



The GCDS Dr. Daniel Verne Dental Student Mentorship Program

PURPOSE

The Greater Cleveland Dental Society wishes to get involved and support the individual dental students at the CWRU School of Dental Medicine.

We hope GCDS members will "Adopt-A-Student" and mentor them from the beginning of their clinical education as 3rd and 4th year dental students.

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Mentor Program

In collaboration with the CWRU School of Dentistry, the Dr. Daniel Verne Mentorship Program offers the unique opportunity for GCDS members and current dental school students to form a long lasting professional relationship.

Take a minute to think back to when you were in dental school. If you didn't have a mentor, would having one have helped you? If you did have a mentor, are you ready to pay that experience forward?

Students at the CWRU School of Dental Medicine need you — your experience - your knowledge - and even your teeth (extracted teeth, that is).

Becoming a mentor doesn't have to involve a huge time commitment — some communicate only via email and have just one face-to-face meeting a year at the annual Mentor Re-

ception, while others interact more frequently. The relationship can be tailored to meet the needs of both parties.

Additionally, you needn't have graduated from CWRU to participate, all GCDS members are welcome. Even geography doesn't have to be a deciding factor — mentors and students routinely communicate via email and phone.

This might be the opportunity you are looking for to find and maybe even hire one of the students you mentor to be an Associate in your practice. As a mentor you can help students obtain extracted teeth and talk shop — but the beauty of the program is that participants get to choose what level of involvement they'd like to have.

MENTORS SIGN UP ONLINE

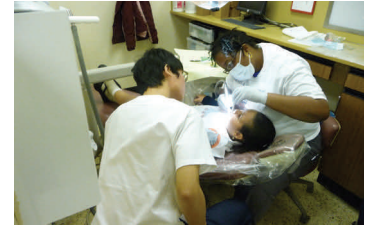
AT: <http://www.jotform.us/GCDSmentorship/MentorRegistration>

Protégé Program

With a joint effort of The Greater Cleveland Dental Society and CWRU School of Dentistry, the Dr. Daniel Verne Mentorship Program was developed for students who wish to have a GCDS member assigned to them to use as a resource throughout dental school. GCDS pairs dental students

with practicing dentists who support and encourage the student during dental school, and educate him/her in areas of professional ethics, practice management and help increase the student's awareness of the importance of organized dentistry.

The benefits to students are



GCDS member dentists offering support to CWRU dental students

BACKGROUND

A mentor program forms relationships between students and members of the practicing profession. It provides an avenue for students to take when looking for advice or additional information, someone to bounce ideas off of outside of the school.

limitless; it helps them establish good relationships with professionals and provides them with first-hand knowledge of what it takes to be a successful dentist in today's environment. Possibly even opening post graduation doors of employment .

STUDENTS SIGN UP ONLINE

AT: <http://www.jotform.us/GCDSmentorship/StudentRegistration>

MISSION

The mission of the Dr. Daniel Verne Mentorship program is to provide mentoring to dental students from the time they begin 3rd year clinical education, through to graduation, and the transition into practice and establishment of their place in the dental community. As part of the program, the GCDS hosts an reception for the mentors and dental students to meet in a casual atmosphere. During this program the mentors and students hear from GCDS and ASDA leaders



“The truth is, mentoring is fun and the CWRU Dental Students need your expertise!”

TO BECOME A MENTOR:

Fill out the online form at:
<http://www.jotform.us/GCDsmentorship/MentorRegistration>

DENTAL STUDENTS WISHING TO PARTICIPATE:

Fill out the online form at:
<http://www.jotform.us/GCDsmentorship/StudentRegistration>



Help build professional bridges for CWRU dental students!

Dr. Daniel Verne Biography

- ◻ Adelbert College 1942
- ◻ WRU Dental School graduating in June 1945
- ◻ US Navy Reserve 1944-1953
- ◻ General Dentist US Navy 1945
- ◻ WRU Oral Surgery Residency 1946-1950
- ◻ Oral Surgeon, US Naval Hospital San Diego, 1950-1953
- ◻ Oral Surgeon, US Naval Hospital Yokosuka, Japan 1953-1954
- ◻ Private Practice, Cleveland, OH 1954
- ◻ Director, Oral Surgery Residency Program, Mt. Sinai Hospital, Cleveland, OH
- ◻ Director, General Practice Residency Program, Mt. Sinai Hospital, Cleveland, OH
- ◻ Grandfather of actors James and Dave Franco

“There are only a few people whom we meet during our lifetime that leave an indelible mark on us. Dan Verne, mentor and teacher, was the greatest!! He will always be remembered fondly by those whose lives he touched.”

– Daniel M. Laskin, DDS, MS, Past President of AAOMS, Professor & Chairman Emeritus VCU OMFS

“In the operating room he would watch over us and demand perfection and never settle for less.”

– Scott Alperin, DDS, MS, Oral & Maxillofacial Surgeon, Mayfield Heights, OH

“[Dan Verne] spent his lifetime learning about his profession, perfecting his profession and teaching his profession to his medical and dental colleagues. He wanted his residents and students to be the best they could possibly be. Dan exemplifies the best of the ‘old-time’ healthcare provider and teacher.”

– Joel Salon, DDS, MD, Oral & Maxillofacial Surgeon, Solon, OH

Goal of the Mentor Program

The Dr. Daniel Verne Mentorship program enables dental students and new dentists to obtain counsel and guidance with some of the concerns involved in beginning a dental career. The Dr. Daniel Verne Mentorship program is geared towards integrating the dentists of tomorrow with the dental community of today.

A protégé learns from the mentor who has already gained experience in a field of interest. Hopefully the protégé will embody some of the attributes of the mentor along the way. Through the mentor, the protégé experiences a glimpse of the real world after dental school.

There is a lot of variety in what one can do with a dental degree and students should be given the opportunity to see a few of those options.

A Mentor is a Good Resource for Helping the Protégé:

What are the benefits of being a mentor?

Often we do not consider the motives or rationales for our actions, and therefore mentors learn more about themselves when they are asked by their protégé the simple question, ‘Why?’ Further, mentoring allows a person to participate in the stunningly rapid growth and development of their protégé in a most meaningful and helpful way. Mentoring is a way to realize the Golden Rule: the more we give, the more we receive.

- Network with colleagues.
- Work through problem solving – get a new perspective.
- Allow you to share your expertise.
- Explore career possibilities: Screen potential associates, partners or someone to take over your practice.
- Aid in the development of dentistry’s future professionals.
- Give back to the profession.
- Stay apprised of changes in dental education.
- Meet members of the dental

community (suppliers lab technicians, and other team members).

- Understand the consequences of debt.
- Stay motivated and focused on your goals.
- Understand the board process

TO BECOME A MENTOR:

Fill out the online form at:
<http://www.jotform.us/GCDsmentorship/MentorRegistration>

How does the Dr. Daniel Verne Mentorship Program work?

A practicing dentist is initially paired with a 3rd year dental student starting their clinical rotations, thus forming a potential mentor/protégé relationship.

The program year is kicked off as part of CWRU Orientation with an Annual Reception where new mentors and protégés meet for the first time and

are welcomed into the program by existing participants. From there, the mentors and protégés define where they want the relationship to go.



Help keep the dental students focused on the road ahead.

A Mentor's Responsibilities

- Guiding and advising protégés by using experience and empathy

- The mentor's responsibility is to help the protégé help himself/herself.

- Challenge the protégé to develop a plan for success.

- Mentors need to be available for the protégées, investing the time and effort required for good mentoring.

- Provide an opportunity for the protégé to see first-hand the inner workings of a dental office.

- Share what it means to be a professional and a member of the dental community.

- Invite protégé to participate in professional activities with you (organized dentistry meetings, continuing education, study clubs, meetings with dental suppliers).

- GCDS members in good standing
- GCDS members of all specialties and interests
- Retired dentists who are dedicated active GCDS members and who continue to regularly attend sponsored events and meetings.

Members should be willing to share their experiences in the profession and open their practice for visits.

The responsibilities of a mentor include contacting the student

and establishing rapport, delivering information on organized dentistry and professional activities, inviting and accompanying the student to component meetings and activities, being a positive, ethical role model for the student, inviting the student to the mentor's office to observe, reinforcing the importance of organized dentistry, and inviting the student to at least one non-professional activity (home, club, social or recreational) each year. Students should not be utilized to perform uncompensated lab work or related office duties.

DENTAL STUDENTS WISHING TO PARTICIPATE:

Fill out the online form at:

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Members to be considered as potential mentors include:

A Protégé's Responsibilities

- Communicate frequently and openly.
- Respect your mentor's time by keeping appointments and commitments.
- Express your expectations for the relationship – keeping expectations reasonable
- Define what you hope to gain from and offer to the relationship.
- Provide feedback to your mentor.
- Share your thoughts about school, the profession and entering practice – seek their opinion.

What can a mentor do for the protégé?

The mentor can talk about the trials and tribulations of dental school; introduce the protégé to other dentists, accountants, lawyers, bankers; introduce the protégé to a real world dental practice; give the student a sounding-board and be a provider of motivational support.

Relationship reminders

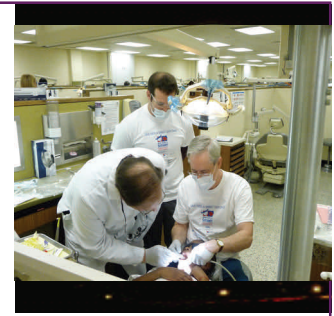
Although many of these things have already been discussed, there are basics to every mentor/protégé relationship that should be kept in mind. They are:

- Be willing and eager to talk, be willing and eager to listen.
- Be honest.
- Psyche yourself "up" for the discussion. When you practice acting enthusiastic and positive, you actually begin to feel good.
- Greet the mentor/protégé by name.
- Feel free to share your opinion but guard against telling someone what to do or not to do.
- Remember to thank the mentor for their time and attention.
- Don't be too nervous about pauses in the conversation. They are natural. It is okay to say, "May I have a moment to think about that" or "I don't know, let me look into it some more".
- Try to hold up your end of the conversation.
- Enjoy yourself and have fun. Your time and effort can make a real difference in their personal and professional lives.

A year's worth of mentoring: A bi-weekly guide

Mentoring is a great way to get students involved, to learn what it's really like out there. Dental students can come out to visit the practicing dentist, spend the day at the office, and see what takes place on a daily basis.

1. Attend the Annual Kick-Off Dinner.
2. Discuss your mentoring goals.
3. Talk about what it takes to get ahead.
4. Attend CWRU/GCDS/ODA table clinics together.
5. Explore the Exhibit Hall at the ODA Annual Session or GCDS North Coast Meeting.
6. Talk about living within one's means and what it means to the future.
7. Attend a sporting event.
8. Take your families to the zoo.
9. Talk about personal values and ethics.
10. Take a tour of the mentor's dental practice.
11. Talk about planning a career, writing a résumé, finding a job.
12. Do a practice interview.
13. Have dinner together.
14. Get together with colleagues.
15. Sit in on a C.E. class together.
16. Talk about networking.
17. Participate in mentor program activities.
18. Talk about insurance.
19. Talk about balancing school/work/family and life.
20. Talk about balancing a budget, explore financing options.
21. Talk about credit cards and school debt.
22. Talk about the future.
23. Talk about staffing and working as a team.
24. Attend the Dental School Events together.
25. Take a tour of the dental school.
26. Meet with a dental supplier.



Future dental leaders are depending on you!

What if the relationship doesn't work?

If you've given it your best shot and tried communicating with each other, contact the program coordinator at the dental school or at the GCDS office. They can offer suggestions on ways to try improving the situation or if you feel that you and your assigned mentor/protégé are not well matched a new pairing may be made. Please don't be discouraged or give up on the program. Not all matches are meant to be. New assignments may be made throughout the year.



Still need convincing? Here are six top myths about being a mentor:

1. Being a mentor takes a lot of time · FALSE!

There's a reception on the CWRU campus (fun! adult beverages! food! entertainment!). Other than that, you and your protégé get to choose the level of engagement. Most students and their mentors communicate via email and phone. It's up to you.

2. You have to be a CWRU Grad to participate · FALSE!

You only have to be licensed (or have been licensed — retired dentists are welcome!) to practice in Ohio and be a member of the Greater Cleveland Dental Society.

3. You have to live in the greater Cleveland area · FALSE!

Mentors have fostered great relationships with CWRU students from all over the state. This is one time when "phoning it in" is perfectly acceptable.

4. I wouldn't make a good mentor · FALSE!

Half the battle is getting to the table. These students are hungry for a little guidance, reassurance and the expertise your time in the real world can offer. Don't sell yourself short.

5. There's no benefit to being a mentor · FALSE!

Mentors derive all kinds of benefits from the program. Most say it gives them a renewed sense of vigor about their practice. And, it's a great way to meet a potential Associate. Think ahead. Give back.

6. The guys have it all wrapped up · FALSE!

There are just as many women as men in dental school today. They need your guidance, your smarts and most of all, your perspective.

Excerpts taken from:

1. Mentor Program: Professional Unity...Now More Than Ever; ADA Commission on the Young Professional
2. The Mentor Program: Giving Back to the Profession of Dentistry To Preserve Its Future; Ohio Dental Association
3. National Mentoring Partnership website: <http://www.mentoring.org>
4. Becoming an Effective Mentor: And a Receptive Protégé EXCERPTED FROM Coaching and Mentoring: How to Develop Top Talent and Achieve Stronger Performance
5. Wisconsin Dental Association
6. Washington State Dental Association