

**JOHN MUIR
HEALTH**

CLIMB MENTORSHIP

PROGRAM MANUAL

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To Whom It May Concern:

Welcome to the CLIMB Program! CLIMB stands for Cultivating Leaders and Inspiring Mentorship Bonds. In 2015, three undergraduate students working on a research project with Dr. Kishore Nath were given the opportunity to meet with rotating medical students once a week. Every Friday, these students met with a new medical student and discussed the process of applying to medical school. It was through these experiences that these students came to realize that medical school was an attainable goal for them. The medical students became long-term mentors for these students, helping them through their applications for university, giving advice for classes, as well as preparing them for the MCAT and medical school applications.

Everyone involved realized the important impact these mentorship bonds make in the development of student leaders in healthcare. As a result, John Muir Health CLIMB was founded. The overall philosophy was based on near-peer mentorship dyads created between learners of different levels.

Peers close to you in age and/or education, termed “near-peers”, can give more relevant advice in the fast-changing career of health care and are able to bond due to closeness in age and experience. This is not to say that advice from more experienced mentors is unhelpful, but the ability for physicians to connect with the medical school application process or meet students at their level is far superior when they are closer in age and level of experience.

CLIMB is designed as a near-peer dyad ladder so that students function as both mentees and mentors. Being mentored helps students to become more successful along their path to medicine, and mentoring others builds confidence in knowledge and fosters an environment for students to give back to their community, a trait we feel is essential to being a great health care professional. This idea is discussed further in the “Program Structure” section of the manual.

Our hope is that students that participate in CLIMB will leave with long-term mentors, and a clear plan to pursue a career in health care. CLIMB is partnered with the John Muir Health Family Medicine Residency Program (JMH FMRP), where preceptors, including Dr. Kishore Nath and Dr. Jeremy Fish, provide mentorship and advice to Family Medicine residents, who in turn mentor medical students rotating through the residency clinic. The purpose of the JMH FMRP’s involvement is to provide mentorship support and create a pipeline for future Family Medicine physicians.

We hope that you enjoy this program as much as we have enjoyed developing it.

Sincerely,

The CLIMB Mentorship Team



John Muir Health CLIMB Mentorship

Mission:

The John Muir Health CLIMB Mentorship aims to develop family medicine learners into community engaged family medicine providers who practice quality medicine with compassion.

Purpose:

The John Muir Health CLIMB Mentorship is an innovative interprofessional, multilevel mentorship program that promotes family medicine to learners at all levels.

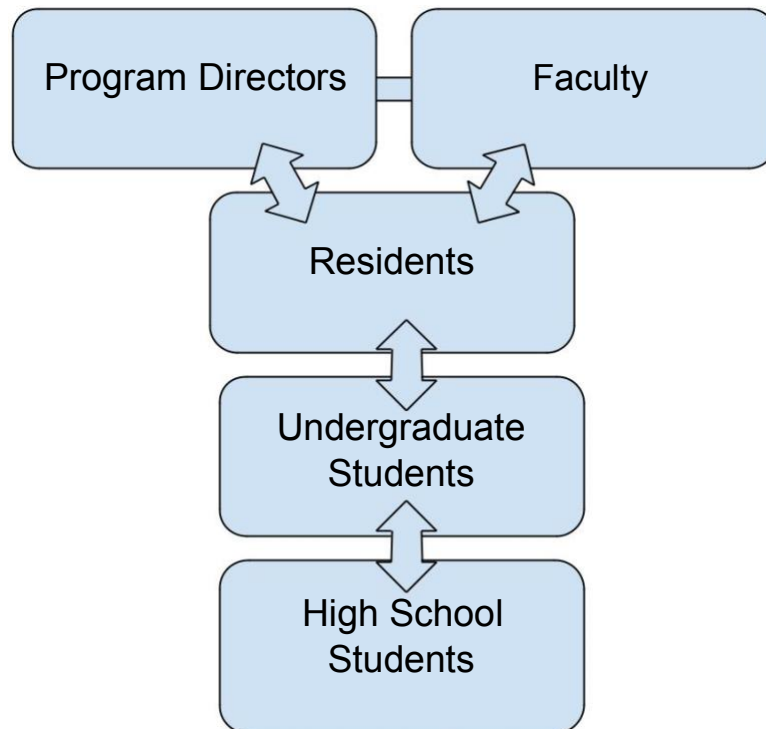
Program Outline:

The JMH CLIMB (Cultivating Leaders and Inspiring Mentorship Bonds) Mentorship Program is a near-peer mentorship ladder that provides valuable mentorship to students and learners at all levels. As a part of the program, students from every level are mentored and mentor others. The CLIMB structure is formatted to foster near-peer mentorship dyads. Learners in this longitudinal near-peer ladder will be mentored by peers near to them in age and schooling who will in turn mentor those directly behind them on the path toward family medicine. This structure seeks to provide the best and most relevant advice and training to future health professionals. The inspired CLIMB model aims to provide learners from all levels the resources to grow into engaged physicians that are valuable assets to our community. With these near-peer dyads, the CLIMB Program is creating the newest generation of family medicine physicians

Participation in the JMH CLIMB includes weekly meetings with a mentor as well as with a mentee where you learn and teach about a relevant topic. Some topic examples include editing personal statements, how to choose a college or medical school that's right for you, choosing clerkships, etc.

Program Structure:

The structure of this program is that of a near-peer longitudinal ladder. The ladder begins with the faculty members of the residency clinic. Faculty members mentor John Muir Health Family Medicine residents, who then mentor rotating medical students on their clerkships. These medical students mentor local undergraduate students, who in turn mentor high school students. This structure establishes a revolutionary way of learning and mentoring. With these near-peer dyads, the CLIMB Program is creating the newest generation of family medicine physicians.



Program Curriculum:

A program curriculum was created to add structure to the mentor/mentee relationship. This curriculum (see page 6) is organized by the seasons of the year and includes the topics that are beneficial, current, and applicable to the mentee. This curriculum ensures that meetings with mentees have a set topic and structure that can be discussed in addition to the mentee's personal questions and concerns, enhancing the organization of the mentorship program.

	High School	Undergraduate	Medical Student	Residents
Summer	<ul style="list-style-type: none"> • Personal Statements • Letters of Recommendation • SAT/ACT • Finding a school for you 	<ul style="list-style-type: none"> • Personal Statements • Letters of Recommendation • SAT/ACT • Where to Apply? 	<ul style="list-style-type: none"> • Boards • Away Rotations • Letters of Recommendation • Personal Statements for Residency • Completing ERAS • Making list of Residency Programs 	Year One: <ul style="list-style-type: none"> • In-training Exams • Finding a mentor • Health & Stress Management Year Two: <ul style="list-style-type: none"> • Clinic Efficiency
Fall	<ul style="list-style-type: none"> • College Applications • Study Tips and Tricks • Time Management • Picking a Major • Prerequisite Courses 	<ul style="list-style-type: none"> • Transfer application • Career Shadowing • Study tips • Time management 	<ul style="list-style-type: none"> • Submitting ERAS • Interview Dos & Don'ts • Shelf exams 	Year One: <ul style="list-style-type: none"> • Boards Part 3 • Loans/Financial Planning • Scholarly Projects Year Two: <ul style="list-style-type: none"> • Effective Planning for 2nd/3rd Year • Update Budget
Winter	<ul style="list-style-type: none"> • Summer Internships • Scholarships • Clinical Exposure • Clubs and Organizations 	<ul style="list-style-type: none"> • Summer internships • Scholarships • Experiences • Research 	<ul style="list-style-type: none"> • Making a Rank List • Sending #1 Program and email • Program second looks • Job Interviews • CV Preparations • Choosing a Specialty 	Year One: <ul style="list-style-type: none"> • CA License Application Year Two: <ul style="list-style-type: none"> • Health & Stress Management Year Three: <ul style="list-style-type: none"> • Job Interviews • CV Preparations • Understanding the Concepts • Choosing a Speciality
Spring	<ul style="list-style-type: none"> • Financial Workshops • Loan Advising • Gap Years • General Timelines 	<ul style="list-style-type: none"> • Scholarships • Loans/Financial Advising • MCAT • Med school interviews and application • Additional degrees and paths (MPH, MD/PHD, etc.) 	<ul style="list-style-type: none"> • Preparing for Residency • Loan/Financial Advising 	Year One: <ul style="list-style-type: none"> • Boards Part 3 • KSA (SAMs) Year Two: <ul style="list-style-type: none"> • Rotation Planning for 3rd Year Year Three: <ul style="list-style-type: none"> • Billing/Coding/Practice Management • Professional Organizations



John Muir Health CLIMB Mentorship Mentor Agreement

As a mentor I agree to:

- Commit to a day and time for a bi-monthly meeting and attend the meetings
- Adhere to the attendance policy of this program
- Devote full attention to students, listen with respect, and respect diversity
- Portray a positive role model for the students by maintaining an attitude of integrity, courtesy, and maturity
- Respect Confidentiality– All information you learn or are told about students is confidential
- If a mentee tells you something life-threatening, you will report it immediately to a Team Leader
- Wear appropriate attire at all times

As a mentor I agree not to:

- Conduct one-on-one meetings with students behind closed doors.
- Attempt to serve as students' psychiatrist, priest, minister, rabbi, etc.
- Give money or individual gifts to the students
- Discriminate against any student based on age, sex, ethnic or socioeconomic background, creed, or sexual orientation
- Smoke or use any tobacco products around students
- Use or possess illegal drugs
- Use, possess, or be under the influence of alcohol in the presence of students

Print Name

Signature

Date



John Muir Health CLIMB Mentorship Mentee Agreement

As a mentee I agree to:

- Commit to a day and time for a bi-monthly meeting and attend the meetings
- Adhere to the attendance policy of this program
- Maintain an attitude of integrity, courtesy, and maturity
- Devote full attention to students, listen with respect, and respect diversity
- Wear appropriate attire at all times
- Respect Confidentiality - Respect any sensitive information provided to me

As a mentee I agree not to:

- Conduct one-on-one meetings with mentors behind closed doors.
- Discriminate against any mentor based on age, sex, ethnic or socioeconomic background, creed, or sexual orientation
- Smoke or use any tobacco products
- Use or possess illegal drugs
- Use, possess, or be under the influence of alcohol in the presence of mentors

Print Name

Signature

Date



Program Contacts:

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