Stanford Medicine Mentoring Program Inventory						
Organization	Mentor Program	Format	Target Audience	Mentorship courses	Contact Person	Future Program Expansion
Stanford School of Medicine (SMO)	Yes https://stanfordmentoring.com/ School of Medicine Staff mentorship program	Online	Staff https://med.stanford.edu/mentorship.html	Online courses via LifeMoxie platform	Mentorship committee som-mentorship@stanford.edu Helena McCombie helenamc@stanford.edu	
Stanford Health Care (SHC)	Yes https://stanfordmentoring.com/	Online	SHC-Nursing Mentoring Program - nurses at all levels	Yes – Art of Mentoring (CEPD) Online courses via LifeMoxie platform	SHC-Nursing Mentoring Program Liz Borgatta EBorgatta@stanfordhealthcare.org	LatinX ERG added levering current Mentorship platform to create LatinX mentoring program as a strategic goal for FY22-23
			APP Mentorship Program - cohort based 2-year program. Year 1 consists of four 3-hour curriculum-based sessions.		APP Mentorship Program Kelly Bugos kbugos@stanfordhealthcare.org Amy Ziegler AZiegler@stanfordhealthcare.org	
			SHC-APP Peer Coaching - opportunity for APPs to match 1:1 to work on a specific topic, i.e. how to give a presentation.		APP Mentoring Committee Kelly Bugos kbugos@stanfordhealthcare.org Amy Ziegler AZiegler@stanfordhealthcare.org	
			AHC-AIM (Aspiring Interprofessional Mentoring) – wide net program that incorporates our interprofessional staff at SHC that are looking for mentorship. It is being developed through our Ambulatory Shared Leadership. (Launched in May 2021)		AHC-AIM (Aspiring Interprofessional Mentoring) Kevin Tsui ketsui@stanfordhealthcare.org	

Organization	Mentor Program	Format	Target Audience	Mentorship courses	Contact Person	Future Program Expansion
		Virtual at this time	**Nurse Residency Program (NRP) Informal Mentorship -** Integrates time for previous nurse residents to present during seminars of current nurse residents' cohorts and share their lived experiences and journey and offer time for question and answers occurs approximately three times during the residency program: • Initial seminar (Week 1) • Transition into independence (Week 9-10) • Six-month mark - transition to clinical nurse II, educational opportunities, role transition (higher acuity patients, more responsibility on the floor (Week 26) Dedicated hour time section of the seminar for former nurse residents to share their journey and lived experiences and answer nurse residents' questions. During this dedicated time, former nurse residents offer advice, guidance, support, reassurance, and specific strategies for managing stress, time management, prioritization, building relationships, managing conflicting tasks, delegation, communication, self-care, support.	No – informal/peer mentoring	**Nurse Residency Program (NRP) Informal Mentorship** Kerry Zoss kzoss@stanfordhealthcare.org	Exploring creating formal mentoring program for NRP
Stanford Health Care – Valley (SHC-Valley)	Not at this time					Interested in creating one
Stanford Children's Hospital (SCH)	**Mentoring Program Website**: https://stanfordchildrens.sharepoint.com/sites/ConnectAnywhere/PatientCareServices/nursing/Pages/Optum-takes-action-to-support-individuals-impacted-by-wildfires-in-California.aspx	Online	Within platform there are currently two groups: the LPCH Clinical and LPCH Clinical Leader programs. Within the LPCH Clinical Mentoring program we started a Clinical Dietician and APP cohorts.	Online courses via LifeMoxie platform	Kristina Rivera KRivera@stanfordchildren.org	Future state is to start Pharmacy and Respiratory Therapist cohorts.

	Registration Website: www.stanfordmentoring.com APP Mentoring Information: https://stanfordchildrens.sharepoint.com/sites/ConnectAnywhere/PatientCareServices/app/Pages/APP-Mentorship.aspx					
Stanford Medical Partners (SMP)	https://stanfordmentoring.com/	Online	UHA medical group		Dr. Rachel Roberts Medical Director of UHA	

SOAR Analysis

S	**Strengths: What can we build on?** • Four of our six organizations have a formalized mentorship program for key members of their workforce (i.e. SoM staff, SHC nurses at all levels, APP, SCH nurses and clinical leaders, SMP physicians) • Utilization of online mentorship platform (LifeMoxie) • SHC and SCH expanding mentoring programs for interprofessional and non-clinical staff	**Aspirations: What do we care deeply about?**
O		
	Opportunities: What are our stakeholders asking for? • Confirm Stanford University program	**Results: How do we know we are succeeding?**

A	• Integrate SHC-Valley into current mentorship programs at SHC – identify contact person
	• Every program has unique criteria based on needs
	• Are we tracking program success or evaluating programs?
	• Do we have identified outcome measures
	• Is there a clear definition of mentor or mentee that we are following?
R	• How do we develop both roles? (i.e. SHC - Art of Mentoring course)
	• SHC Employee Resource Groups identified desire to create mentoring programs-how do we integrate and support their needs into current mentoring programs