



Eastern Association for the Surgery of Trauma

28th Annual Scientific Assembly

Sunrise Session 8

Mentoring Tomorrow's Trauma and Acute Care Surgeons

January 15, 2015

Disney's Contemporary Resort

Lake Buena Vista, Florida

Mentoring Tomorrow's Trauma and Acute Care Surgeons



Presented by the
EAST Mentoring Ad Hoc Committee

January 15, 2015

Agenda



Building a Formal Mentoring Program: Framework and Tools for Success Timothy Nunez, MD

The Mentee's Perspective Paula Ferrada, MD



The Mentor's Perspective Fred A. Luchette, MD, MSc

Resources and Opportunities for Formal Mentoring Travis Polk, MD



EAST Mentoring Program Mayur Patel, MD, MPH



Questions

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Building a Formal Mentoring Program: Framework and Tools for Success

Timothy C Nunez, MD, FACS
Associate Professor of Surgery
Division of Trauma
Vanderbilt University Medical Center

Disclosures

- No financial disclosures

Agenda

- Mission
- Framework for success
- Differences from resident/faculty mentoring
- Evaluation and monitoring



My Mission

- Develop program for our general surgery house staff to have a formal mentoring program



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The Waldorf, 1930

A framework to establish a mentoring programme in surgery


Ali Khatami - Yasmin M. Patel - Oliver A. Warren -
Marium Ali - Hutan Adrellan - Alex M. Almondarbi -
Ken Datta - Dennis Johnson

Levanovsky, Arch. Surv. (2011) 296-311, 317

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Why

- Enhance professional development of trainees
- Enhance mentees personal self belief
- Increase/gain skills for mentee



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Senior Support

- Essential
- Support the faculty to participate (encourage, motivate, insist)
- Include in academic duties




Costs

- Institutional
- Individual mentor
- mentee



Mentor Recruitment

- Voluntary
- Broad range of specialties
- Broad range of seniority



Mentee Recruitment



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Process

- Develop basic meeting framework
- Dictate the frequency
- Variability in process

More details later

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matching



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Training Mentors



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Faculty Mentoring

- Just as important
- Needs to be more focused
- More likely to be outside home institution
- More complex relationship



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Evaluation and Monitoring



How a mentor can help us meet professional goals

Paula Ferrada MD
Associate Director for the Surgical Critical Care Fellowship
Associate Director for the Surgical Residency
Assistant Professor
Trauma, Critical Care and Emergency Surgery
Virginia Commonwealth University
Richmond, VA



Dispelling Fatalism in a Cause-and-Effect World: 1989
E.A.S.T. Presidential Address

KIMBALL I. MAULL, M.D., F.A.C.S.

J Trauma. 1989 Jun;29(6):752-6

• **Inspiration:**

- We as surgeons have an unique opportunity to impact change
- “A leader needs to be heard, understood and believed”.

Be Inspired by Others but Find Your Own Voice

- What do you want to go?
- Know your self and your environment
- Come to your mentor with solutions
- Personal responsibility: None can do it but you!

What do you want?

- Getting what you want is simple- **BUT NOT EASY**
- Commit to your objective
- Avoid the status quo- don't be afraid of stepping out your comfort zone

What your Mentor Can Do

- Advice, motivate and help you develop ideas
- Provide for opportunities
- By doing your homework his/her job would be easier

A mentorship relationship

- Advice, motivate and help you develop ideas
- Provide opportunities
- By doing your homework his/her job would be easier

What we did

- Email intro
- CV exchange
- Meetings at meetings
- Phone – email at lib
- Going over 6 month plan
- Allow your self to change your plan if your priorities change
- Re-examine your progress every 6 months





Mentor

➤ Mirriam-Webster:

Someone who teaches or gives help and advice to a less experienced and often younger person.



The First Meeting



Characteristics of Mentor

➤ The 3 Cs

✓ Competence

✓ Confidence

✓ Commitment

Competence

➤ Mirriam-Webster:

✓ Noun

✓ The ability to do something well:
the quality or state of being competent



CALM YOU
SHALL KEEP
AND
CARRY ON
YOU MUST
YES, HMMMM

"If no
mistake you
have made,
losing you
are. A
different
game you
should play."



PATIENCE
YOU MUST HAVE

Confidence

➤ Mirriam-Webster:

- ✓ Noun
- ✓ A feeling or belief that you can do something well or succeed at something

“
*Train yourself to let go of
everything you fear to
lose.*

— Yoda —

**"Do... or do not.
There is no try."**



Commitment

➤ Mirriam-Webster:

- ✓ Noun
- A promise to do or give something
- A promise to be loyal to someone
- The attitude of someone who works very hard to do or support something

The Mentor's Task is Complete



Questions ??????



Surgical Mentoring: Resources and Opportunities

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CDR, MC, USN
Naval Medical Center Portsmouth
Assistant Professor of Surgery,
Uniformed Services University



No financial disclosures to report.

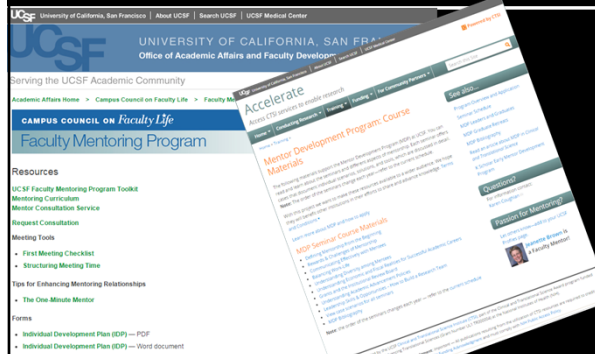
*Disclaimer: The views expressed in this presentation are those of the author and do not necessarily reflect the official policy or position of the Department of the Navy, Department of Defense, or the United States government.



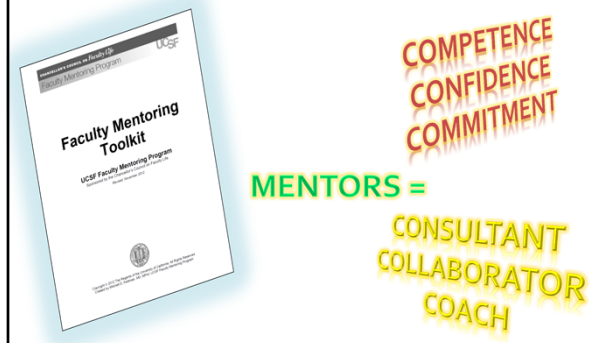
Mentoring Resources






Faculty Mentoring Resources



Mentoring Resources



Mentoring Programs for Trauma Surgeons

EAST

- Military program also available
- 2 year formal program available to any EAST member
- Dr. Mayur Patel – Mentoring Ad Hoc Committee Chair





ACS Young Fellows Association

- 1 year semi-formal program
- Foster greater involvement in ACS activities
- Dr Rebecca Britt - Coordinator

ACS Committee on Trauma "Future Trauma Leaders"

- 2 year formal mentorship program- 2015 inaugural year
- Must be within 5 years of trauma/SCC/ACS fellowship completion
- Foster greater involvement of young surgeons in COT activities
- Funds travel to COT meetings, Leadership/Advocacy Summit, TQIP meeting.
- Assigned TQIP project and Senior mentor from COT

Mentoring Programs for Other Surgical Specialties

Society for Vascular Surgery

- Website pairing for med students/residents interested in vascular

American Association of Thoracic Surgeons

- "Find A Mentor" website

Society of Thoracic Surgeons

- "Looking to the Future" scholarship for residents/med students considering CTS to travel to meeting and be paired with mentor

AMA Mentoring Initiative

- Online mentoring pairs members of AMA-MSS and AMA-RFS with practicing AMA members

Resources for Women Surgeons



[ACS Women in Surgery Committee](#)

- Mentorship Program for Women Surgeons
- Dr. Carrie Sims- Coordinator



[Association of Women Surgeons](#)

- "Get A Mentor" website links AWS members, med students & residents for mentoring and networking breakfasts
- Pocket Mentor e-book available free



[The Transplantation Society – Women in Transplantation](#)

- Pairs with both a domestic and international mentor



[Women in Thoracic Surgery](#)

- Traveling scholarship for interested med students/residents for elective with female thoracic surgeon mentor

Useful Websites

EAST <http://www.east.org/professional-development/east-mentoring-program>
 ACS YFA <https://www.facs.org/member-services/yfa>
 ACS Committee on Trauma <https://www.facs.org/quality%20programs/trauma>
 Society of Vascular Surgery
<http://www.vascularweb.org/studentsresidentstrainees/Pages/find-a-mentor.aspx>
 American Association of Thoracic Surgery <http://aats.org/TSR/Resident-Career-In-CTS.cgi>
 Society of Thoracic Surgery <http://www.sts.org/misc/looking-future>
 ACS Women in Surgery Committee
<https://www.facs.org/about-acg/governance/acs-committees/women-in-surgery-committee>
 Association of Women Surgeons
https://www.womensurgeons.org/home/Get_A_Mentor.asp
 AWS Pocket Mentor e-book <https://itunes.apple.com/us/book/aws-pocket-mentor/id667068058?mt=11>
 The Transplantation Society-Women in Transplantation <http://www.tts-wit.org/>
 Women in Thoracic Surgery <http://wtsnet.org/scholarship/scanlan/>
 AMA Mentoring Initiative <http://www.ama-assn.org/ama/pub/about-ama/our-people/member-groups-sections/young-physicians-section/mentorship-initiative.page>

Useful Websites

- **UCSF Faculty Mentoring Program**
 - http://academicaffairs.ucsf.edu/ccf/faculty_mentoring_program_resources.php
 - **Faculty Mentoring Toolkit** (excellent resource for any mentor)
http://academicaffairs.ucsf.edu/ccf/media/UCSF_Faculty_Mentoring_Program_Toolkit.pdf
 - **Mentor Development Program** (open access mentor training/resources)
<http://accelerate.ucsf.edu/training/mdp-materials>
- **International Journal of Evidence-based Coaching and Mentoring**
 - <http://ijebcm.brookes.ac.uk/>
 - Bi-annual open access journal on science of mentoring
- **Mentor Net**
 - <http://www.mentornet.net/>
 - Online virtual mentoring for STEM students (not medicine specifically, but related fields)


EAST Mentorship Program



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 Division of Trauma
 Department of Surgery
 Vanderbilt University Medical Center

EAST Ad Hoc Mentoring Committee

Rachel Dixon
 EAST Administration




EAST Mentoring Program: What is it?

- Promotion of academic and personal growth of the young acute care surgeon
- Providing extramural mentorship over 2 years
- Expectations:
 - Strategic plan
 - Consistent communication
 - Meet annually (or more)
 - Deepen Involvement Within EAST



Why Participate?

- Sharing Common Experiences & Pitfalls
- Provision of Mentorship
 - Without Intramural Stressors
- Help Another Grow to be the Best Version of Themselves
- Help Another Grow to be Better than Us



How Do You Make Mentoring Work?

- Time Commitment
 - Dependent on Goals
 - Big Picture vs. Small Details vs. Both
- Strategic Action Plan Provides Framework
 - Reassessment & Flexibility Necessary
- Limitless Communication Options
 - Email, Text, Video-Conferencing
 - Meetings
 - Academic Collaboration



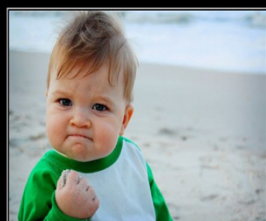
EAST Mentoring Program

- Three Mentoring Cycles: 37 pairs
 - 2012-2014: 10 pairs
 - 2013-2015: 13 pairs
 - 2014-2016: 14 pairs
 - 2 military pairs
- Annual Survey : 32/64 (50%) response
- Major Focuses of Mentoring
 - Research: n=19
 - Education: n=12
 - Administrative: n=12
 - Other: n=13 (Career Development)



EAST Mentoring Program: The Good

- Achieve Goals
 - About half the time, Usually, or Always: n=18
 - Seldom: n=4
 - Never: n=1
- Recommend Colleagues to Program: 86% (36/42)
- Continue Relationship Beyond Program: 88% (37/42)



SUCCESS
Because you too can own this face of pure accomplishment



EAST Mentoring Program: The Good

Mentees:

"Flexibility to move it in whatever direction suits the participant, nice to have an impartial external mentor."

"Introductions to other high profile individuals through my mentor, hearing perspectives on faculty development from outside of my institution."

"It was beneficial to have a mentor from outside ... This broadens perspective regarding research initiatives and available resources."

Mentors:

"... My mentee primarily had specific career questions; as such, having similar career paths between mentee and mentor are important. The specific career questions that arose were specific to the military environment. Fortunately, I was familiar with the issues of concern."

"The opportunity to help a younger member of the organization advance at her home institution. Also happy to serve as a sounding board ... challenges are similar from institution to institution ..."

"Opportunity to interact with future generations of leaders."



EAST Mentoring Program: Challenges

- Time: n=24
- Communication: n=8
- Lack of structure: n=14
- Other: n=8



EAST Mentoring Program: Challenges

Mentees:

"Being in the Army I am in a transition phase so hard to set goals until I move next summer after ACS fellowship."

"Difficulty communicating as my mentor was deployed."

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"We have only been doing this for a few months."

"He couldn't come to annual meeting."

"...never seemed to really connect."



EAST Mentoring Program: Improvement

- "Increase oversight"
- "Optimize the Mentee and Mentor Match.."
- "Wider advertisement"

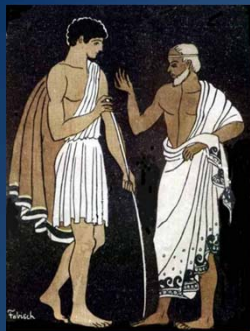


EAST Mentoring Program: Improvement

- "Increase oversight" → Committee Liaison
- "Optimize the Mentee and Mentor Match.."
 - Geography
 - Career Trajectories
 - Civilian, Military, Community
 - Transitions (e.g., Military → Civilian)
 - Mentor Selection AFTER Mentee Application
- "Wider advertisement"
 - 0700-0800 Sunrise Session (Thank You!)
 - 1100-1230 No Suit, No Problem
 - 1230-1330 Ad Hoc Committee Meeting
 - Membership Benefit, New Members



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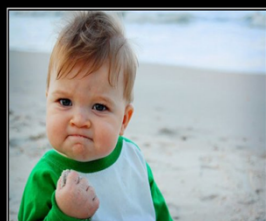
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