The Resident Mentorship Program provides opportunities for residents to gain top-notch advisement in fields of career interest, starting from the earliest part of intern year. By orientation week, interns are surveyed as to their current fields of subspecialty or generalist interest. We understand that residents’ career goals may evolve considerably during the course of their time in the program. But residency is only three years long, and busy with clinical, investigative, and teaching responsibilities. It’s important to begin meaningfully exploring your area of interests as early as possible to be sure you are also making strides towards a career path that will make you feel most fulfilled.

We have adopted three concurrent and complementary strategies to help you achieve your best career goals. First, we create dyadic pairings with career mentors in your area of greatest subspecialty or generalist interest. Second, we hold regular Special Interest Groups meetings which provide shared mentoring opportunities quarterly, around dedicated themes, within each subspecialty and generalist field. Third, each division offers research mentors who become the point of reference for residents to become involved with projects within their fields of interest.

Dyadic mentoring pairs are established within residents’ first few months in the program. We do this because while some residents find mentors readily, many do not know how best to look. When a mentor-mentee pairing is arranged, a resident can feel comfortable discussing fellowship and career advisement matters, research strategies and any other issues that are of interest. These mentoring relationships are often maintained for the long term.

Our Special Interest Groups provide productive venues for expert-led sessions on specific topics within specialties. They allow residents to sample multiple subspecialty groups which can be quite helpful as one’s career interests take shape. They additionally have been instrumental in creating communities of practice within each field. Our studies have demonstrated that residents rate their satisfaction and sense of connectedness they gain from these meetings quite highly.

Residents then engage with divisional research mentors, as described above, and with several special programs which are important to career development. For residents who are fellowship-bound, we have developed a robust Mock Interview and CV review program which help our trainees to present as competitively as possible for fellowship positions. For residents bound for generalist jobs, we conduct several sessions each year around job search, contract literacy, and negotiation strategies.

Taken together, our Resident Mentorship Program’s several initiatives create a culture of mentorship in the program which is felt throughout each division. Each advisement opportunity then creates another, as our residents’ web of mentors grows in number, diversity, and richness through their years in our program and beyond.