

Features of the POSNA Mentorship Program:

1. A formal application process is used to best match a Mentor to a Mentee, based upon the expressed interests, career trajectory, and/or goals for society involvement of the Mentee and the experience and/or expertise of the Mentor.
2. The Mentor and Mentee will meet several times per year by phone, video conference, or in-person (e.g., POSNA Annual Meeting or IPOS®) to discuss topics such as the Mentee's career, goals, issues they face, research initiatives, challenging cases, or surgical issues.
3. A master reading list will be provided on topics including leadership, work-life balance, and time management in order for the Mentor and Mentee to develop a targeted reading program, if interested.
4. In the past, Mentees have utilized this program to enhance their perspectives on leadership within their institution, super-specialty area, or within POSNA, hone the research-related aspects of their practice, or establish a valuable connection with another POSNA member who has had similar experiences or brings unique viewpoints to the Mentor's practice.
5. The Mentorship Committee has collaborated with the Diversity Committee to optimize the program's role in realizing POSNA's goals for diversity and the importance of mentorship for all POSNA members.