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PURPOSE

1. Clinical research improves care for current and future patients
2. Faculty mentorship will lead to more clinical research productivity, including investigator initiated trials.
3. Faculty mentorship will improve job satisfaction and retention.

BACKGROUND

- University of Virginia is a 645 bed academic medical center in Charlottesville, Virginia.
- UVA is the number 1 hospital in Virginia, School of Medicine ranked number 26 in research, and number 6 in primary care.
- An ELUM, Dr. Linda Duska, has worked on building a clinical research infrastructure.
- Goal of the Department of Medicine is to develop systematic and supported program for mentoring our faculty

METHODS

1. Gap Analysis in the Department of Medicine
 - Met with 10 of the 11 division chiefs to learn about mentoring strategies, barriers to mentoring and clinical research.
2. Instituted mentoring plan in the Division of Hematology/Oncology
 - Met individually with 28 of the 30 faculty members
 - Designed a mentoring form
 - Helped faculty to form a mentoring team to include faculty outside Heme/Onc and outside UVA
 - Assessed ability to institute these mentoring teams.
 - Recognized potential mentors at the Associate and Full Professor Level
3. Pioneered inter division mentoring lunches in the Department of Medicine to focus with other divisions (Renal, Endocrine) on specific mentoring topics

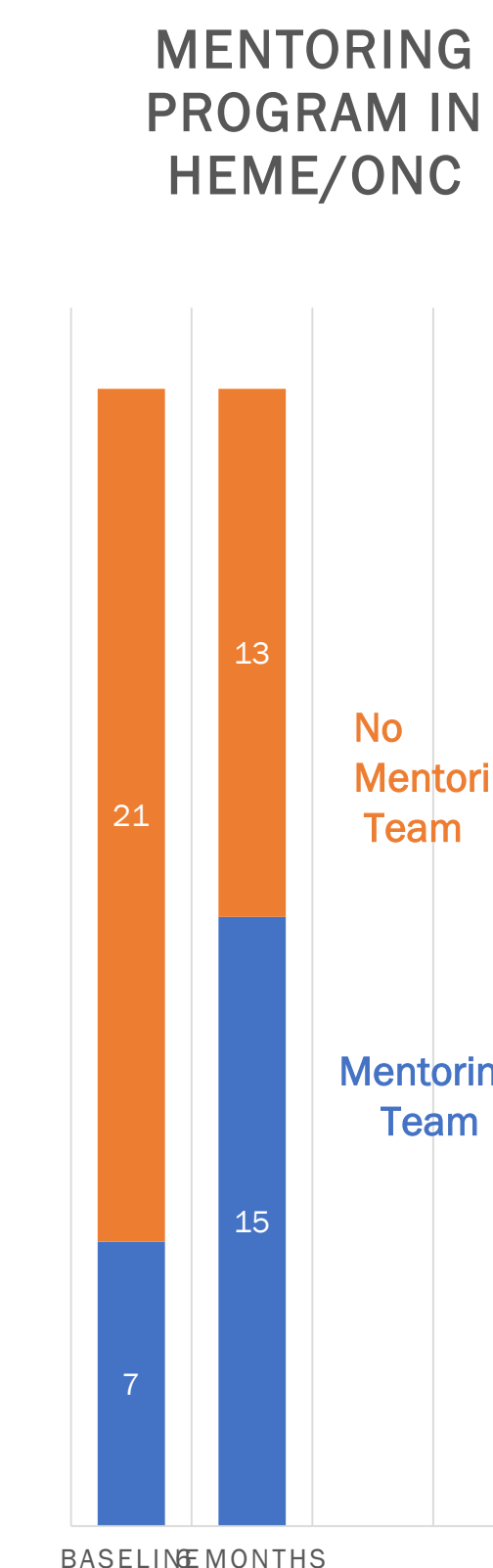
RESULTS

Gap Analysis with Department of Medicine

1. Different mentoring strategies in each division in Department of Medicine
2. Divisions with specific mentoring forms: 2/10 (20%)
3. Divisions with specific mentoring plan outside of annual review: 3/10 (30%)
4. Division Chiefs interested in improved mentorship of faculty: 10/10 (100%)

Mentoring Plan in the Division of Hematology/Oncology

1. Goal Mentoring Team: Division Faculty, UVA Outside of Division, Outside Uva
2. Baseline Faculty with Mentoring Team: 7/28: 25%
3. 6 month analysis: Faculty with Mentoring Team: 15/28: 54%



Inter Division Mentoring Lunches

1. Networking
2. How to Select a Mentoring Team
3. How to Advance Career in Time of COVID
4. No outcome metrics to date, included in Future Plans

Mentoring Form

1. Brief Overview of Current Research
 2. Current Mentor
 3. 3 Short and Long Term Goals
 4. What Sets You Apart Professionally
 5. 3 Barriers to Goals and Potential Solutions
 6. How Could Mentorship Help With: Professional Development, Skill Development, Networking, Research, Goal Setting, Personal Support
 7. Ideas for Mentors
- (form adapted from UPenn)

DISCUSSION/IMPACT

1. Each Medicine division has a different mentoring structure
2. 1:1 meetings can assist in the development of mentoring teams.
3. Exchange among different divisions can be helpful.
4. Partially based on this work, the following has been implemented:
 - Position in Dept of Medicine to Lead Faculty Mentoring
 - Similar Concepts Incorporated into Mentoring Program for Hematology/Oncology Fellows
 - Collaboration with ELUMS Maryellen Gusic and Sue Pollart on the New Faculty Mentoring Program

FUTURE DIRECTIONS

1. Standard Mentoring Forms in Medicine Department
2. Annual survey to evaluate success of mentoring program
3. Increase and assess interdivision interaction, in virtual format.
4. Assess faculty retention, publications, and investigator initiated trials as longer term strategy.