

# The Hispanic Medical Students Mentorship Program

## Role of the Mentor:

The mentor serves variously as teacher, sponsor, advisor, role model, exemplar, guide and host to the world of medicine.

- Provides advice on career goals, education and training, and personal issues
- Encourage and foster mentee's potential by providing constructive feedback and setting career goals and objectives
- Be a resource of information about the medical profession's culture, traditions, and values
- Encourage and assist mentee to become resourceful, self-confident, creative and productive

## Role of the Mentee:

The mentee is a medical student guided by mentors along her/his journey to becoming a physician. A mentee should:

- work to find in the mentor a model, teacher, counselor, advisor, exemplar, guide, friend and/or confidant.
- be proactive and show interest in the development of the relationship
- involve mentors in appropriate decision-making and assume responsibility where appropriate
- be willing to assess his/her performance and receive constructive feedback
- be professional, courteous and responsive to the mentors' advice and suggestions

## Responsibilities of the Mentor and Mentee:

- Mentors and mentees must have an initial meeting to clearly define their roles and the objectives of the relationship
- Have a minimum of one monthly encounter per year with each other
- Attend the scheduled series of leadership seminars and one training/orientation session
- Provide periodic feedback about mentorship relationship to MAO

## Office Staff:

Ernesto González, M.D., *Director*  
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The Multicultural Affairs Office at MGH (MAO) developed and established the second regional Hispanic Medical Students Mentorship Program in the nation. The Mentorship Program is designed for Hispanic medical students of the four medical schools in Massachusetts (Boston University, Harvard, Tufts and UMass). The purpose of the Mentorship Program is to provide structured professional and social support during a medical student’s training.

**Mission and Objectives:**

- To develop and maintain a formal physician/researcher and Hispanic medical student mentoring program in Massachusetts as a model for other regions of the United States
- To foster mentoring relationships between Hispanic medical students and physicians or researchers in academic and private institutions
- To establish a communication network between medical schools, government and industry to enhance opportunities for Hispanic medical students
- To develop organized advocacy groups among students and faculty across academic medical institutions

**THE HISPANIC MEDICAL STUDENTS MENTORSHIP PROGRAM APPLICATION**

Date: \_\_\_\_ / \_\_\_\_ / \_\_\_\_

Name: \_\_\_\_\_

Student \_\_\_\_ M.D \_\_\_\_ D.D.S. \_\_\_\_ Ph.D. \_\_\_\_ M.P.H. \_\_\_\_ Other \_\_\_\_

Home Address: \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Business Address: \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Medical School and/or Hospital Affiliation (include position, e.g., student, resident, staff, etc.): \_\_\_\_\_

Work Phone: (\_\_\_\_) \_\_\_\_\_ Home Phone: (\_\_\_\_) \_\_\_\_\_ Pager: \_\_\_\_\_

Mobile: (\_\_\_\_) \_\_\_\_\_ Email: \_\_\_\_\_

**STUDENT**

Year of medical school: \_\_\_\_ I \_\_\_\_ II \_\_\_\_ III \_\_\_\_ IV

Area of residency interest (e.g., Internal Medicine): \_\_\_\_\_

Area of research interest (e.g., HIV/AIDS): \_\_\_\_\_

Undergraduate School: \_\_\_\_\_ Graduate School/PhD: \_\_\_\_\_

Hometown: \_\_\_\_\_ Your hobbies or leisure time activities: \_\_\_\_\_

What are your expectations of the Mentorship Program? \_\_\_\_\_

What would you like to find in a mentor (e.g., hobbies, leisure activities, professional characteristics, etc.)? \_\_\_\_\_

Is there any other information that would help us find your “ideal mentor” (e.g., identify a physician or researcher with whom you would like to be matched) \_\_\_\_\_

**MENTOR**

Undergraduate School: \_\_\_\_\_ Medical School: \_\_\_\_\_

Residency Program: \_\_\_\_\_ Fellowship Program: \_\_\_\_\_

Graduate School: \_\_\_\_\_ Area of Research: \_\_\_\_\_

Specialty: \_\_\_\_\_

Hometown: \_\_\_\_\_ Background: \_\_\_\_\_

Hobbies or leisure time activities: \_\_\_\_\_

Is there any other information to help us better match you with your mentee? (e.g., identify a mentee with whom you would like to be matched) \_\_\_\_\_

How much time would you be able to spend with your mentee? \_\_\_\_\_

Why do you want to be a mentor? \_\_\_\_\_