

## Assessing the Vital Signs of the Mentoring Environment at University of Massachusetts Medical School (UMMS) with an Institution-wide Survey



**Julia Andrieni, MD**  
Co-Director, Junior Faculty Development Program  
Vice Chair, Medicine (Clinical Affairs)

**Joanna Cain, MD**  
Director, Faculty Talent Management

**John Congdon, BS**, Administrative Manager

**Rob Milner, PhD**  
Associate Vice Provost for Professional Development

**Judith Ockene, PhD, MEd**  
Associate Vice Provost for Gender and Equity

**Luanne Thorndyke, MD**  
Vice Provost for Faculty Affairs

2013 GFA Professional Development Conference  
August 8 – 11, 2013, Minneapolis, MN

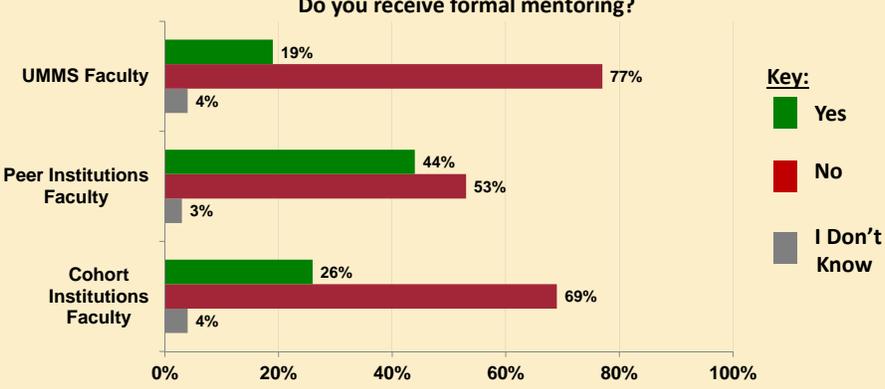
**Office of Faculty Affairs**



**Our goal was to develop a survey to assess the mentoring environment across schools, academic missions, and departments**

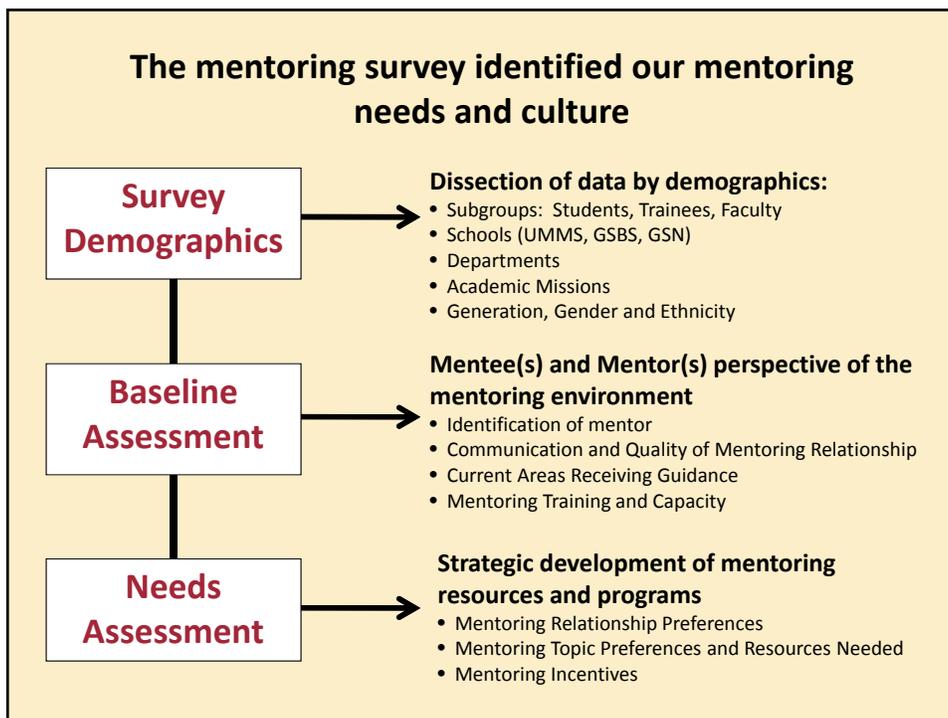
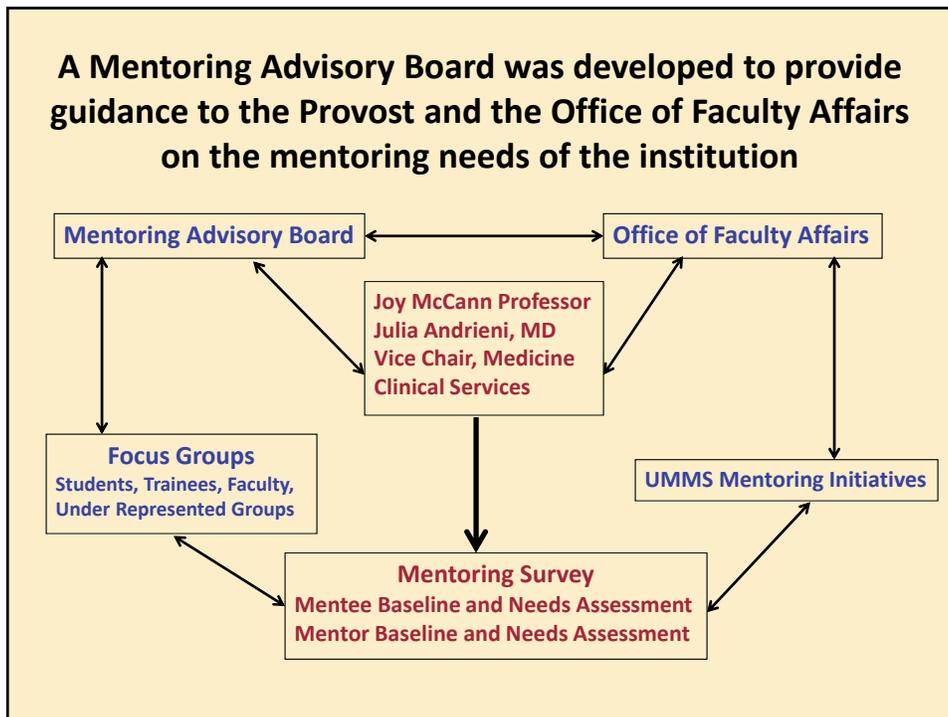
**AAMC/Faculty Forward data revealed that UMMS Faculty lack formal mentoring compared to 4 peer and 23 cohort institutions**

### Do you receive formal mentoring?

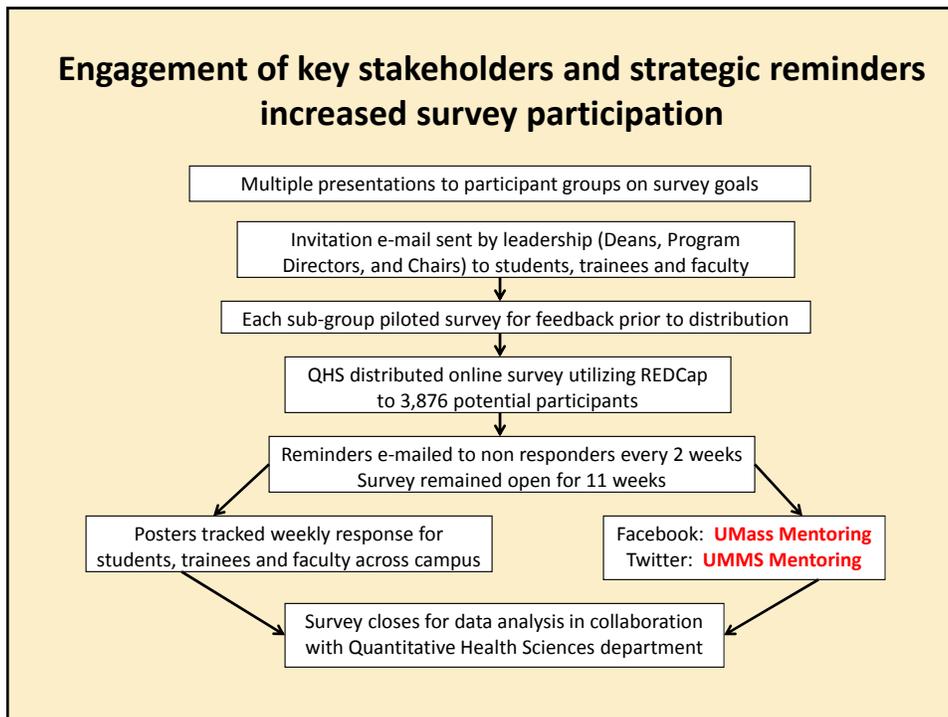


Institution Type	Yes	No	I Don't Know
UMMS Faculty	19%	77%	4%
Peer Institutions Faculty	44%	53%	3%
Cohort Institutions Faculty	26%	69%	4%

AAMC Faculty Forward Survey April 2009  
49.3% UMMS Full-time faculty response rate



### Engagement of key stakeholders and strategic reminders increased survey participation



### The mentoring survey had an overall 48% response rate and allowed analysis of the data by generation and gender

