

*Do you remember  
being in dental school  
and wondering what  
it was going to be like  
in the real world?*



*There are students  
there right now with  
those same questions?*



*Here's your  
chance to  
help them.*

*Participation in the Mentor Program is voluntary for both mentor and student. The program is overseen by the NCDS Committee on the New Dentist and is assisted by the NCDS membership department and UNC-ASDA representatives.*



## *Mentor Guidelines*



*North Carolina Dental Society*



*UNC School of Dentistry*

*Prepared by*



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## **Mission:**

To give back to the profession and ensure the future success of the NC Dental Society and ADA by providing Mentoring to the student through dental school, the transition into practice, and their place in the dental community.

## **Program Goals**

- 1 To aid the student and new dentist in becoming an active, participating member of organized dentistry.
- 2 To serve as a resource of information on organized dentistry and general information on the profession.
- 3 To promote camaraderie and a sense of belonging to the dental community from enrollment in dental school through graduation, transition to dental practice, and throughout the dental career.
- 4 To aid the student through school and ease the transition between dental school and post-graduate activities

## **Rewards of being a mentor**

- ◆ Making a real difference in the  
■■■■personal and professional growth  
■■■■of a new dentist.
- ◆ Strengthening the bonds and  
■■■■camaraderie of our profession.
- ◆ Enjoying the company and ideas  
■■■■of a bright young professional.
- ◆ The satisfaction of sharing your  
■■■■interest in the profession.

## **A mentor is**

- Someone to serve as a resource of information.
- Someone who helps another develop his or her own vision and work to their fullest potential.
- Someone who has been there.
- A wise and trusted friend.

## **Responsibilities of a Mentor**

For purposes of simplicity, the student will be referred to as a "protégé," since this term refers to one who is protected or trained or whose career is furthered by a person of experience, prominence, or influence.

- Be a member in good standing of the NC Dental Society
- Be a positive, ethical role model for the protégé.
- Make the first contact with your protégé, either by phone (preferable), letter, or e-mail.
- Schedule regular meetings with your protégé.
- Express the program goals and expectations to the protégé.
- Develop a relationship with the protégé that will last at a minimum into their first years of practice and possibly a lifetime.
- Share professional experiences with the protégé without telling them what to do and what not to do. Be a friend, not a parent.
- Have an "open door" policy with the student and invite the student to your office to observe how a dental practice operates.
- Contact the protégé on a regular basis
- Upon graduation, assist the protégé in becoming a member of organized dentistry. Supply the student with the application as an active member or graduate resident member and help them complete the process
- Assist the protégé in attending the NC Dental Society Annual Session by contributing up to \$150 to defray costs associated with the meeting. The Meeting is free to students. The contribution aids in lodging costs for the student. You may wish for your protégé to stay with

## **Suggested Activities**

- Invite the student to attend the Annual Session Meeting.
- Host the student at a local dental society meeting.
- Assist the protégé with board examinations.
- Attend a social or sporting event.
- Attend a continuing education course together.
- Take a tour of UNC Dental School.
- Enlighten the protégé on the tri-partite structure of organized dentistry and how it works.
- Explore the exhibit hall at Annual Session.
- Talk about personal values and ethics.
- Talk about planning a career, writing a resume, and finding a position.
- Have dinner.
- Do a practice interview.
- Get together with colleagues.
- Play golf.
- Talk about insurance, both patient reimbursement and necessary practice insurance.
- Talk about staffing and working as a team.
- Attend the dental school picnic together.
- Meet with a dental supplier.
- Have a social activity with your families.

## **Questions and Answers**

**Q** What if I don't know the answers to my protégé's questions?

**A** It's OK not to know all the answers. Feel free to lead the protégé to other colleagues, the NC Dental Society, ADA, and the Mentor Program Coordinator for answers. If legal advice is what they need, advise them to seek legal counsel.

**Q** What if my mentor-protégé relationship is not working?

**A** If you've given it your best and tried communicating with each other, contact the program coordinator. We can offer suggestions on ways to improve the situation. If you feel that you and your assigned protégé are not well matched, a new pairing may be made. Please don't be discouraged or give up on the program. Not all matches are meant to be. New