

ACR Military Radiology Committee

Mentor-Mentee Match Program Guidelines

Overall Goal: The goal is to match mentors and mentees based on (1) specialty/subspecialty (2) desired practice setting (academic, private, VA, employment model) (3) branch of service and (4) geographic Location. The retired/prior military radiologist mentors will guide active duty radiologist mentees with a series of short-term goals toward their long-term (5 year) goal as they transition out of military and into the civilian sector.

Mentees:

Goal: Establish and share long term (5 year) goal, then plan short-term goals to lay foundation and transition into the civilian sector.

- Need application form from mentees with basic details
 - collect mentee's 5 year goal (roles, practice setting/model, location)
 - what are top interests in radiology
- Collect CV from mentees with sign-up/application
- Is there something specific you are seeking from this mentor-relationship? What is the immediate need? Communicate this with staff and mentor.
- Mentee is tasked with making initial contact with mentor and establishing first call.
- Both mentors and mentees agree to participate in a 6 and 12 month survey to measure the success of this program, identify barriers, and collect feedback in areas for potential growth.
- Mentee will be asked to write a short blog (500 words or less) to describe their experience. ACR Military Committee will use this to improve the mentee's experience as well as share this with others who are considering signing up for this resource.

Mentors:

Goal: help mentee to establish short-term goals to transition out of the military and into their preferred civilian sector employment, working toward that long term (5 year) goal.

- Minimum 1-year commitment
- Initial phone call (~1-hour): meet and greet
 - Introductions
 - Ice-breaker questions to get to know each other
 - Review goals and CV
 - Determine next steps to get started on achieving goals
 - Set date/time for next check in that works for both parties
- Willing to check in monthly/bi-monthly on progress of steps/mini-goals; reevaluate and course-correct or set new goals and steps
- Both mentors and mentees agree to participate in a 6 month and 12 month survey to measure the success of this program, identify barriers, and collect feedback in areas for potential growth.

Ice Breaker Questions:

- Tell me what other careers you were considering before entering the medical field?
- How did you come to choose radiology?
- Are you fellowship trained?
- Who various job titles have you had through your military career?
- Are you looking to fill a leadership role?

ACR Staff:

- Establish matches based on specialty/subspecialty, desired practice setting, branch of service, and geographic location
- Check in with pairs periodically to see how meet-ups are going, offer assistance, if necessary, check in after initial meet-up/conversation
- Both mentors and mentees agree to participate in a 6 month survey and 12 month survey to measure the success of this program, identify barriers, and collect feedback in areas for potential growth.
- Timeline:
 - Collect applications from mentees, then hand-curate mentors based on mentees' needs.
 - Establish introductions and share guidelines document (with expectations, timeline, goals)
 - Check in to confirm first few months' calls are scheduled (STAFF check in periodically thereafter)
 - 6 and 12 month surveys on progress/success
- Develop a check-in document/progress report for mentor (date of conversation, goals set/met, progress made towards goal, obstacles/challenges, adjustments made to meet goal)
- Mentor and Mentee may connect with ACR Military Radiology Committee staff (military@acr.org) if they are not able to contact each other.