

# Mentoring in Medicine

## Turning Dreamers into Doctors: Best Practices in Mentoring Future Health Care Professionals



**Lynne Holden, MD**

*Founder and President*

**Jocelyn Freeman-Garrick, MD, MS**

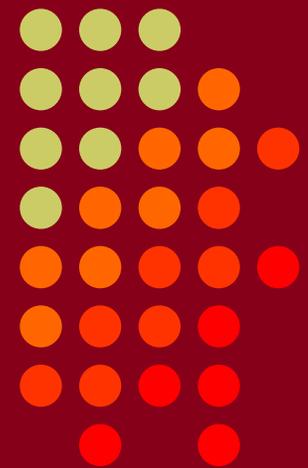
*Vice-President*

**Yvette Calderon, MD, MS**

*Research and Evaluation Director*

**Beryl Serville, MA, MS**

*Educational Director*

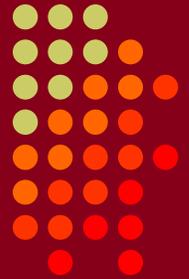


# THE GOAL

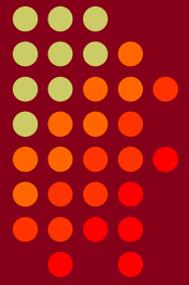
- To reduce health care disparities by increasing the diversity of the healthcare workforce in socio-economically challenged areas



# THE MISSION



- To ignite an interest in the health professions among minority and disadvantaged youth
- To help create and implement a strategic plan for graduation from health professional school
- To improve health care literacy

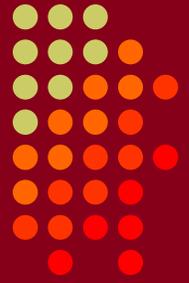


# Dr. Lynne Holden

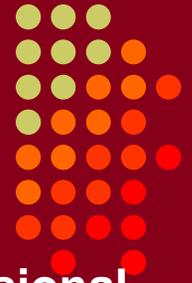
## Co-Founder and President

- **Physician** practicing Emergency Medicine in an academic urban setting (12 years)
- **Co-chairperson** for the *Albert Einstein College of Medicine* Admissions Committee (9 years)
- Member of the *Temple University School of Medicine* Admissions Committee (2 years)
- **Associate Residency Director** for the *Jacobi-Montefiore Emergency Medicine Residency Program* (6 years)
- **Teacher** *Introduction to Clinical Medicine* to medical students (3 years)
- *Health Care Leadership Academy* 2007 graduate

# THE LEADERSHIP TEAM



# PROGRAMS BY EDUCATIONAL LEVEL



3rd- 5th    6th- 8th    High School    College    Post-    Health Professional  
Baccalaureate    School

P

R

**“Yes, I Can be a Health Care Professional” Annual Conference**

O

**Pathway to Success Seminars (Invited Lecture Series)**

G

**Future Health Professional  
Leadership Academy**

R

A

**Future Health Care Professional  
After School Club**

M

S

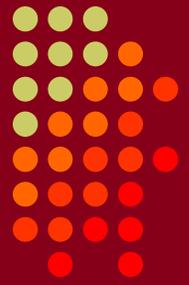
**Emergency Department Clinical  
Exposure, Research & Mentoring  
Program**

**Health Professional Leadership Development Seminars**

# ANNUAL CONFERENCE

## Dinner with Doctors

## November 4, 2006



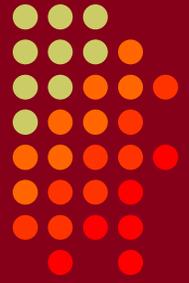
# ANNUAL CONFERENCE

Dinner with Doctors

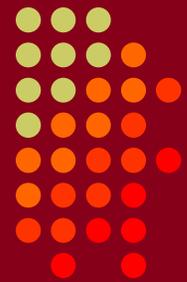
November 4, 2006



# FUTURE HEALTH PROFESSIONAL AFTER SCHOOL PROGRAM 2006-2007



# FUTURE HEALTH CARE LEADERS CLUB 2007-2008



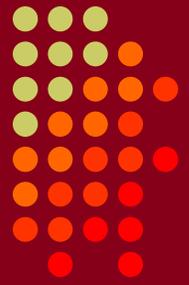
# FUTURE HEALTH CARE LEADERS' CLUB 2007-2008



# HEALTH PROFESSIONAL LEADERSHIP DEVELOPMENT SEMINAR

Physicians

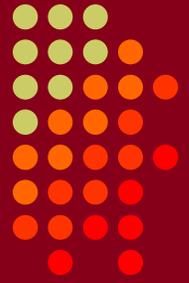
September 2007



# HEALTH PROFESSIONAL LEADERSHIP DEVELOPMENT SEMINAR

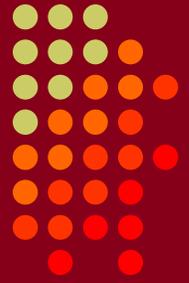
Medical Students

September 2007

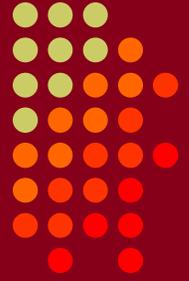


# HEALTH PROFESSIONAL LEADERSHIP DEVELOPMENT SEMINAR

Pre-medical Students      September 2007

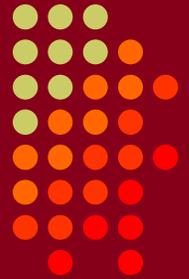


# MENTORING TECHNIQUES



- Multilevel Mentoring
- Group Mentoring
- Seed Mentoring

# BEST PRACTICES



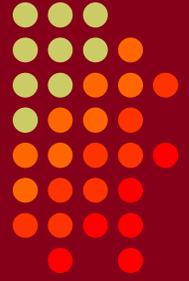
- Design programs with help from the population being served
- Broad recruitment methods
- Appeal to unique populations
- Neutralize the stereotypical threat
- Address social and emotional issues

# EVALUATION METHODS



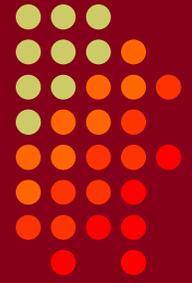
- Work with independent evaluator
  - Hunter School of Community and Urban Health
- Primary outcome
  - Student becomes a health professional
- Secondary outcomes
  - Attitude toward pursuing a health career
  - Educational milestones attained
  - Participation in health-related and MIM programs

# CHALLENGES



- Secure stable funding streams
- Develop formal longitudinal programs
- Track participants to monitor progress toward long-term outcomes

# *Mentoring in Medicine—* **Press Coverage**



- Newspapers
  - **Newsday**, *Minorities in Medicine*, November 9, 2006
  - **New York Amsterdam News**, *Organization Seeks to Inspire Future Doctors*, November 9-15, 2006
  - **The New York Times**, *Turning Dreamers into Doctors*, November 17, 2006
  - **NY Daily News**, *N.Y.'s a Hot Spot for Maybelline's Hunt for Inspiring Women*, September 17, 2007
  - **NY Daily News**, *Helping Hands of City Medics in the Making*, October 22, 2007

# *Mentoring in Medicine*— Press Coverage

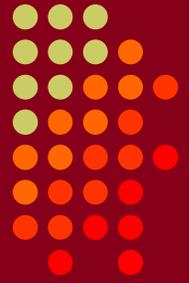


- **Magazines**

- *Positive Community*, December 2006
- *Jet Magazine*, January 22, 2007
- *Essence*, December 2007

- **National Radio Interviews**

- Health Quest Live, Sara Lomax-Reese, November 20, 2006
- The Bev Smith Show, Bev Smith, December 6, 2006
- The Jennifer Lewis-Hall Show, January 2007



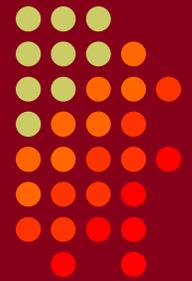
# “Yes, I Can be a Health Care Professional!” Conference

- Target Audience
  - 800 minority/disadvantaged students (3<sup>rd</sup> grade - college)
- Objectives
  - Change attitudes and perceptions of students and caregivers toward becoming a health professional
  - Educate students and caregivers about educational opportunities and the path to becoming a health professional
  - Raise community awareness about Mentoring in Medicine, Inc.
  - Fundraiser for Mentoring in Medicine programs

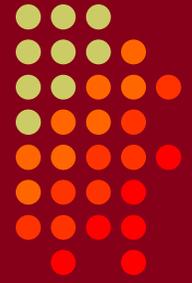
# “Yes, I Can be a Health Care Professional!” Conference

December 8, 2007

New York, New York



- Features of the Conference
  - Motivational Speech: The Honorable Charles Rangel, Congressman; Chair, House Ways & Means Committee
  - Educational Pathway to Success Seminars
  - Lunch with Health Professionals
  - Ask the Expert / Health Professional Recruitment Fair



*Mentoring  
in  
Medicine*



[www.mentoringinmedicine.org](http://www.mentoringinmedicine.org)