

The LMS-UK College of Medicine Mentorship Program: The How

by Christopher Hickey, LMS EVP/CEO

The LMS mentorship program was designed with the busy lives of our physician mentors and medical student mentees in mind. Our program is centralized in its support and decentralized in its execution in that the mentor/mentee decide when, where, and how often they want to meet, write, or talk. The program starts in August, 2017 and culminates in May, 2018. Our inaugural program focuses, based on the advice from the medical student leadership, on third year students as they transition from two years of academics to their clinical training and education.

LMS, utilizing a software program called MentorcliQ, provides centralized online structure to match, monitor, and support the mentor/mentee relationship. MentorcliQ works through your regular email so there is no need to download an app. Our software works similarly to the dating match.com-like software in that it uses algorithms to help match the mentee to a mentor based on medical specialty, personality, interests, and other factors. The software will make recommendations of potential matches and LMS and the UK COM faculty and student leadership will make the final match. The first step to become a mentor is to notify me (cmhickey@lexingtondoctors.org) and then you will receive a simple, 3 minute profile survey to fill out on your smart phone or computer. At the beginning of August you will receive notification of your mentee match via email.

There are three different stages during the relationship where we'll ask you to review the relationship: at the beginning, at the middle, and at the end. During those times, we'll provide a worksheet to provide some guidance in discussing important aspects to consider at each stage. You will have access to the MentorcliQ resource library which has short, 2 minutes long videos explaining each of these milestones.

Beginning: The Partnership Agreement

The partnership agreement is there to help guide the conversation around setting up appropriate goals, and talk about aspects that help mentoring relationships thrive, such as preferred methods and timing of communication with one another.

Middle: The Mid-Cycle Check-In

This guide will help to facilitate a discussion about the progress students are making towards their goals and if any changes should occur.

End: Closure Plan

Ending a mentoring relationship can sometimes feel awkward and the Closure Plan helps that to happen in a way that feels purposeful and natural. The Closure Plan guides a discussion to evaluate outcomes for student goals, but also to discuss aspects of the relationship so that you are both learning something about yourselves as well.

You will receive a monthly email survey called the "QuickcliQ" where you will answer a few questions on amount of time you have met, the areas of focus, and check off any program milestones you have reached. Additionally, LMS will communicate to you when there are opportunities to meet with your mentee at events like our dinner meetings or the annual "Career Chat" social in September.

I think you will get a lot of personal satisfaction of helping a future physician. It is a way of giving back to your profession while at the same time connecting to that passion that brought you to the practice of medicine. LMS is here to support you throughout the program.