

AABP Mentorship Program
Mentee Guidance Document
Version October 2018

Thank you for your interest in improving your personal and professional development by joining the AABP Mentorship Program. 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 mentor who is more than 7 years after graduation. Members are only eligible to become mentored if they less than 2 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 mentor. 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

The mentor and mentee should communicate on a monthly basis, but more frequent communication is encouraged. During the course of the program, the mentee should respond to the mentor's emails, calls, or texts within 48 hours.

The purpose of this program is for both mentor and mentee to feel comfortable discussing issues that may be hard to bring up to family, friends, or other colleagues. Mentees are encouraged to discuss any personal or professional issues they feel comfortable with, but there should be a level of respect for family time and privacy on the part of the mentor and the mentee. Also, while mentees are encouraged to talk about unusual or interesting cases, the mentee is discouraged from consulting on emergency cases or situations. If the mentee decides to consult the mentor on an emergency, they should understand the mentor may not be immediately available, and may not choose to discuss such a case due to liability purposes. The mentee should also display professional courtesy and refrain from discussion that is negative towards the ownership or colleagues within their practice.

Resources on personal development and well-being can be found below:

Personal development:

<https://www.avma.org/professionaldevelopment/personal/pages/default.aspx>

Assistance and well-being:

<https://www.avma.org/ProfessionalDevelopment/PeerAndWellness/Pages/default.aspx>

Thank you again for trying to further your personal and professional development by your desire to be mentored. You will receive correspondence from AABP regarding communication with your mentor. Please make the effort to grow and maintain the relationship with your mentor. While the program formally ends 2 years after graduation, you are encouraged to continue the relationship for many years moving forward.