

## ANNUAL MEETING UPDATE: PART III

## Mentoring at the 2016 Annual Meeting

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There is a rich tradition of mentorship in academic medicine, which starts in medical school and remains essential through faculty promotion. The counsel of a trusted mentor is invaluable, and the opportunity to coach a mentee to success is as rewarding. As part of its mission to mentor future generations of academic generalists, the Society of General Internal Medicine (SGIM) offers structured mentoring opportunities at the annual conference for all attendees, including the One-on-One Mentoring Program, several mentoring panels, and the Mentoring Interest Group.

The One-on-One Mentoring Program offers students, residents, fellows, and faculty at all levels the opportunity to speak privately with a more senior SGIM mentor from a different institution. By connecting mentees to mentors outside their home institution, the One-on-One Mentoring Program allows mentees a fresh perspective on their professional goals and challenges and expands their mentoring network. Mentors enjoy the opportunity to provide counseling and guidance to potential future faculty and SGIM colleagues. All participants in the One-on-One Mentoring Program will be asked to identify areas of interest—reported through the brief match survey and mentor and mentee resumes—to ensure pairs are matched according to their needs. Mentor-mentee pairs meet in person during the annual conference and are encouraged to continue an ongoing relationship afterward. Topics for discussion are largely guided by the individual mentee and mentor but may include early- or mid-career

advice, research, job responsibilities, and professional challenges.

Mentees may also request mentors to attend their research presentations during the conference so mentors can provide feedback. Over the last several years, 90% of participants surveyed—mentors and mentees—responded that the One-on-One Mentoring Program surpassed their expectations. The program draws an equal number of trainees, assistant professors, associate professors, and professors, with many participating both as mentor and mentee.

The mentoring panels offer another opportunity for students, residents, fellows, and faculty attending the SGIM conference to access mentors in a more public forum, have their questions answered on practicing general internal medicine (GIM), and learn from other attendees' questions and reflections. Panelists will answer questions from both the moderator and audience, making it an interactive and informal session. Five panels will be offered at this year's annual conference: Career Mentoring Panels in the Clinician-Investigator and Clinician-Educator Pathways, Parenting in Medicine, Disparities Mentoring Panel, and a new panel for students and residents interested in learning more about careers in GIM.

The Career Mentoring Panels in the Clinician-Investigator and Clinician-Educator Pathways bring together two groups of seasoned leaders and successful young faculty who will share advice with audience members pursuing careers in clinical investigation or clinical education. Topics discussed often in-

clude the job search, promotion, switching pathways, and keys to success. These two panels will be held at different times for those who may be interested in attending both. The SGIM Disparities Task Force has an established record in mentoring clinician-investigators and clinician-educators with a career focus on health disparities and health equity. The Disparities Mentoring Panel is a group mentoring session in which faculty at all ranks have the opportunity to participate in discussions with senior faculty mentors in health disparities. Balancing being a parent with a career in medicine is an ongoing challenge for general internists regardless of career path. Panelists on the Parenting in Medicine panel will share their perspectives, answer audience questions, and address issues around the working parent and work-life balance. The new #ProudtobeGIM Panel on Career Planning for Medical Students and Residents invites medical students and residents to learn about careers in GIM. Panelists will include fellows, chief residents, and program directors who will discuss career opportunities in GIM, describe fellowship programs, and answer audience questions.

The Mentorship in Academic Medicine Interest Group gathers individuals interested in the various aspects of mentorship, including mentoring for clinician-educators and researchers, preparing mentor evaluations and assessments, peer mentorship, and distant mentoring programs. One of the objectives of the interest group is to develop a repository of resources, guidelines,

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or toolkits that can be disseminated or made available on websites to improve mentoring.

Besides these structured mentoring opportunities, members are encouraged to connect with each other during poster sessions and

throughout the annual meeting to form new friendships, meet new colleagues, and hopefully develop ongoing relationships. The diverse expertise of senior members coupled with the enthusiasm of up-and-coming junior members creates

exciting opportunities for both mentors and mentees.

*Pre-Register for the 2016 Annual Meeting and sign up to attend mentoring panels by April 28, 2016: <http://connect.sgim.org/sgim16/register/reg-online>*

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