

Mentorship Program

Each resident will be assigned a mentor at the beginning of his/her residency. Barring special circumstances, the mentor will maintain this role until the completing of the mentee's residency.

The responsibilities of the mentor include (but not limited to) the following:

1. Meet with his/her mentee at the beginning of the year and help him/her feel welcome and part of the Program.
2. Act as a resource person to the resident.
3. Together with the Program Director help resident develop fields of interest or sub specialization.
4. Assist resident to recognize his/her individual strengths and weaknesses and support activities to enrich the resident's experience.
5. Attend the different presentations of the mentee (Case Presentations, CAT Project, and teaching sessions) that are mandatory to the Program, and be available to discuss different aspects of their presentations ahead of time.
6. Give feedback on the various presentations using a summary of the valuations completed by the audience.
7. Be available to discuss the 3 month evaluations after it has been reviewed by the Promotions Committee. The Program Director maintains the right to discuss evaluations with the resident alone or at the request of the resident. In the case of a borderline or unsatisfactory evaluation, assist to outline corrective measures in an effort to address weaknesses.
8. The mentor will hopefully develop a special kinship towards his/her mentee(s).
9. The mentor should be a role model and conduct him/herself professionally and maturely.
10. The mentor is expected to provide career counselling to their resident, and help them navigate the process of obtaining a license and a position.