May 25, 2016

Dear Mentee:

The Medical Student/General Surgery Resident Travel Scholarship program began at the 2005 Society for Vascular Surgery (SVS) Vascular Annual Meeting (VAM) as a way to recruit both medical students and general surgery residents into vascular surgery. This original program awarded 86 scholarships to medical students and general surgery residents to attend the VAM; since that time, interest remains high, with 168 paid and invited scholarships (251 applicants) awarded in 2016. In 2009, the Welcome Buddy/Mentor program was introduced, where scholarship recipients were paired up with SVS members, to act as a resource to help guide them through the meeting and give them insight into the specialty.

The 2016 program includes a "passport program" where the scholarship recipients attend various sessions of educational programming geared toward medical students and general surgery residents such as the open and endovascular simulation training workshop, surgical skills competition, and the popular residency fair, as well as general sessions for the practicing vascular surgeon.

Between 2005 and 2016, a total of 1,146 travel scholarships have been awarded, 1,242 mentor/matches have been made, and 365 (37%) of the scholarship recipients have already enrolled in or completed a vascular surgery training program. Given these numbers, it is easy to see what an effective recruitment tool both the scholarship and mentor program are for vascular surgery; both of which wouldn't exist without the help of SVS members acting as mentors.

Therefore, on behalf of the SVS Resident & Student Outreach Committee and the SVS Leadership Development & Diversity Committee, we would like to thank you for participating in the Medical Student/General Surgery Resident Travel Scholarship Mentor program at this year's VAM. To help you with your participation in the program, we have attached information on mentorship, suggested readings if you wish to be further informed, and a program schedule. An online evaluation will be emailed to you at the conclusion of the VAM. We encourage you to spend time with your mentee and to attend as much of the program as you can. At the end of the VAM, please be sure to complete the online evaluation so we can continue to improve this program.

Sincerely,

Vikram Kashyap, MD
SVS Leadership Development & Diversity Committee, Chair

Audra Duncan, MD
SVS Resident & Student Outreach Committee, Chair

Emily Kalata
Committee Liaison
MENTEE TOOLKIT

The word mentor was originally inspired by the character Mentor in Homer's Odyssey, though the actual mentor in the story was relatively ineffective, the goddess Athena takes on his appearance and guides young Telemachus, the mentee, in his time of difficulty. Today's definition of a mentor, per Merriam-Webster, is a trusted counselor or guide, and that of a mentee or protégé is one who is protected or trained or whose career is furthered by a person of experience, prominence, or influence.

This relationship is fundamentally beneficiary to the mentee, in the medical community, mentee's have consistently been shown to have higher salaries, more publications, higher academic ranks, and higher career satisfaction. However, the mentor also benefits, as the mentee's success reflecting well on the mentor as well as the personal fulfillment in helping another.

Particularly related to vascular surgery, positive mentorship has been cited as one of the top reasons why both applicants to 0/5 vascular residencies and 5/2 vascular fellowships have chosen vascular surgery as a specialty (Table 1). Furthermore, negative mentors have been cited as one of the top reasons why medical students and general surgery residents are not interested in pursuing vascular surgery as a career (Table 2).

How do you benefit most from your role as the mentee?
As in any other partnership, the success of the relationship is based on equal contributions of partners, the mentee and mentor. Your role, as the mentee, is broken into three dimensions: personal, relational, and professional (Table 3). You should be honest, reliable, and courageous; you should always respect your mentor. You should be proactive; you should initiate meetings, identify your strengths, weaknesses, and career goals, and the purpose of the meeting. As the mentee, you should be able to take appropriate critiques and work to effect change in order to achieve your goals. You should have a true passion to succeed in your career.

What are your expectations from the mentor?
Similarly, the role of mentor is broken into three dimensions: personal, relational, and professional (Table 3). Your mentor should be altruistic, with the best interest of you, the mentee, always on the forefront of the relationship; they should be honest, open, trustworthy, and nonjudgmental. The relationship should be based on developing your strengths and achieving your goals, not the goals of your mentor. Also, given your mentor's seniority, they should offer their knowledge, learned with experience, and their influence, earned over time, to you.
What about the generational divide? Baby Boomers vs. Generation X (and Y)

When working with a mentor, generational differences in attitude need to be accounted for; this is seen best as the differences between baby boomers and generation X (Table 4). Baby boomers, usually your mentors, were generally born before 1965; as a group, they value hard work and are driven to succeed, they were born into a traditional family structure and look for a similar traditional structure at work, they are loyal to a hierarchy and are goal oriented.

Generation X, usually you, the mentee, were generally born after 1965; as a group, many of you were born into single-family homes and hence are independent and confident, you have seen and rejected your parents "workaholic" lifestyle and want to "work to live" as opposed to "live to work"; you are not impressed by hierarchy and need a clear mission.

It is important for you and your mentor to understand these differences and be accepting of each other's attitudes regarding work/personal life balance, work ethic, and career goals; with the right attitude on both parts, the mentor/mentee relationship should thrive, and possible become long-term.

What about the first meeting?
The first meeting should be relatively informal and casual. Your mentor should get to know you on both a professional and personal level; however, you should remember the ultimate goal of the relationship is for professional advancement. You should review your in-service/board scores, clinical evaluations, and curriculum vitae (CV) with your mentor. You should come to the meeting with a general idea of their own strengths, weaknesses, and goals (Table 5) and look toward your mentor to help you identify action plans for improvement of weaknesses and achievement of career goals.

The expectations of the relationship on both sides, the mentor and mentee, should be made clear at this meeting, as well as, plans for a follow-up meeting and considerations for a long-term relationship.
**TABLES**

Table 1: Medical student survey of Association of Program Directors in Vascular Surgery: Answers to the statement "Reasons vascular surgery was chosen as a career".

<table>
<thead>
<tr>
<th>Reason</th>
<th>Important (%)</th>
<th>Unimportant (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Technical aspects</td>
<td>97</td>
<td>0</td>
</tr>
<tr>
<td>Positive mentors</td>
<td>83</td>
<td>4</td>
</tr>
<tr>
<td>Complex decision making</td>
<td>80</td>
<td>9</td>
</tr>
<tr>
<td>Endovascular capabilities</td>
<td>88</td>
<td>3</td>
</tr>
<tr>
<td>Academic nature</td>
<td>47</td>
<td>20</td>
</tr>
<tr>
<td>Job opportunities</td>
<td>56</td>
<td>17</td>
</tr>
<tr>
<td>Income</td>
<td>38</td>
<td>26</td>
</tr>
</tbody>
</table>


Table 2: Medical student survey of Association of Program Directors in Vascular Surgery: Answers to the statement "Reasons peers did not choose vascular surgery as a career".

<table>
<thead>
<tr>
<th>Reason</th>
<th>Important (%)</th>
<th>Unimportant (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Long/stressful operations</td>
<td>82</td>
<td>10</td>
</tr>
<tr>
<td>Liked different specialty</td>
<td>34</td>
<td>20</td>
</tr>
<tr>
<td>Loss of endovascular cases</td>
<td>49</td>
<td>34</td>
</tr>
<tr>
<td>Too much AV access</td>
<td>23</td>
<td>43</td>
</tr>
<tr>
<td>Negative Mentors</td>
<td>29</td>
<td>41</td>
</tr>
<tr>
<td>Too much debt</td>
<td>22</td>
<td>44</td>
</tr>
</tbody>
</table>

Table 3: Characteristics of mentors and mentees.

<table>
<thead>
<tr>
<th>Mentee</th>
<th>Personal</th>
<th>Relational</th>
<th>Professional</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mentee</td>
<td>Honest</td>
<td>Proactive</td>
<td>Passion to succeed</td>
</tr>
<tr>
<td>Mentor</td>
<td>Reliable</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mentor</td>
<td>Courageous</td>
<td>Willing to learn</td>
<td></td>
</tr>
<tr>
<td>Mentor</td>
<td>Altruistic</td>
<td>Accessible</td>
<td>Well-respected</td>
</tr>
<tr>
<td>Mentor</td>
<td>Honest</td>
<td>Sincere</td>
<td>Knowledgeable</td>
</tr>
<tr>
<td>Mentor</td>
<td>Open</td>
<td></td>
<td>Senior</td>
</tr>
<tr>
<td>Mentor</td>
<td>Trustworthy</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mentor</td>
<td>Active listener</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mentor</td>
<td>Nonjudgmental</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>


Table 4: Characteristics of Baby Boomers and Generation X members

<table>
<thead>
<tr>
<th>Baby Boomer</th>
<th>Generation X</th>
</tr>
</thead>
<tbody>
<tr>
<td>Born before 1965</td>
<td>Born after 1965</td>
</tr>
<tr>
<td>Born into traditional family structure</td>
<td>Many live in single-parent home</td>
</tr>
<tr>
<td>Teamwork</td>
<td>Independent and confident</td>
</tr>
<tr>
<td>Value work, drive to succeed</td>
<td>Reacted to parents &quot;workaholic&quot; lifestyle</td>
</tr>
<tr>
<td>&quot;Live to work&quot;</td>
<td>&quot;Work to live&quot;</td>
</tr>
<tr>
<td>Goal-oriented</td>
<td>Need to have a clear mission</td>
</tr>
<tr>
<td>Not technologically savvy</td>
<td>Technologically savvy</td>
</tr>
<tr>
<td>Loyal to hierarchy</td>
<td>Not impressed by hierarchy</td>
</tr>
</tbody>
</table>

### Table 5: Possible Mentee Goals

<table>
<thead>
<tr>
<th>Academic level</th>
<th>Potential goals</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Medical Student</strong></td>
<td>Build relationships</td>
</tr>
<tr>
<td></td>
<td>Assistance and information about 0/5 vascular residencies</td>
</tr>
<tr>
<td></td>
<td>Personal statements/Curriculum Vitae</td>
</tr>
<tr>
<td></td>
<td>Research opportunities</td>
</tr>
<tr>
<td></td>
<td>Interviewing skills</td>
</tr>
<tr>
<td><strong>General Surgery Resident</strong></td>
<td>Build relationships</td>
</tr>
<tr>
<td></td>
<td>Assistance and information about 5/2 vascular fellowships</td>
</tr>
<tr>
<td></td>
<td>Personal statements/Curriculum Vitae</td>
</tr>
<tr>
<td></td>
<td>Research opportunities</td>
</tr>
<tr>
<td></td>
<td>Interviewing skills</td>
</tr>
<tr>
<td><strong>Vascular Surgery Fellows</strong></td>
<td>Build relationships</td>
</tr>
<tr>
<td></td>
<td>Assistance with career: Academic vs. Private practice</td>
</tr>
<tr>
<td></td>
<td>Job opportunities</td>
</tr>
<tr>
<td></td>
<td>Curriculum Vitae</td>
</tr>
<tr>
<td></td>
<td>Research/Chapter writing opportunities</td>
</tr>
<tr>
<td><strong>Junior Faculty</strong></td>
<td>Build relationships</td>
</tr>
<tr>
<td></td>
<td>Recommendations for academic positions</td>
</tr>
<tr>
<td></td>
<td>Recommendations for society membership</td>
</tr>
<tr>
<td></td>
<td>Assistance with advancement in vascular societies</td>
</tr>
<tr>
<td></td>
<td>Research opportunities/assistance with grant applications</td>
</tr>
</tbody>
</table>
SUGGESTED READING


Learning Objective:
The overarching goal of the program is to allow residents and students to explore their interest in vascular surgery. The program provides an excellent opportunity for learners of all levels (first year medical students to senior level surgical residents to vascular surgery trainees) to meet other learners with similar interests and importantly provides students and residents with the opportunity to meet members and leaders of the vascular surgical community.

Wednesday, June 8
8:00 am – 4:00 pm  Maryland Ballroom A
Vascular and Endovascular Surgery Society Paper Session
All residents and students are invited to attend the Vascular and Endovascular Surgery Society’s (VESS) paper session, which focuses on abstracts from young surgeons and trainees at all levels.

2:00 pm – 6:00 pm  Exhibit Hall D
General Surgery Resident/Medical Student Scholarship Program Open and Endovascular Simulation Training*
The objective of the Resident and Student Simulation Training Program is to provide novice learners with an opportunity to learn how to perform basic vascular procedures. The program offers multiple simulation stations with varying simulations of vascular procedures including performance of a vascular anastomosis on an arterial model (medical students), performance of an open abdominal aortic aneurysm repair (surgical residents), and performance of an EVAR or TEVAR in a safe and stress free environment. Attendees also will be able to participate in stations involving basic knot tying, instrument handling, needle accuracy/placement, and suture placement and closure skills. As an added bonus, participants will be able to compete in mini Vascular Surgery Skills Competition (results to be announced at Friday’s Residency Fair).

(Please note this event is open only to the scholarship recipients of the Vascular Annual Meeting Travel and Diversity Medical Student Scholarship Programs.)

6:45 pm – 7:45 pm  Potomac 1-6 Foyer
General Surgery Resident/Medical Student Program Welcome Reception: Sponsored by the SVS Young Surgeons Committee and the VESS*
All residents and students are invited to attend the Welcome Reception to network with program directors, mentors, vascular surgery trainees, young surgeons, VESS leadership, and more.
Thursday, June 9
6:30 am – 8:00 am
National Harbor 10/11

**General Surgery Resident Program Breakfast***

*Moderators:*
Joseph Hart, MD, *Eastern Maine Medical Center, Portland, ME*
Samantha Minc, MD, *Rush University Medical Center, Chicago IL*

6:30 am
**Introduction**

6:32 am
**SVS Leadership Welcome**
R. Clement Darling, MD, *The Vascular Group, Albany, NY*

6:37 am
**Vascular Surgery: Workforce Needs and Career Choices**
Rachael Nicholson, MD, *University of Iowa, Iowa City, IA*

6:43 am
**Navigating Other Learners – Getting the Most Out of Fellowship**
Vincent L. Rowe, MD, *University of Southern California, Los Angeles, CA*

6:49 am
**How to Interview and Prepare Fellowship Applications: Program Director Perspective**
Venita Chandra, MD, *Stanford University, Stanford, CA*

6:55 am
**How to Interview and Prepare Fellowship Applications: Resident Perspective**
Jonathan Ratcliff, MD, *University of South Florida, Tampa, FL*

7:01 am
**How to Succeed as a Fellow**
Aaron C. Baker, MD, *Mayo Clinic College of Medicine, Rochester, MN*

7:07 am
**Panel Discussion with Program Directors**
Venita Chandra, MD, *Stanford University, Stanford, CA*
Mark Mattos, MD, *Michigan State University, Flint, MI*
Erica Mitchell, MD, *Oregon Health and Science University, Portland, OR*
Raghu Motaganahalli, MD, *Indiana University, Indianapolis, IN*
Rachael Nicholson, MD, *University of Iowa, Iowa City, IA*
Vincent L. Rowe, MD, *University of Southern California, Los Angeles, CA*

7:25 am
**Panel Discussion with Vascular Surgery Trainees**
Aaron C. Baker, MD, *Mayo Clinic College of Medicine, Rochester, MN*
Sira Duson, MD, *Georgetown University Hospital, Washington, DC*
Kathleen Lamb, MD, *University of Pennsylvania, Philadelphia, PA*
Jonathan Ratcliff, MD, *University of South Florida, Tampa, FL*
Samir Shah, MD, *Brigham and Women’s Hospital, Boston, MA*
Sara Wasilenko, DO, *Henry Ford Hospital, Detroit, MI*
6:30 am – 8:00 am  
National Harbor 2

**Medical Student (MS1/MS2) Program Breakfast**

*Moderators:*
Jason Alexander, MD, *Minneapolis Heart Institute, Minneapolis, MN*
George Hines, MD, *Winthrop University Hospital, Mineola, NY*

**6:30 am**

**Introduction**

6:32 am

**SVS Leadership Welcome**
Bruce A. Perler, MD, *Johns Hopkins Hospital, Baltimore, MD*

6:37 am

**Vascular Surgery 101**
David A. Rigberg, MD, *UCLA Medical Center, Los Angeles, CA*

6:47 am

**How Vascular Surgery Programs Differ from Integrated IR and Cardiology Programs**
John E. Rectenwald, MD, *University of Texas Southwestern, Dallas, TX*

6:53 am

**Setting Yourself Up in MS1/2 for Your Vascular Surgery Future: Program Director Perspective**
Niten Singh, MD, *University of Washington, Seattle, WA*

6:59 am

**Setting Yourself Up in MS1/2 for Your Vascular Surgery Future: Recent Grad Perspective**
Brigitte K. Smith, MD, *University of Utah, Salt Lake City, UT*

7:05 am

**Panel Discussion with Program Directors**
Carlos Bechara, MD, *Methodist Hospital, Houston, TX*
Rabih A. Chaer, MD, *UPMC Medical Education Center, Pittsburgh, PA*
Omid Jazaeri, MD, *University of Colorado, Aurora, CO*
David A. Rigberg, MD, *UCLA Medical Center, Los Angeles, CA*
Niten Singh, MD, *University of Washington, Seattle, WA*
Jean E. Starr, MD, *Ohio State University Hospital, Columbus, OH*

7:20 am

**Panel Discussion with Vascular Surgery Trainees**
Emelia Bittenbinder, MD, *Penn State Hershey Medical Center, Hershey, PA*
James Brooks, MD, *Georgetown University, Washington, DC*
Brandon Cain, MD, *Eastern Virginia Medical School, Norfolk, VA*
Elizabeth Genovese, MD, *UPMC Medical Education Center, Pittsburgh, PA*
Nathan Itoga, MD, *Stanford University, Stanford, CA*
Caitlin Sorensen, *Georgetown University, Washington, DC*

*Text your questions for the panel discussion.* First text Student1 to 22-333 to connect with our messaging service. Then text your question. Text ‘LEAVE’ at the conclusion of the session to participate in other sessions. *Please note: Not all questions will be selected by the moderators for response or display on the monitors.*
6:30 am – 8:00 am National Harbor 3

**Medical Student (MS3/MS4) Program Breakfast**

*Moderators:*
Audra Duncan, MD, Western University, London, ON, Canada.
Robyn Macsata, MD, Georgetown University Hospital, Washington, DC

6:30 am

**Introduction**

6:32 am

**SVS Leadership Welcome**
Ronald M. Fairman, MD, University of Pennsylvania, Philadelphia, PA

6:37 am

**Vascular Surgery: Workforce Needs and Career Choices**
Dawn M. Coleman, MD, University of Michigan, Ann Arbor, MI.

6:43 am

**Vascular Surgery 102**
Matthew J. Eagleton, MD, Cleveland Clinic Foundation, Cleveland, OH

6:49 am

**How Vascular Surgery Programs Differ from Integrated IR and Cardiology Programs**
Malachi G. Sheahan III, MD, Louisiana State University, New Orleans, LA

6:55 am

**Tips on Sub-Internships, Interviews, and the Match Process: Program Director Perspective**
Jason T. Lee, MD, Stanford University, Stanford, CA

7:01 am

**Tips on Sub-Internships, Interviews, and the Match Process: Trainee Perspective**
Kyle B. Reynolds, MD, Georgetown University Hospital, Washington, DC

7:07 am

**Panel Discussion with Program Directors**
Dawn M. Coleman, MD, University of Michigan, Ann Arbor, MI
Matthew J. Eagleton, MD, Cleveland Clinic Foundation, Cleveland, OH
Jason T. Lee, MD, Stanford University, Stanford, CA
Robyn Macsata, MD, Georgetown University Hospital, Washington, DC
Ashraf M. Mansour, MD, Michigan State University Program, Grand Rapids, MI
Malachi G. Sheahan III, MD, Louisiana State University, New Orleans, LA

7:22 am

**Panel Discussion with Vascular Surgery Trainees**
Mila Ju, MD, Northwestern University, Chicago, IL
Vivek Pamulapati, Case Western Reserve University School of Medicine, Cleveland, OH
Amanda Philips, University of Michigan, Ann Arbor, MI
Kyle B. Reynolds, MD, Georgetown University Hospital, Washington, DC
Anthony Rios, MD, Baylor University Medical Center, Dallas, TX
Jason Wagner, MD, UPMC Medical Education Center, Pittsburgh, PA

**Text your questions for the panel discussion.** First text Student2 to 22-333 to connect with our messaging service. Then text your question. Text ‘LEAVE’ at the conclusion of the session to participate in other sessions. Please note: Not all questions will be selected by the moderators for response or display on the monitors.
Noon – 1:30 pm

**Visit the Exhibits/Box Lunch***
Students and residents are provided dedicated time to visit exhibitors and participate in Vascular Live activities.

Noon – 1:30 pm

**Diversity Medical Student Scholarship Luncheon***
Recipients of the Diversity Medical Student Scholarship will network with the SVS Leadership Development Committee and other minority vascular surgeon leaders. *(Please note this event is open only to the scholarship recipients of the Diversity Medical Student Scholarship Program.)*

6:30 pm – 7:30 pm

**Networking Reception for Women, Diversity, and Young Surgeons***
All residents and students are invited to attend the Networking Reception hosted by the SVS Leadership Development and Diversity Committee.

**Friday, June 10**

6:30 am – 8:00 am

**(invitation only; pre-registration required)**

**General Surgery Resident/Medical Student Program — Mock Interviews Practice Session***
General surgery residents and medical students will have the opportunity to practice for their residency and fellowship interviews at this session. Please note pre-registration is required for this event.

12:15 pm – 1:30 pm

**Vascular Surgery Trainee Luncheon: Sponsored by the Young Surgeons Committee and VESS***

*Moderators:*
Elizabeth Genovese, MD, UPMC Medical Education Center, Pittsburgh, PA
Natalia Glebova, MD, University of Colorado, Denver, CO
Misty Humphries, MD, University of California Davis Health System, Davis, CA
Nathan Itoga, MD, Stanford University, Stanford, CA

**Finding Jobs and Mentors**

12:15 pm

**Finding a Cadre of Mentors/How to Be a Good Mentee**
Julie Freischlag, MD, University of California Davis Health System, Davis, CA

12:23 pm

**How to Find a Job**
Benjamin Starnes, MD, University of Washington, Seattle, WA

**“A Day in the Life” from Recent Graduates**

12:31 pm

**“A Day in the Life” from Recent Graduates: 5+2 Graduate in Private Practice**
Bryan T. Fisher, MD, The Surgical Clinic PLLC, Nashville, TN

12:41 pm

**“A Day in the Life” from Recent Graduates: 0+5 Graduate in Hospital Employment**
Robert Meisner, MD, MLHC Vascular Specialists, Media, PA

12:51 pm

**“A Day in the Life” from Recent Graduates: 5+2 Graduate in Academic Practice**
Nicholas Osborne, MD, University of Michigan, Ann Arbor, MI
1:01 pm
“A Day in the Life” from Recent Graduates: 0+5 Graduate in Academic Practice
Angela Kokkosis, MD, Stony Brook University School of Medicine, Stony Brook, NY

1:11 pm
Panel Discussion
Text your questions for the panel discussion. First text Train to 22-333 to connect with our messaging service. Then text your question. Text ‘LEAVE’ at the conclusion of the session to participate in other sessions. Please note: Not all questions will be selected by the moderators for response or display on the monitors.

12:15 pm – 1:30 pm
Visit the Exhibits/Box Lunch*
Students and residents are provided dedicated time to visit exhibitors and participate in Vascular Live activities.

5:00 pm – 6:30 pm
General Surgery Resident/Medical Student Program — Residency Fair*
The fair will feature more than 70 vascular surgery programs, as well as provide an opportunity for residents and students to network with program directors, faculty, and current trainees.

*Program is not accredited for CME credit.

Schedule is subject to change. As of: 5/18/16

SVS would like to thank the following companies for their generous support of the SVS General Resident/Medical Student Scholarship Simulation and Skills Training Program:

- Abbott
- Bard Peripheral Vascular, Inc.
- Boston Scientific Corporation
- BTG International Inc.
- Cook Medical
- Ethicon
- Getinge Group
- Gore
- Medtronic, Inc.
- Mindary/ZONARE Medical Systems
- Scanlan International, Inc.
- VASCUTEK, a Terumo Company