

Yale | Program to Advance  
Training in Health and Sciences



# Mentoring Program

Overview, Instructions, and Additional Resources



# PATHS Mentoring Program

Mentors and Mentees | 2024-2025

## PATHS Program

The [Program to Advance Training in Health and Sciences](#) (PATHS) is a 10-month program that provides undergraduate students or recent graduates across the U.S. with a transformative learning experience to support their goal of applying for and earning an MD, MD/PhD, or PhD in the biomedical sciences. Students are given access to critical online and in-person conversations, training, information, role models, mentors, tools, and resources specifically tailored to their future advanced degree track. We aim to support [students from underrepresented groups](#) who are one to two years out from applying to an MD, MD/PhD or an PhD program in the biomedical sciences and who may lack similar programs or resources at their institutions.

## Mentoring Program Overview

We have partnered with MD, MD/PhD and PhD student organizations at Yale to offer exclusive mentoring opportunities for PATHS students. Our mentors are Yale students who are committed to and passionate about mentoring and broadening access to advanced degree training programs. Mentors are paired with a student for the entire length of the PATHS program (from October 2024 to May 2025). Students meet with mentors at least twice per semester to gain insights and receive advice about their training path of interest! Conversations between mentors and mentees may cover expectations about advanced degree programs, the application and program decision process, work-life balance, career advice, etc. The estimated time commitment for both mentor and mentees will range from 4-16 hours spread out over 8 months.

## Matching Expectations

Each Yale mentor will be matched to 1 or 2 PATHS students (depending on demand and supply of mentors). We've included a variety of metrics to aid the matching process. We want to be aware of metrics that are important to you, as we take them under consideration during the mentor-mentee matching process. As you fill out the Mentor-Mentee Matching Form you will be able to express your preferences to enhance the matching process. Please keep in mind that we will not be able to match you perfectly with all your metrics, but we will do our best to match you with at least one or more of these identifiers. If you have any questions or concerns about mentoring contact the appropriate member of the PATHS mentoring program by referring to the "Point of Contact Chart."

## Mentoring Mixers

This is an opportunity for mentor-mentee pairs and groups to meet and socialize as well as meet other participants in this year's program. Relevant information and invitations will be coordinated by the PATHS program staff listed below. The first mentorship mixer will occur in October.

## PATHS Leadership Team Contact Information

The PATHS team will check-in every few months to make sure the mentoring experience is going well. However, we encourage you to **reach out with any questions or concerns**. For general questions or concerns please refer to the "Point of Contact Table".

## Collaborators

- Yale BBS Diversity and Inclusive Collective ([YBDIC](#))
- Student National Medical Association/Latino Medical Student Association ([SNMA/LMSA](#))
- MD/PhD Diversity Committee

## Basic Best Practices

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- Mentees:
  - Clarify your goals for the meeting by coming prepared and sending out an agenda at least 48h before
  - Follow-up each meeting with a thank you email summarizing the main take-aways or next steps
- Mentors:
  - Prep for meetings in advance. Since the interactions will be short, we want to make sure mentees have a meaningful and productive conversations with you
- All:
  - Be on time.
  - Avoid canceling unless it's absolutely necessary. If needed, contact your mentor or mentee to reschedule.
  - Be respectful, empathetic, and open-minded when giving or receiving feedback.
  - 'Report Up' - If any issues arise, please do not hesitate to reach out to a member of our team. Refer to the chart above 'Point of Contact Table' for directions on reporting up. However, we encourage you to try and resolve the issue first.
  - Have Fun! Your mentors volunteered for this opportunity.

## Point of Contact Chart

Issues/Questions/Concerns	Academic Track	Point of Contact
<ul style="list-style-type: none"> <li>• Quality of Mentoring Relationship (General Concerns)</li> <li>• If you feel that some of the ‘best practices’ are not being implemented.</li> <li>• Any other general question, comment, or concerns</li> <li>• Questions about scheduling issues or logistics</li> <li>• Clarity on roles and responsibilities</li> <li>• Finding another mentor/mentee</li> </ul>	<b>PhD</b>	Rana Gbyli <a href="mailto:rana.gbyli@yale.edu">rana.gbyli@yale.edu</a> YBDIC Representative
	<b>MD/PhD</b>	Samiksha Chopra <a href="mailto:samiksha.chopra@yale.edu">samiksha.chopra@yale.edu</a> MD/PhD Diversity Committee
	<b>MD</b>	Maryam Berih <a href="mailto:maryam.berih@yale.edu">maryam.berih@yale.edu</a> and Camila Hayashi <a href="mailto:camila.hayashi@yale.edu">camila.hayashi@yale.edu</a> Student National Medical Association/Latino Medical Student Association
All other matters	<b>ALL</b>	PATHS Staff <a href="mailto:paths@yale.edu">paths@yale.edu</a>