



Creating PUMP (Pre-med Undergraduate Mentorship Program)

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Introduction

- Mentorship is critically important to success at all stages in becoming a medical professional
- While there are pathways in place to help individuals find mentorship once they are admitted to medical school, access to strong mentors and role models during the pre-medical stage is limited
- This is particularly detrimental for individuals from socioeconomically underserved backgrounds who not only have less resources but are often less familiar with the grueling application process
- In developing Pre-med Undergraduate Mentorship Program (PUMP), I attempted to tackle this need for pre-med mentorship by creating a one-on-one mentorship program with pre-med students and current medical students



Methods

- To gauge interest, I reached out to five different undergrad institutions in the state of Colorado, all of whom were eager to participate
- To ensure commitment, I first asked each undergrad mentee to fill out a google form with basic contact information as well as information about their major, specialty of interest, and any other relevant information such as first gen or specific preferences
- After completing the form, I required the mentees to attend a pre-med FAQ panel where the participating pre-med students had the opportunity to ask 4-5 medical students their questions. Since many of them had similar questions, this was an opportunity to address them all at once
- On the medical student side, I just asked for volunteers and asked them to fill out a google form with similar information
- Mentors and mentees were both sent an orientation email prior to the mentor-mentee match outlining requirements of the program and what to expect
- Mentors were given extra guidance on how to tackle difficult issues such as setting up shadowing for their mentees



Results

- The numbers worked out favorably, with 48 pre-med students seeking a mentor, and 51 medical students volunteering
- This allowed for a mostly 1:1 match
- A few months after the match, a feedback form was sent to both the mentors and mentees
- Overall, the program was a success, with lots of positive feedback from both mentors and mentees
- Points for improvement were also mentioned
 - The most common being continued communication
 - Mentors and mentees alike felt that after the first month, communication fell away, making it difficult to maintain a strong longitudinal relationship
 - Around 20% of mentors also reported that their mentee never responded to their initial email, despite two attempts to make contact
- Further discussion on how to best improve the program and encourage continued communication and retention will be needed

Conclusions

- PUMP was created to mitigate a need for mentorship in the undergraduate pre-medical community
- Pilot year was overall successful
- Further improvement will be needed based on the feedback from this cycle
- Eventual goal is to expand the program to other universities in surrounding states and nationwide
- Additional plan for expansion to include non-traditional students