

ASSESSING THE VITAL SIGNS OF THE MENTORING ENVIRONMENT OF THE UNIVERSITY OF MASSACHUSETTS MEDICAL SCHOOL

Julia Andrieni, MD; Joanna Cain, MD; John Congdon; Glenn Mangurian; Robert Milner, PhD; Judith Ockene, PhD, MEd; Luanne Thorndyke, MD: University of Massachusetts School of Medicine

Purpose: Describe infrastructure and survey instrument to assess the institution-wide mentoring environment.

Background: AAMC Faculty Forward Survey demonstrated UMMS faculty lacked formal mentoring compared to those at peer institutions. Assistant Professors were particularly affected (69% without mentors compared to 29% peer institutions). An institution-wide Mentoring Advisory Board (MAB) with key stakeholders in student, trainee, and faculty mentoring programs was appointed by the Provost to work with the Office of Faculty Affairs on this challenge. The MAB provides a sustainable framework to support, extend, and evaluate mentoring initiatives across the institution.

Objectives:

1. Develop collaborative dialogue among mentoring leaders and stakeholders, recognizing common mentoring themes across programs, schools, departments, and missions.
2. Construct mentoring needs assessment survey to understand the institutional mentoring environment and identify mentoring challenges and strengths of learners/faculty across the institution.

Methods: All employed faculty, students (medical, graduate, nursing), residents, post-docs invited to complete confidential web-based survey administered by REDCap. Demographics included rank and employment status, track (tenure/non-tenure), gender, ethnicity,. Survey consisted of 15 baseline questions; specific questions for 'mentees' and 'mentors assessed individual needs.

Results:

1. Faculty (n=768) represented the largest group of respondents.
2. 42.52% of faculty from all departments participated.
3. Survey analysis identified strengths and gaps in mentoring for multiple groups.

Conclusion: The high faculty response rate is consistent with the hypothesis that mentoring is valued by faculty. The commitment of Mentoring Advisory Board provides an infrastructure to support mentoring initiatives across an institution. Faculty survey data is currently being analyzed and will be presented during the session, along with additional conclusions.