



Mentoring Policy

Sheikh Zayed Medical College

Rahim Yar Khan

Comprehensive Mentorship Program

Department of Medical Education

Sheikh Zayed Medical College, Rahim Yar Khan

Leadership

Chairman Mentorship Program: Prof. Dr. Tariq Ghafoor

Introduction

This structured mentorship program is developed by the Department of Medical Education to enhance academic performance, professional identity formation, leadership development, and research engagement among undergraduate and postgraduate medical students.

Rationale

Mentorship plays a critical role in medical education by fostering professional growth, reflective practice, and career guidance. The integration of research within mentorship aligns with contemporary trends in competency-based medical education.

Objectives

- 1 Provide structured academic and career guidance.
- 2 Enhance leadership, communication, and professionalism.
- 3 Promote research culture among students.
- 4 Support personal and professional development.
- 5 Facilitate reflective and lifelong learning.

Program Structure

The program follows a hybrid mentorship model including one-to-one and small group mentoring. Each mentor will be assigned a group of mentees, ensuring longitudinal engagement.

Roles and Responsibilities

Mentors:

- 1 Provide academic and career guidance.
- 2 Facilitate research activities.
- 3 Conduct regular mentorship meetings.
- 4 Support mentee well-being and professionalism.

Mentees:

- 1 Actively participate in mentorship sessions.
- 2 Engage in research and academic activities.
- 3 Maintain reflective portfolios.
- 4 Seek guidance proactively.

Research Integration Component

A structured research track will be embedded within the mentorship program. Mentees will be guided through research topic selection, proposal development, ethical approval, data collection, analysis, and dissemination.

- 1 Introductory workshops on research methodology.
- 2 Assignment of research supervisors.
- 3 Development of mini-research projects.
- 4 Encouragement for conference presentations and publications.

Mentor Experience Overview

Most mentors (22) reported prior mentoring experience, while 7 had no prior experience. Experience ranged from informal mentoring to formal roles such as postgraduate supervision.

Monitoring and Evaluation

- 1 Regular feedback through structured forms.
- 2 Periodic mentor-mentee meeting logs.
- 3 Evaluation using Delphi-informed indicators.
- 4 Assessment of research output and student satisfaction.

List of Mentors

- 1 Dr. Muhammad Uzman Tariq
- 2 Dr. Inam Ur Rehman
- 3 Imran Bashir
- 4 Jamal Anwer
- 5 Dr. Jamal Anwer
- 6 Prof. Dr. Ah. Khurram Salam Sehgal
- 7 Dr. Nadia Saman
- 8 Aqsa Khalid
- 9 Dr. Asma Manzur
- 10 Muhammad Khalid Razaq
- 11 Ghulam Mustafa
- 12 Urooj Zafar
- 13 Ali Burhan Mustafa
- 14 Muhammad Tariq Ghafoor
- 15 Syed Atif Hussain
- 16 Sajida Naseem
- 17 Dr. Muhammad Waseem
- 18 Dr. Abdul Majid
- 19 Farhan Khanzada
- 20 Muhammad Bilal Ghafoor

- 21 Sumya Ghaffar
- 22 Dr. Shumaila Raees
- 23 Dr. Nabila Rauf
- 24 Dr. Sana
- 25 Dr. Inam ur Rehman
- 26 Muhammad Siddique
- 27 Dr. Sajjad Haider
- 28 Dr. Mahvish Haider

Conclusion

This mentorship program aims to cultivate competent, reflective, and research-oriented healthcare professionals. It aligns with institutional goals of academic excellence and professional development.