

AAPM Mentorship Program

Frequently Asked Questions (FAQ)

1. *Who can participate in the AAPM Mentorship Program?*

Answer: The AAPM Mentorship Program is open to all members of the AAPM

2. *The program is an initiative of AAPM Professional Council, so is it just for professional mentorship?*

Answer: No, the AAPM Mentorship Program is not just for professional mentorship, it can be used to support any form of personal or career development, including navigating an early career post-residency, being more productive in research and grant writing, how to climb the academic ladder, becoming a better educator, strategizing career changes and moves, management and leadership skills, or even retirement! The individual aims of the mentoring relationship are up to the participants.

3. *Is there a cost for participation in the AAPM Mentorship Program?*

Answer: There is no cost for participating in the AAPM Mentorship Program, the program is available to all members.

4. *Can non-US residents participate in the program?*

Answer: Participation is open to any member of the AAPM, including international members.

5. *Who can serve as a mentor?*

Answer: Any member of the AAPM can apply to be a mentor. The AAPM Mentorship Program asks that mentors self-assess their skills and experience and truthfully represent what they can offer to a prospective mentee.

6. *Can someone be a mentor and a mentee at the same time?*

Answer: Yes, participants can simultaneously serve as a mentor while being a mentee.

7. *How are mentors and mentees matched?*

Answer: The AAPM Mentorship Program match process is user-driven. Prospective mentors and mentees complete an application outlining their experience, skills, interests and goals. They will then be placed into a match list. Mentees can search the match list for mentors satisfying their criteria for location, skills, experience or AAPM committee service, and express interest in any mentor. The mentor will be notified of mentee interest, review their application to see if their goals and needs align, and confirm a

AAPM Mentorship Program

Frequently Asked Questions (FAQ)

match. Once matched, the mentor and mentee will no longer be visible on the match list. Once the mentorship relationship ends, participants can choose to return to the match list.

8. Does my mentor have to live in the same city as me?

Answer: Mentors and mentees do not have to live in the same city, state, or country. There is no obligation to meet in person, and online/virtual-only mentorships are completely acceptable. Participants should mutually agree to the meeting format. The application process supports searching for mentors by geographic area, AAPM local chapter participation, language and other demographics.

9. Do mentors and mentees need to meet in person?

Answer: The method of communication and meeting is entirely up to the participants, but should be mutually agreed upon. Once matched, meetings will be up to the participants to coordinate. When participants create a profile in the Program, they can indicate geographic area and/or AAPM local chapter membership.. Language and other demographic information may also be indicated in participant profiles.

10. How will mentorship benefit me?

Answer: Mentorship offers a personalized opportunity to work on your individual career development goals, develop new skills and expertise and access objective evaluation of your performance from an experienced member of the AAPM. Mentorship can increase your networking opportunities, help to clarify your career direction, and provide support and motivation in meeting the challenges of work and home life.

11. What can I expect as a mentee?

Answer: As a mentee, you will be expected to ‘drive’ the mentoring relationship. You will define your personal development goals together with your mentor, keep them informed of your progress through regular communication and one-on-one meetings, and receive and incorporate feedback. You and your mentor will determine the objectives and timeline of your mentoring relationship and may choose to extend it as long as mutually agreeable. At the completion of a mentoring relationship, you will be asked to provide feedback by completing a program evaluation.

12. What can I expect as a mentor?

Answer: As a mentor, you will agree to take on a mentee based on an alignment between your skills and experience and the mentee’s goals and needs. You will commit

AAPM Mentorship Program

Frequently Asked Questions (FAQ)

to being available to the agreed-upon frequency and duration of one-on-one meetings, provide respectful and constructive feedback, encouragement and support to the mentee. You and your mentee will determine the objectives and timeline of your mentoring relationship and may choose to extend it as long as mutually agreeable. At the completion of a mentoring relationship, you will be asked to provide feedback by completing a program evaluation.

13. *Is the mentorship program just for early career physicists seeking mentors?*

Answer: The AAPM Mentorship Program recognizes that mentorship is a lifelong endeavor, and members of the AAPM may need mentorship at all stages of their career. For example, early career physicists may need mentorship in how to get board certified or navigate academic promotion, mid-career physicists may need mentoring in how to develop leadership skills or manage projects, and late-career physicists may need mentorship in transitioning to consulting work or retirement.

14. *I have already found a mentor, should I still participate?*

Answer: The AAPM Mentorship Program serves to facilitate matches, but you are welcome to bring your pre-existing mentoring relationship to the program! The AAPM Mentorship program also provides mentoring guides, self-assessment modules and document templates that can be used to add structure to an existing mentoring relationship. If you would like to join the Program with an existing mentor, you both just need to apply via the web portal and have the mentee request a match with the mentor.

15. *What if I am unable to match to a mentor?*

Answer: If your first match request is not accepted, please be patient as the AAPM Mentorship Program will only be able to match mentees so long as there are sufficient mentors available. Program Administrators will monitor the length of time that participants are in the match process, and attempt to facilitate matching if necessary or desired. Participants are encouraged to contact the Program Administrators if they are facing an on-going challenge in matching to a suitable mentor.

16. *How structured is the mentorship program?*

Answer: The AAPM Mentorship Program mainly serves to facilitate mentorship matches between members. The format and structure of the mentoring relationship is entirely up to the mentee and mentor to define. However, research has shown that structured mentorship can be more effective than more informal approaches. Therefore, the AAPM Mentorship Program will also provide tools and guides on mentorship including suggested ways to structure the mentoring relationship.

AAPM Mentorship Program

Frequently Asked Questions (FAQ)

17. How long does the mentorship last?

Answer: The mentor and mentee are free to define the length of the mentorship relationship as long as mutually agreeable. The AAPM Mentorship Program encourages participants to define this early in the mentorship.

18. Can a mentor take on more than one mentee?

Answer: Mentors can take on more than one mentee if they feel they can provide adequate mentorship to multiple mentees.

19. Can I recommend participants to the program?

Answer: Yes! The AAPM Mentorship Program accepts recommendations for both mentors and mentees to participate in the program.

20. What happens if the mentoring relationship isn't working well for me?

Answer: Participants are encouraged to practice open communication and feedback and attempt to resolve difficulties on their own. However, if either participant believes the mentoring relationship is not working for them, they can withdraw at any time, for any reason, without penalty. Participants can then re-enter the match process, take a temporary leave or leave the program fully.

21. Can I withdraw from the AAPM Mentorship Program?

Answer: Participants who are not yet in a mentoring relationship can withdraw from the Program either by temporarily deactivating their profile, or permanently removing it from the site. If participants are currently in a mentoring relationship, and you wish to withdraw, we request that you come to a mutually agreeable termination plan with your mentor or mentee.

22. What are my legal and confidentiality obligations?

Answer: The AAPM Mentorship Program serves to facilitate mentoring matches only. Participants in the program are required to complete a legal waiver of AAPM responsibility as a result of participating in the match process. Once participants are matched, the liability of the AAPM ends. **Participants are expected to agree to keep mentoring discussions confidential, not use the mentorship relationship to perform clinical work, and abide by the AAPM Code of Ethics.**