

Pathways to Science and Medicine Mentoring Program Frequently Asked Questions (FAQ)

What is the Pathways to Science and Medicine Mentoring Program?

The Pathways to Science and Medicine Mentoring Program is a joint initiative with Bunker Hill Community College (BHCC), Mass General Postdoc Association (MGPA), Harvard Medical Sch Postdoc Association (HMPA), and MGH Center for Diversity and Inclusion (CDI). The purpose of the program is to further expose BHCC students to diverse career paths within the fields of science and medicine by way of workshops and mentoring. Mentees will be paired with senior mentors to provide an in-depth communication between MGPA/HMPA/MGH professionals and BHCC students. Our mentoring program will be organized as small groups (circles) of people committed to meeting at least monthly during the length of the program months to support each other in career development. Mentors can share their experiences and expertise, advising and inspiring students. Students may use this safe space to obtain career tips, share academic concerns, and build their professional network.

What is the expected time commitment?

The duration of the Fall 2024 program is from October 2024 to December 2024. To have a successful mentoring experience, we suggest that mentors and mentees meet at least once a month. Mentees are also required to attend PSM workshops and the end-of-year celebration event.

Why mentoring?

Mentoring is a relationship between mentors and mentees for the purpose of personal and career development. These relationships are mutually beneficial, with both sides learning and sharing their experiences. When effectively designed and managed, formal mentoring makes a positive impact on everyone involved, including the organizations.

What are the responsibilities of a mentor?

The responsibility of a mentor is to guide, help and promote productive discussion during the meetings. A mentor should establish an atmosphere of confidentiality and trust within the circle and define expectations. Together with the mentees, the mentor will identify topics of interest to be discussed. A mentor should also identify the strengths and weaknesses of the student's career plans and empower the mentees to pursue their goals, help the mentees set achievable goals, follow up regularly on the goals, and emphasize accomplishments.

What are the responsibilities of a mentee?

The responsibility of a mentee is to be proactive and make use of the resources provided by the mentor and other mentees, if applicable. This includes taking initiative in meeting planning and agenda setting, respecting and appreciating the time and help of the mentor and communicating goals and any concerns clearly.

What will the mentor and mentee talk about?

Each pair will decide what topics they would like to discuss, but we will provide the mentor and mentee with initial guidelines to facilitate discussions, particularly, the first meeting. Potential topics include networking, interview skills, work/life balance, CV/resume design, difficult conversations, and individual development plans.