



### **Job Description: Clinical Competency Mentor (0.25 FTE)**

The Leni and Peter W. May Department of Medical Education is seeking **fifteen (15) Clinical Competency Mentors** whose primary responsibility is to develop and promote the clinical competency of assigned small cohorts of students for the duration of their training in the new MD ASCEND curriculum.

This is a unique opportunity for longitudinal relationships with medical students to support their achievement of clinical competence, shape their approach to learning clinical skills, and promote the development of their roles as future physicians.

The CCM role is a critical part of the Practice of Medicine (POM) module in the first 18 months of the ASCEND curriculum and then transitions to less frequent one-on-one and small group meetings. The POM module of ASCEND focuses on the development of clinical skills required for the Clerkship phase and future medical practice. The module provides a strong foundation for future clinical practice, as well as ethical and professional conduct.

### **Length of Role:**

These positions are intended to be at least four-year commitments to minimize turnover, contingent on satisfactory annual performance reviews. Funding commitments will be renewed each year, and the positions report to the Director of Clinical Competency under the Office of Curricular Affairs.

### **Duties and Responsibilities include:**

- Develop and guide the clinical competency development of an assigned group of students through small group instruction, formative assessments, mentoring and direct skills observations.
- Participate in development of the POM module and evaluation materials as needed.
- Co-create clinical skills acquisition, application and clinical competence action plans and goals with each student.
- Track students' progress in clinical skills acquisition, application, and clinical competence.
- Be available for drop-in clinical competency mentoring in person and remote platform, as well as by email or phone as needed.
- Participate in Clinical Competency Mentor faculty development.
- Provide summative assessment and progress reports to the appropriate Office of Student Affairs colleagues.

### **Time Commitment**

- Lead small group instruction, formative assessments, and feedback during the Practice of Medicine course: two half days per week during the pre-clerkship curriculum phase (approximately 14 months).
- Meet with assigned students as a group (mentoring microsystem) during dedicated weeks between clerkship blocks (3-4 times starting in academic year 2025-26) and individually, to observe and mentor clinical skills acquisition and application at least quarterly during the Clerkship phase (approximately 12 months).
- Continue quarterly 1:1 meeting with students until graduated (approximately 22 months)
- CCMs will start with a new group of students in the phase one Practice of Medicine module every two years, maintaining quarterly contact with the 1<sup>st</sup> group that is now in their 3<sup>rd</sup> and 4<sup>th</sup> year of school.

**Skills and Minimum Qualifications**

- Doctoral degree (M.D., D.O., or M.D./Ph.D.)
- Proven track record related to effective clinical mentoring of learners and trainees documented by mentee evaluations is required.
- Clinical teaching experience documented by peer and learner evaluations and/or educational training/teaching awards is required.
- Strong communication and organizational skills
- Able to learn about and then facilitate small group discussion of medical ethics, diversity, and anti-racist pedagogy.
- Possess a high level of professionalism, adaptability, integrity, independence, and dependability.