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

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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

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<th>6th-8th</th>
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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
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
  - *NY Daily News*, *N.Y.’s a Hot Spot for Maybelline’s Hunt for Inspiring Women*, September 17, 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 (3rd 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