

## **Anatomical Pathology Residency Program RESIDENT MENTORING**

### **Pathologist: Resident Mentorship Roles and Expectations**

In PGY2 and PGY3 years, it has been beneficial to new residents to be formally mentored by a pathologist, who can offer the mentee the opportunity of guidance, challenge, nurturing and development in their junior residency years.

### **Aims of Resident Mentorship**

- To ensure adequate and good educational exposure is occurring (enough of and a variety of gross & microscopic cases, autopsies, presentations, etc)
- To help the mentee to resolve or cope with stress experienced during training – building self-confidence, overcoming or circumventing communication difficulties, understanding the organizational culture & its issues
- To aid in development of consistent studying strategies
- To guide in professional stimulation to achieve the mentee's full potential
- To provide guidance in career choices/paths and the mentee's development

### **Expectations of the Pathologist Mentor**

- Recommended frequency of meetings:
  - Following the initial meeting between the mentor and mentee, the frequency of meetings can be decided based on mutual agreement.
- Maintain an open line of communication.
- Maintain confidentiality of mentor-mentee interactions and obtain consent before discussing with other people any issues that come up.
- Where possible, attend on-site presentations by the resident.
- Be aware of external resources for supporting resident well-being.

### **Expectations of the Resident Mentee**

- Have realistic expectations of the mentor
- Keep mentor informed of important events in or affecting their residency training
- Maintain confidentiality of interaction with the mentor

### **Expectations of the Residency Program Director**

- Facilitate matching of residents and mentors
- Monitor and modify the functioning of the mentorship process

*Reviewed & Updated by AP Residency Program Committee –  
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