

AABP Mentorship Program
Mentor Guidance Document
Version October 2018

Thank you for your efforts to help young practitioners succeed in bovine practice by agreeing to be a mentor. The purpose of the AABP mentorship program is to facilitate connections between new and recent graduates in bovine practice with experienced bovine practitioners who are members of AABP. The AABP Mentorship Program aims to improve the new graduate's connection to AABP and improve the likelihood of the new graduate's success in bovine practice.

You have been matched with a mentee who is less than 2 years after graduation. Members are only eligible to become mentors if they are 7 years after graduation. AABP pairs mentors based on several factors: geographic location, areas of interest, clinical skills, and/or practice types.

You will be contacted by AABP to begin the program, and they will help facilitate the first communication between you and your mentee. After this initial communication, it is the responsibility of the mentor and the mentee to pursue further communication. AABP encourages mentors and mentees to meet face-to-face whenever the chance arises. Events that may help facilitate such meetings include:

- AABP annual conference
- State or regional Veterinary Medical Association meetings
- CE opportunities
- Other similar events

AABP asks you to consider some specific guidelines to help make the program a success. Both the mentor and mentee should respond to emails, calls, or texts within 48 hours. Mentors should strive to be a valuable resource to the mentee by providing professional guidance and sharing knowledge. The mentor should foster an environment of coaching the mentee rather than dictating outcomes of certain situations. Mentors should also be willing to share experiences and knowledge. Mentors should strive to help the mentee meet professional goals and overcome career challenges. When possible, the mentor should facilitate professional growth through appropriate introductions and networking.

Part of the responsibility of the mentor should include the ability be able to identify possible mental health issues in their mentee. These mental health issues would include (but not be limited to) the issues affecting veterinarians such as depression, compassion fatigue, and suicidal thoughts or actions. The mentor is not necessarily responsible for directly dealing with mental health issues. However, the following resources provided can help the mentor provide useful information to the mentee:

Mentoring toolkit:

<https://www.opm.gov/Wiki/uploads/docs/Wiki/OPM/training/Mentoring%20Toolkit%203-18-10.pdf>

AAHA mentorship guidelines:

https://www.aaha.org/public_documents/professional/mentoringguidelines.pdf

Effective mentorship:

https://blog.hubspot.com/marketing/mentor-tips-positive-impact?utm_campaign=blog-rss-emails&utm_source=hs_email&utm_medium=email&utm_content=25472405

https://www.linkedin.com/pulse/20140528142421-4159965-how-to-become-a-great-mentor/?trk=li_out_cmktg_brand_Mentorship_MicrositeBecomeMentor

Thank you again for agreeing to serve AABP and the veterinary profession by becoming a mentor. You will receive correspondence from AABP regarding communication with your mentee. Mentors are typically the ones who drive communication. Please make the effort to grow and maintain the relationship with your mentee. Your involvement and caring about a young veterinarian can make a difference in their career. While the program formally ends 2 years after graduation, you are encouraged to continue to the relationship for many years moving forward.