



Women in Academic Emergency Medicine Mentoring Program

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BACKGROUND

- Mentoring in academic medicine:
 - Is crucial to a successful, satisfying career
 - Often requires several mentors for multidimensional guidance
- For women in academic medicine:
 - A lack of mentorship factors into the lower rates of women retention, promotion and advancement into leadership roles.
 - Unique challenges exist both personally and professionally.
- Demand for more female mentors:
 - An increasing number of female medical students (49%) and EM residents (40%) places substantial mentoring demands on the few female faculty.
 - 1:4 is the ratio of the female faculty to female residents & students in our department over the past 5 years.

OBJECTIVES

To describe the design, content, and effectiveness of a novel mentoring program for women in an academic emergency medicine residency.

WebPages: Women in EM



METHODS: Program Design

Mission:

To provide a supportive environment for the personal and professional development of women in EM while cultivating mentoring relationships.

Goals:

- 1.To provide mentors and role models for inspiration and guidance.
- 2.To offer career advice in establishing goals & seeking opportunities.
- 3.To promote work life balance.
- 4.To provide emotional support & facilitate insight for personal growth.
- 5.To address the challenges of gender bias.
- 6.To encourage participation in activities for women in academics.
- 7.To recognize and nominate qualified women for honors & awards.

Mentors are voluntary and include:

- Academic faculty, alumni & community physicians

Group approach:

- Accommodates the greatest number.
- Utilizes Vertical Mentoring, Role-Modeling, & Peer-Mentoring

Designed specifically for women:

- Communication Style – open, cooperative, and non-competitive
- Structure- inclusive and welcoming to all
- Setting - casual and relaxed in a home or café

Curriculum:

- Work-Life Balance/ Integration, Career Opportunities and Obstacles, Time Management, Negotiating Skills, Networking, Stress & Wellness

METHODS: Program Evaluation

Study design: Electronic survey instrument

Population: Female residents, faculty, & alumni who participated in the 'Women in Emergency Medicine Mentoring Group' between 2004 - 2010.

Measures: Evaluate the effectiveness of the mentoring program.

RESULTS

- Total of 50 women responded
- 78% married & 59% mothers (average 1.8 children)

Graph: Demographics

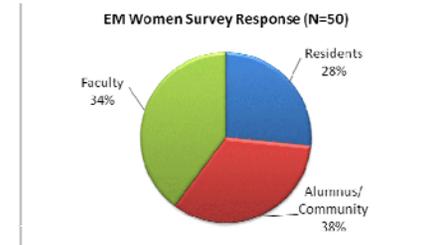


Table: Survey Results Rating Mentoring Program

The EM Women's Mentoring Group...	% Agree
...is valuable to the EM Residency and Department.	95%
...offers a courteous, respectful environment for open communication and participation.	88%
...provides mentors and role models for inspiration and guidance.	88%
...offers an emotionally supportive and encouraging environment.	85%
...provides useful, pertinent discussions for my professional development.	83%
...was/is a benefit to your experience as a resident or faculty.	83%
...provides useful, pertinent discussions for my personal development.	76%
...expands my networking opportunities.	71%
...I have benefitted from a peer mentoring relationship. (A peer mentor is at your same level of training/ experience with whom you share/exchange ideas and advice.)	61%

CONCLUSIONS

•Our program is an effective way to mentor women in medicine.

•The group approach utilizing both academic and community EM physicians off-loads the mentoring demands of female faculty.

