



Laboratory Medicine & Pathobiology Alumni and graduate student mentorship program

Guidelines and expectations

The Department of Laboratory Medicine and Pathobiology is piloting the LMP Alumni Mentorship Program (LMP AMP).

This is a one-on-one mentoring program between alumni and graduate students.

Students participating in the program network with LMP alumni and develop their professional skills outside lab and classroom.

As mentors, this is an opportunity for alumni to stay connected to the department and inspire the next generation of researchers.

We are looking to foster meaningful professional relationships between alumni and students.

Utilizing Temerty Medicine Connect, a third-party online platform, the goal of the program is to create an engaging alumni community in the department.

Program commitment

The pilot runs from February to December 2021.

Once a mentoring relationship is established through Temerty Medicine Connect, we encourage mentors and mentees to meet online at least 2 to 3 times per year.

You may extend your mentoring relationship beyond the suggested timeframe if you choose.

Check-ins

The Graduate Office will check in with mentors and mentees regularly and gather formal feedback in May and December.

Mentees and mentors will have outlined goals for the mentoring process and will be asked to reflect on their progress.

Ending the mentorship program

The official part of the mentoring relationship ends in December.

You will be asked to fill out a program evaluation survey.

If you wish to continue your mentoring relationship beyond this, you may, as long as both of you agree.





This is a student-powered program

Students, you will get out of this program what you put into it.

Make an effort to choose a mentor and lead the relationship to get the best experience!

Student mentee responsibilities

All students must attend a mandatory pilot launch event to take place in March. You will be informed of the date and time once you register for the program.

The LMP AMP is student-driven. In order to get the best experience from the program, as a student mentee, you will:

- be responsible to initiate communications with your mentor.
- take the lead in scheduling meeting times and locations.
- be respectful of your mentors' time: be punctual and give advance notice of cancellations.
- prepare questions and issues to discuss in advance of the meeting.
- be willing to participate in an open and honest discussion about your background, interests, work experiences, and career goals.
- be respectful of the confidentiality and privacy of your mentor.



With thanks to the Departments of Chemistry, Nutritional Sciences and Engineering, UTSC and New College for the use of their mentoring resources to produce this guide.

Mentor responsibilities

We will offer alumni mentors a non-compulsory guidance event in March.

Depending on the particular goals of the mentee, as a mentor, your responsibilities may include:

- helping to set short-term learning objectives and short-term and long-term career goals.
- recommending and/or creating specific learning or development opportunities.
- transferring substantive knowledge related to your profession or field.
- relaying and modeling the best practices, values, and culture within your field, including challenging aspects.
- exploring career choices and opportunities.
- introducing your mentee to other professionals in your field.
- recognizing strengths and areas for development for your mentee.
- providing valuable and constructive feedback.
- establishing personal boundaries, expectations and communication methods early on.

A mentor is not...

- A tutor.
- A counselor.
- Someone the mentee approaches for a job.

How to get help and support

Contact the Graduate Office
Imp.grad@utoronto.ca

Resources on our website

Imp.utoronto.ca/resources-mentors-and-mentees-Imp