

**Whatcom Alliance for Healthcare Access  
Physician Recruitment & Retention Program**

Ideas for a New Physician Mentoring Program

The elements of a solid physician mentoring program are:

- **Designating a specific physician** within your practice to mentor the new physician. It is the mentoring physician who should help facilitate the professional and social integration of the new physician to the practice, the healthcare community & the community-at-large.
- Holding an **initial meeting** with the physician mentor to identify professional development goals and to discuss personal/lifestyle issues (that may affect performance and retention). Rapport and trust will need to be established at this time.
- Holding at least **monthly meetings** between mentor & new physician. Meetings should continue **for at least 6 months** and **then on a quarterly basis** during the first three years. The mentor should also be available to meet with the new physician on an **as-needed basis**. The Mentor should focus on teaching “self-managed quality improvements”. Some of the tactics to guide this process are:
  - Monthly chart audits,
  - Monthly and quarterly progress reports,
  - Job satisfaction surveys.
- Asking the new physician to complete a **job satisfaction survey** (available through WAHA) at the 3 to 6 month mark. Mentor and new physician should discuss and come up with an improvement plan together, if needed.
- Setting regular meetings between new physician and the **practice’s leaders** or organization’s executives.
- Designating **all providers** at the practice to be made available to the new provider for **clinical questions**.
- Designating a **support staff member** to assist the new provider with **employee-related issues**.
- Holding **yearly reviews** (or better yet, semi-annual) with supervisor and/or mentor in which:
  - The new provider is asked about his/her contentment with the position and ideas for professional & personal growth,
  - Performance evaluation is treated as a training opportunity,
  - Involves 360 degree assessments from colleagues when possible,
  - Involves the mentor’s input if s/he is not the supervisor.
- It is important to note that today’s new medical graduates tend to highly value relationships and skill-building. A successful mentoring program must incorporate these values into plans by assisting the new physician build **collaborative relationships** and **portable skill sets** such as decision-making skills, business skills.

This Recruitment *Tools to Use*  
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