Launching URiM Faculty Development Program: Initial Results

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Background

• Underrepresented in medicine (URiM) faculty report less mentorship, more bias, & a higher share of non-career advancing activities
• As a consequence, URiM are more likely to remain in rank longer and leave academia
• This results in loss of human capital and the documented benefits of diversity
• Additionally, there is high turnover cost to institutions

URiM Faculty Development Program

Goals

• Augment peer mentoring and sense of community
• Enhance career development skills
• Facilitate discussions about navigating academia as a URiM faculty member
• Create a more inclusive environment

Methods

Planning phase

• Stakeholder engagement
• Focus groups
• Review best practices, literature
• Review baseline data (turnover, promotion)

Implementation phase

• School of medicine & department of medicine collaboration
• 5-month program (virtual and in-person)
• Traditional & unique topics for URiM faculty (imposter syndrome, diversity as a ‘super power’)

Results

Pre-Intervention

• Competitive, 50 applicants for 15 slots
• Pre-intervention survey similar to national trends
  • 75% observed/experienced bias
  • 62% considered leaving Emory

Post-intervention

• 100% satisfied w/ program
• 100% plan more prof. dev, committees, find mentor
• 90% expect to be at Emory in 5 years
• Ongoing collaboration (1 abstract, 1 paper submitted)
• New plans - roles, positions, promotion
• Coach Leaders 100% participation, positive views, acceptable time commitment

Discussion / Lessons Learned

• Program w/ peer mentoring and coaching elements can support URiM participants collectively and individually
• Augments traditional professional development with content unique to the URiM experience in academic medicine
• Stronger collegial bonds (inclusion) within the academic medicine community may also result
• Tangible impact of twin pandemics (Covid & social justice) in discussions

Next Steps

• Analysis of qualitative interviews
• Compare questionnaire of participants vs. applicants not selected
• One year follow up questionnaire
• Social event(s) for ongoing network among participants
• Tracking participant outcomes

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