

# LAMP Mentor Guide 2023–2024

University of Toronto Faculty of Medicine



# A message from our founders...

The development of the Longitudinal Academic Mentorship Program (LAMP) would not have been possible without the contributions and leadership of members at the University of Toronto and other medical schools across the country.

We would like to thank members of MedAlumni, OHPSA, Medical Society (2017-18), the Inclusion and Diversity Office, mentees and mentors from the LAMP pilot program which ran from February-May 2018, and others in the faculty and student body at the University of Toronto for their guidance and feedback throughout the development of this program.

We would like to thank staff and student leadership from the University of Ottawa, Western University and Queen's University who steered mentorship programs at their own institutions in 2017-18 and the membership of the Academic Round Table of the Canadian Federation of Medical Students (2017-18) for donating their time in advising our group on optimizing LAMP to reflect the values and needs of Canadian medical students.

Lastly, we would like to thank the University of Toronto's Alumni Fund and Medical Society for their generous sponsorship of LAMP. The Alumni Fund is comprised of donations from our Temerty Faculty of Medicine alumni and Medical Society funds are comprised of those from our Temerty Faculty of Medicine's current students, faculty, and community to support student initiatives and positively impact the student experience.

Signed,

**Flora Jung & Nicholas Sequeira**

VP Education 2T1 & 2T0, Medical Society

LAMP Co-Founders

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# Your LAMP Team



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# About the Program

## INTRODUCTION

The Longitudinal Academic Mentorship Program (LAMP) is an initiative organized by the Medical Society under the VP Education portfolio, with contributions from MedAlumni, OHPSA, and others in the faculty. The name is somewhat of a misnomer; it certainly provides an opportunity for students to receive longitudinal, structured mentorship throughout their training from both faculty members and upper year students; however, the mentorship is also strongly encouraged to be non-academic in nature. The vision for the program is for students to have a group in which they can ask questions about academic and non-academic topics, create new friends and peer mentoring relationships, and participate in extracurricular activities that provide some respite from the rigours of the MD program. This program is made up of approximately 40 mentor groups, each consisting of 1-2 physician mentors, 1-2 residents, and a group of 4-6 medical students spanning years 1-4 and MD/PhD.

Between September and May, two events are held which bring all the mentorship groups together, one at the beginning to kick-off the program and one at the end of the year to recognize the contributions of the mentors and debrief all participants. In addition to these centrally organized events, mentor groups will meet at least 4 more times (and perhaps more) in social settings. This will provide a chance for groups to bond and physician mentors and upper year students an opportunity to share their knowledge.

## A MESSAGE FOR MENTORS

Welcome to the Longitudinal Academic Mentorship Program! We would like to thank you again for volunteering your time in order to help shape the physicians of the future! If you have any questions regarding your responsibilities as a mentor, please don't hesitate to contact Sofia ([sofia.ivanisevic@mail.utoronto.ca](mailto:sofia.ivanisevic@mail.utoronto.ca)) or Tamara ([tamara.dubljevic@mail.utoronto.ca](mailto:tamara.dubljevic@mail.utoronto.ca)) directly, or through our LAMP email at [lamp.torontomed@gmail.com](mailto:lamp.torontomed@gmail.com).



# About the Program

## ROLE OF THE MENTOR

Mentors are practicing staff physicians or residents who have volunteered their time to mentor a group of medical students during their time in the MD Program at U of T. They know what is necessary to survive and thrive in medical school and beyond and are happy to share their insights with current medical students.

## EXPECTATIONS AND RESPONSIBILITIES

Overall anticipated time commitment: 12-16 hours between September 2022 – May 2023.

Mentors are expected to commit to mentoring a group of medical trainees through group social events during the span of September to May. This will involve at least 2 socials per half-year, for a total of 4 socials or more if desired/possible.

Mentors are expected to attend all group events. This includes social events in addition to an orientation event at the start of the program and a conclusion event at the end to provide evaluative feedback for LAMP (approximately 1 hour each). They are also expected to respond to requests for progress and updates from LAMP via email.

Mentors are expected to provide guidance and assistance to medical students regarding both academic and non-academic matters. This includes areas of: work-life balance in a career in medicine; professional, educational, and personal development; navigating hierarchies as medical trainees; identifying potential career pathways in medicine (i.e. clinical scientist, academic medicine, community practise, hospital administration, leadership opportunities); access to networks within medicine; and creating high-quality connections.

Mentors are NOT expected to pay for any group events that incur a cost.





# About the Program

Based on surveys completed by mentees who participated in our pilot program, here is an insight into what mentees hope to gain by participating in LAMP:

- Build relationships with faculty mentors and residents
- Meet peers and make social connections
- Develop a network of mentors and other students in the MD program
- Insight into what “a-day-in-the-life” of a resident or physician entails
- Insight into career paths of mentors
- Insight into challenges that may arise during different stages of medical training
- Insight into how to achieve work-life balance and how to face adversity
- Insight into what to expect in clerkship and residency
- Deeper understanding of opportunities for career development
- Awareness of current issues and events happening in the medical community

Here are some tips for mentors from previous mentees who participated in our pilot program on how to best engage students and maximize their experience in LAMP.

Mentees are looking for mentors who:

- Show up to social events
- Create an environment where students can have honest candid conversation and feel comfortable asking questions
- Are willing to share their experiences with students and answer questions
- Maintain communication with the student group
- Are approachable, responsive, friendly, enthusiastic, non-judgemental, supportive, relatable, open and honest – about themselves and in providing advice and feedback
- Are not inaccessible, unengaged, authoritative, paternalistic, overly formal



# Ideas for Group Activities

The following section includes a number of ideas for activities that mentorship groups may participate in. These are all just ideas, so feel free to do anything that is not on this list (and tell us about it so we can suggest it to others)!

## SKATING @ NATHAN PHILLIPS SQUARE

An annual Toronto tradition, skating at Nathan Phillips is a great way to take in the city and get a great photo op at the iconic “TORONTO” sign. Afterwards, you can cosy up with your group and grab some hot chocolate at one of the many coffee shops around the corner.



## BOWLING @ BALLROOM BOWL

What better way to get to know your group than to start a little friendly competition? Even if you’re not the best bowler, imagine how much fun your group will have while cheering you on for that elusive strike?



## ARCADE @ FREEPLAY TORONTO

If your group is a fan of games, ranging from Wii Sports to jenga to air hockey, check out FreePlay Toronto on College! What better way to get to know your group members than on either end of a foosball table!



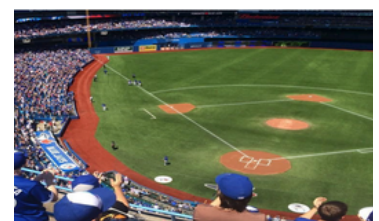
## DINNER

This can be done in many different ways. You could go to a restaurant, have a picnic (weather permitting, please don’t do this in February), or even go to your mentor’s house for a potluck!



## JAYS GAME

Even if you’re not a sports fan, getting out to a Jays game can be a great way to bring your group together while cheering on the home team.





# Ideas for Group Activities

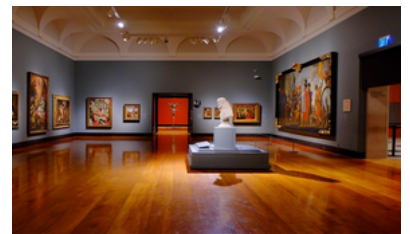
## ROYAL ONTARIO MUSEUM

Want to stimulate some interesting conversation? What better way than to go out to the ROM for a night of dinosaurs and mummies? Even better, you could go on Tuesday night when it's free for students!



## ART GALLERY OF ONTARIO

Like its cousin above, the AGO offers a great opportunity for groups to bond while exploring one of the best, most cultured experiences Canada has to offer. Free on Wednesdays after 6pm!



## ESCAPE ROOM

Talk about team building! There aren't many activities better for bringing a group together than to lock them in a room, create some time pressure, and hope they escape. If you want to see how emerg docs and trauma surgeons (to name a few) function under pressure, you'll want to bring your mentor(s) here!



## BOARD GAME CAFE

Always a popular option, board game cafes are a great way to relax, have a snack or drink, and beat your group members at Catan. Disclaimer: May increase or decrease group cohesiveness depending on game outcome.



# Frequent Topics of Discussion

Not sure what to talk about? Try asking your physician mentors some of these questions!

- Why did your mentor choose their specific specialty? What made them want to go into medicine in the first place? Did they consider other specialties?
- Work-Life Balance: How does your mentor balance their chosen specialty with the rest of their life? Do they have a family? Is there a specialty that is easier or more difficult to achieve work-life balance than others? What do they do to maintain wellness while practicing as a physician? What about while they were going through training?
- What are their interests outside of medicine? How did they pursue those interests while going through training as well as after they became staff?
- What are their best tips for getting through clerkship and residency successfully? How did they balance their workload with their interests and other obligations?
- Is life different as a staff vs. as a resident or student? Is the difference what they expected as a medical student or did they expect something else?
- What are the pros and cons of being a physician?
- What is their best experience throughout their medical career thus far? What is their worst experience?
- What is their perspective on recent events in the news, medical or general ethics, and on the future of medicine and other fields?
- How do corporations work? How do physicians manage money, save for maternity/paternity leave and retirement, and bill for various services?



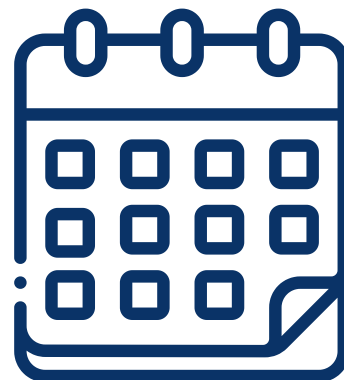
# Group Engagement

## TIPS FOR EVENT PLANNING

There are a number of exams for both first and second year students during Foundations, as well as variable call schedules for clerks. Try to plan ahead as a group (maybe by putting all the exams on a common calendar) and plan events around these dates!

## TOOLS TO FACILITATE ENGAGEMENT

- **Facebook** is an excellent tool for coordinating availabilities with group members to find a date that works for everyone. A good strategy is to create a Facebook group containing all group members and the mentor. Use of the Facebook poll function is very helpful for gauging availabilities for possible hangout dates.
- **Doodle** is another great tool for event planning. After group members easily enter their availability for a specified period of time, the group can see which date and time works best for the group.
- Having trouble deciding where and when for a group activity? **Survey Monkey** is yet another awesome resource that can create polls for coordinating group member availability.
- While event planning, check out **Groupon** to see if there are any deals that can lower the cost for the group.





# Resources

## FOR MENTORS

Informal Mentoring Between Faculty and Medical Students. Gail L. Rose, PhD, Margaret R. Rukstalis, MD and Marc A. Schuckit, MD. Academic Medicine.

Mentoring in Academic Medicine: The Current State of Practice and Evidence-based Alternatives. Shannon Fox, PhD and April Corrice. AAMC.

Tips for Mentors Providing Feedback. Wake Forest School of Medicine

Twelve tips for developing effective mentors. Subha Ramani, Larry Gruppen and Elizabeth Krajic Kachur. Medical Teacher.

## FOR MENTEES & MENTORS

Medical School Based Mentoring Programs. AAMC.

Mentoring and coaching in medicine. Richard L. Byyny, MD. The Pharos, Alpha Omega Alpha Honor Medical Society.

Shaping a career in academic medicine: Guidelines for mentor/mentee conversation. Advance Faculty Professional Development program, Faculty of Affairs and Professional Development, University of Pennsylvania School of Medicine.

True mentorship in medicine. Ahmed Mian, MD. Residents' Views. Canadian Family Physician.

