

Developing a Resident Mentorship Program to Advance Physician Competence

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Learner Audience: Anesthesiology Residency Program Faculty and Residents

Needs Assessment: ACGME and ABA requirements for professional development through self assessment and performance improvement

Curriculum: In 2006 the Department of Anesthesiology, Vanderbilt University Medical Center launched its Resident Mentorship Program. The purpose of this program is to foster professional development through a process of faculty-guided self assessment and planning for targeted improvement. These efforts are designed to not only correct identified weaknesses but also to enhance recognized strengths. To initiate this program, we solicited faculty volunteers to serve as mentors, typically accepting responsibility for one resident (CA-1 or CA-2). Most CA-3 residents are currently mentored by their academic project mentor. To prepare the faculty and residents for the program, we dedicated two consecutive sessions of our department's *Improving Teaching and Learning Seminars* to the topic of mentoring. In addition, all participants received handbooks on mentoring. ()

Prior to the first meeting with his/her mentor, each resident completed a self assessment form, outlining educational objectives, training plans, and career goals. Mentorship pairs were instructed to meet at one to two month intervals to review progress and identify new improvement opportunities and action plans. During meetings residents and mentors analyze information related to the resident's clinical and professional development (e.g., written and oral examinations, global performance evaluations, program director's six-month reviews, simulation training reviews, Clinical Competence Committee reports, academic projects, etc.). All information is utilized to identify targeted areas for improvement (TAFI) and to develop an action plan to achieve identified development goals. Each mentorship session is documented on a Mentorship Session Form that identifies improvement opportunities, action plans and goals achieved.

Impact: The Resident Mentorship Program promotes habits of self-assessment and lifelong learning that underpin practice-based learning and improvement during residency as well as subsequent professional practice. In addition, the mentoring relationship fosters professional growth and overall career development. We are monitoring compliance with program guidelines, mentor and resident satisfaction, and impact on remediation and professional development.

References:

1. Cohen NH. *Effective Mentoring*, Amherst, HRD Press, 1999.
2. Cohen NH. *The Mentee's Guide to Mentoring*. Anherst, HRD Press, 1999.