

2009 New Lawyer Mentoring Program Guiding Principles

1. The Solicitation/Selection Process

- a. **Responding to Mentee Preferences** – Following last year’s approach, our solicitation for mentors and mentees is broad and untargeted, meaning that we have not limited participation by any factor other than years of healthcare practice experience. For example, we have chosen not to target our solicitation by any subset such as location; practice venue (e.g., in-house, large law firm, government agencies, small to mid-size law firm, solo practitioner); or practice focus (e.g., litigation, regulatory counseling, provider contracting).

Given this broad approach, we will accommodate preferences that are expressed by mentees to the extent feasible. In other words, we will try our best to match mutual interests as stated in the applications given the composition of the Program class. Consequently, we cannot guarantee that we will be able to match any identified preferences.

- b. **Mentor Practice Experience** – Mentors should have practiced in the healthcare field for seven years or more and must be an active member of the PPMC Practice Group. We would also like mentors to indicate whether they currently have management or supervisory responsibilities and whether they have previously served as a mentor (in this Program or in another mentor program). To the extent that we have more mentors than mentees, mentors with previous management, supervisory, or mentor experience will be matched first.
- c. **Mentee Practice Experience** – The Program is designed to meet the needs of attorneys new to the practice of healthcare law (i.e., attorneys could be seasoned practitioners, but new to the healthcare field). Mentees should have been practicing in the healthcare field for less than seven years and be active members of the PPMC Practice Group.

- d. **Mentor/Mentee Pairings** – The official Program year is April 1 through March 31 and mentor/mentee pairings will last only one year unless both parties mutually wanted to end it early. Where a mentor or mentee feels the relationship is mutually beneficial there is nothing to prevent the two from continuing to “meet” in the mentoring capacity or socially/professionally. After the one-year timeframe, however, the mentor/mentee pairing is considered outside the scope of the formal PPMC Mentor Program.

We will make every effort to pair mentors and mentees whose applications are received during the period of April 1, 2009, through September 30, 2009 (and the ability to effectuate pairings largely will rest on the level of participation). Mentor and mentee applications received after September 30 likely will not be considered until the 2010 Program year unless there are mentors or mentees whose applications were received prior to September 30 that have not yet been paired.

2. The Mentoring Process

- a. **Formal Mentoring Opportunities** – During the course of the Program year (*i.e.*, April 1 through March 31) the PPMC Practice Group will issue announcements (via AHILA emails) regarding formal opportunities for mentors/mentees to network (*e.g.*, at a reception at a Practice Group meeting). Mentors and mentees are encouraged to attend these events to the extent possible.
- b. **Informal Mentoring Expectations** – We will expect mentor and mentees to have *at least* two interactions—calls or emails—each quarter. Please thoughtfully consider whether your schedule will allow such interactions before submitting an application.
- c. **Responding to Periodic Surveys** – Throughout the Program year, we will periodically conduct formal written surveys and informal inquiries. The periodic written surveys will be sent to assess overall Program effectiveness, while the informal inquiries will be undertaken as needed to address particular issues that may have arisen. As a Program participant, we will look for you to respond timely to all such efforts.