

The COM Mentoring Program is intended to serve undergraduate students, graduate and postgraduate trainees, community-based faculty, and members of the faculty in the COM who holds paid appointments in a clinical or basic science department, working as physicians, researchers, and clinical or basic science educators, and staff. *Phase 1* of the program will be directed to those who fall into the following categories:

Undergraduate Students (developed collaboratively through the SMSS – P.E.E.R.S.i.M. Mentoring Program, Offices of the Associate Deans of Medical Education, Rural & Regina based programs), desiring a Mentor:

- To help with the selection of a specialty;
- Once in a selected medical specialty;
- To help in understanding the clinical and academic environment;
- To help in establishing the foundation of a research initiative;
- In a field of Aboriginal health;
- For personal advice;
- At the distributed sites (Regina and Prince Albert);
- To build a connection with physicians practicing in rural communities;

Post-Graduate Students (developed collaboratively through the Office of the Associate Dean of Postgraduate Education, the Division of Continuing Professional Learning, and the SMA), desiring:

- A mentor to assist in meeting the goals and objectives of a specialty program within the framework of the CanMEDS competencies;
- To use mentoring as a leader development tool;
- To go into research in an academic setting;
- A strong medical mentor for future fellowship;
- A strong publishing mentor;
- To go into academic practice;
- To strengthen their teaching skills;
- To go into private practice. (Mentor would be a COM graduate in the Saskatoon community, already in a private practice environment);
- To go to rural practice;
- To go to urban and regional practice;
- To establish mentorship through e-mentoring, while doing rotations across the province.

Graduate or fellow transitioning into faculty position:

- Desiring to find a career, research, and/or project-specific mentor;
- Desiring a mentor to discuss career paths (available options for the post docs);
- Desiring a mentor to help with CV, Teaching Dossiers preparation;
- Desiring a publishing mentor.

Junior Faculty (PhD or MD), (developed collaboratively through the Office of the Associate Deans of Faculty Affairs and Research):

- Assistant Professor with less than 5 years at the COM;
- Assistant or Associate Professor, new to the COM, but less than 5 years' experience elsewhere or on tenure track, but without the granting of tenure.
- Desiring a formal mentoring relationship;
- Desiring a mentor relationship in general—desiring a mentor with skills in teaching, research, leadership, personal development and/or professional service;
- Desiring a mentor for diversity, gender or special needs guidance.

Community based Faculty (developed collaboratively through the Office of the Associate Dean of Faculty Affairs, Associate Dean Saskatoon, Department of Family Medicine, and the SMA):

- Desiring a Mentor;
- Desiring to be a Mentor.

*Following the successful installation of Phase 1 into all departments, and into the UGME and PGME domains, the COM Mentoring Program Phase 2 – the 5 year plan is intended to expand and will also serve:*

- High school students (developed collaboratively through the Pre-Health Professions Club, under Dr. Gill White's leadership): desiring a mentor to help in becoming more familiar with careers in Medicine, the work environment, and work-life balance of a physician.
- International Medical Graduates (IMGs) coming to Saskatchewan through the SIPPA program;
- IMGs practicing in Saskatchewan;
- Junior or any level faculty member (MD or PhD).
- Newly Appointed Department Head, Director of Specialty Program: desiring a mentor relationship in general—desiring a mentor with skills in teaching, patient care, research or another area.
- Mid-or-senior level faculty desiring to advance into management-leadership roles (professional goals include position as Chair, Dean, etc.).
- Recently promoted to Department Head or Assistant/Associate Dean and desiring a mentor.

- Considering leaving academic medicine for private practice and desiring a community private practice mentor. (Mentor would be a COM graduate in the Saskatoon community, already in a private environment).
- Department head desiring a mentor for promotional guidance of faculty members interested in academic/executive leadership in academic medicine.
- Department head desiring a mentor for guidance of under achieving faculty.