MPharm Student Mentor Programme at Portsmouth

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What is mentoring?
What is a mentor?
Why introduce mentoring?

• RAS – 2012
• TWO 12-weeks teaching blocks
• 6 weeks period of consolidation
• Final summative assessment
• Traditional modularised vs RAS-2012
Aims of MPharm Mentoring Programme

- Transition into university life
- Share experiences, challenges and insight
- Encourage mentee to make friends
- Assist them to learn about the university
- Social side of the university
- Problem solving early on
Benefits to Yr 1
MPharm Mentor Programme

• Volunteer Yr 2 students mentor training
• Mentor Handbook provided
• Mentors allocated 3 or 4 Yr 1 students
• Met during scheduled tutorials
• Student led - encouraged to meet independently
Following the successful roll-out in September 2013

• Two Stage 4 (final year) MPharm students undertook a qualitative enquiry of the MPharm Student Mentor Programme (SMP),

– from the mentors’ perspective, using focus groups.
MPharm Mentor Programme

They had the desire to help others and for their personal benefits.

Themes:

- Support
- Developing as an individual
- Participation in the Student Mentor Program
- Professional role development
Support

- Mentoring gives mutual support for both
- Mentors help mentees because
  - Other focused
  - Desire to help others
  - Want to share their previous experiences
  - Give back what they gained from others
- Guidance + Feedback
- Leadership/role model
- Peer learning
- Friend
Developing as an individual

The student mentor programme helped the mentors with:-

- Personal development
- Gaining knowledge
- Become stronger in things that they were weaker at
- Empowered to make decisions
- Become more rounded as a person
- Good problem solvers
- Improved their communication & social skills
- Gained more confidence
- More approachable
- More responsible
- Become good listeners
- Become empathetic
Participation in the SMP

• The norm of reciprocity & motivational factors influenced mentors role to participate.

• Motivation factors
  - To prevent others experiencing bad situations
  - To make friends
  - To gain skills
  - To have something to enhance their CV
  - Previous mentoring experiences

• Barriers – pairing, characteristics of mentees

• Possible solutions
  - application process
  - initial meeting a social event
  - good relationships take time, perseverance & patience
**Professional role development**

Mentoring prepares mentors for future roles:
- ✓ pharmacist
- ✓ manager

Opportunities to practise dealing with challenges to come.

Benefits and skills gained:
- ✓ Resourcefulness
- ✓ To be organized
- ✓ To be responsible
- ✓ Patience
- ✓ Selflessness
- ✓ Non judgemental
- ✓ Tolerant of others
- ✓ Enhance their CV
- ✓ Interpersonal skills
- ✓ Leadership skills
- ✓ Enhanced their counselling skills
- ✓ Management skills

- Authors agree that skills, benefits & changes in attitudes indicate satisfaction
- Similar to benefits being realised by other universities with similar programmes
Student mentors mentor others because:

- They had the desire to help others;
- Had motivating factors which influenced them;
- Benefits realised;
- Personal development;
- Professional role development;
- Mentor participation was voluntary which may explain why they were receptive to benefits & skills;
- Unlike other programmes, where participation is mandatory and could lead to friction & resistance between the mentor & mentee, resulting in poor quality mentoring;
- Training, active promotion, constant evaluation required for growth and sustainability of the programme.
Benefits to mentors

- Confidence
- Experience
- Satisfaction
- New opportunities
- Leadership
- Communication
- Good looks
- Skills
- CV

- Help
- Helps
- Revises
- Future advice
- Helps refine
- Goodness
- Satisfaction
- First job
- Satisfaction
- Experience
MPharm Mentor Programme

• Following successful roll-out in Sept 2013

• 4 mentors attended a conference in Plymouth

• The next step?

• Peer assisted learning (PAL)
PALs at Portsmouth
What is PALs at Portsmouth?

- Trained 2\textsuperscript{nd} year students facilitate small groups of 1\textsuperscript{st} year students
- Informal review of course material
- Safe, friendly environment to ask questions
- Make friends on course / leaders - role models
- Focus on historically challenging concepts
- Voluntary, anonymous, regularly scheduled, out of class
What is PALs at Portsmouth?

• Support from higher year students on the MPharm course

• PAL encourages MPharm students to support each other

• PAL leaders are trained 2\textsuperscript{nd} year MPharm students
PALs at Portsmouth aims to help students:

• Adjust quickly to university life
• Acquire a clear view of course direction and expectations
• Develop independent study skills to meet the requirements of higher education
• Enhance understanding of the subject matter of their course through group discussions
• Prepare better for assessed work and examinations
How PALs at Portsmouth will operate

• TWO Yr 2 PAL leaders for up to 20 students

• Facilitate maximum of 4 *timetabled* study support sessions PER TERM

• Discussion based on MPharm course material

• Support given to PAL leaders by Super Leaders and Helen Hull – PAL Supervisor
References


Any questions?