

Mentor-Mentee Collaboration and Reciprocity in Endocrine Surgery

Sabaretnam Mayilvaganan, Spandana Jagannath, Sarrah Idrees, Rajni Sah, Yuvraj D, Sapana Bothra
Sanjay Gandhi Post Graduate Institute of Medical Sciences (SGPGIMS), Lucknow, UP, India

Introduction



- Mentoring has been a traditional form of training in surgery
- Surgical training and research aspects of mentoring

Role of mentor

- Improve communication
- Aid research
- Surgical training

- ❖ Mentor mentee relationship is the key to success of future of young knife happy endocrine Surgeons
- ❖ We report questionnaire based study of young faculty mentoring five endocrine surgeons over a period of ten years



Challenges

Impact of covid

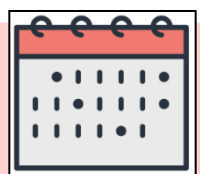
- Surgical training suffered
- Research was not mandatory

Time constraints

- Mentor has to do clinical work and patient care
- Administrative responsibilities

Increase in super speciality seats

- Shared operative chances

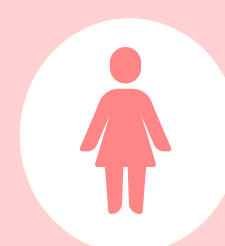


Result

Candidate Score:	A	B	C	D	E
Academic	20	25	15	25	25
Operative	20	22	15	20	20
Research	20	25	15	25	25
Personal	20	20	15	20	20
Total	80	92	60	70	90

Material and Methods

Mentee or candidate score was calculated based on score given by the mentor



4



1

Total candidates – 5

Discussion

- **Most mentees** had regard for their mentor and vice versa
- **Gender bias** - four out of five students were lady endocrine Surgeons
- **Mentor-** Uniform approach in regard to mentee and treat all students same
- **The score**– had an influence in their future practice and patient interaction
- **Periodic appraisal** necessary

Conclusion

- Mentor-trainee relationship fosters a supportive environment with reciprocal learning.
- While mentoring is a fulfilling and rewarding experience it is not without challenges.

