship Topics and Suggested Talking Points

Wellness

- **Managing Stress and Burnout:** Share personal methods for setting boundaries and recognizing burnout symptoms.
- **Family Obligations/ relationships etc**
- **Physical Health Habits:** Discuss the importance of exercise, sleep, and nutrition.
- **Mental Health Support:** Highlight the value of seeking help and building a support network.
- **Mindfulness and Reflection:** Encourage journaling or meditation to reduce stress and enhance focus.

Ethics

- **Patient Confidentiality:** Discuss HIPAA, patient trust, and confidentiality in challenging cases.
- **Informed Consent:** Offer tips on communicating complex medical procedures to patients.
- **Cultural Competency:** Encourage understanding and sensitivity to patients' diverse backgrounds.

Applied Economics / Financial Literacy

- **Managing Student Debt:** Tips on loan repayment and refinancing options.
- **Basic Budgeting:** Help students create a budget that balances expenses, savings, and debt.
- **Investing and Saving:** Explain compound interest and the importance of early savings.

Leadership

- **Effective Communication:** Techniques for clear and compassionate patient communication.
- **Team Collaboration:** Highlight the importance of teamwork in healthcare.
- **Patient Advocacy:** Share stories of advocating for patients and ensuring comprehensive care.

Professionalism

- **Reliability and Accountability:** Emphasize punctuality, preparation, and responsibility.
- **Maintaining Boundaries:** Share advice on maintaining appropriate relationships with patients and colleagues.

- **Commitment to Lifelong Learning:** Encourage staying current with medical advancements and innovations.

Additional Opportunities

Mentors can engage with the program in several flexible ways, depending on their availability and interest:

- **How-To Guides:** Develop resources on relevant topics for medical students.
- **Topic Suggestions:** Recommend new topics or ideas for panels and workshops.
- **Networking Events:** Participate in quarterly mixers to build relationships in a relaxed setting.

Get Involved

Why Your Support Matters

Our mentorship program addresses an urgent need for healthcare professionals in Texas. By guiding and supporting the next generation of compassionate, resilient physicians, you will make a lasting impact on students' lives, patients' lives, and the broader healthcare system.

Join Us

Your involvement as a mentor not only supports the growth and development of students but also strengthens Texas' healthcare workforce. Together, we are building a compassionate, committed, and sustainable healthcare future.

Contact Us

For more information, to join the program, or to suggest panel topics, please contact The Patient Institute at info@patientinstitute.org .

This mentorship program handbook serves as a resource and guide for all program participants, providing clarity and direction on the roles, goals, and activities that will help us support and inspire Texas' future doctors.