

Mentoring Women in Clinical Departments

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Women are not entering into academic positions because...

- *Work life conflicts*
 - *Raising children, childcare, child health/care*
 - *Family time*
 - *Reentering system after leave of absence*
- *Limited Funding Resources*
- *Confidence to succeed*
 - *Lack of Role Models*
 - *Inadequate mentoring programs*
- *Job Security*
- *Spouse*
- *Desire/Motivation - least money, most stress*

- *Effective mentoring is a major determinant in encouraging women to take and succeed in academic science/medicine*

Some Issues for Women Scientists in Clinical Departments

- *Balancing clinical service time vs. research time*
- *Clinical Responsibilities*
- *Research strategies - grants, papers*
 - *Grants, types, review, help and review - critique!*
- *Research management*
 - *Personnel, budget, IACUC, IRB, rad-safety, biologics*
- *Teaching*
 - *What, how much, too much - choices....*
- *Work life balance*

A Mentor ...

- *is a person who in an nonjudgmental relationship supports, trains, guides, advocates, and encourages the development of professional goals of a Mentee.*
- *maybe a role model, guidance counselor, relative, boss, colleague, peer, or friend.*
- *without conflict of interest, should be able to advise a mentee about her possible choices and the potential outcome of those decisions.*

A Mentee

- *A person who seeks information to advance her career/profession, navigate her profession/life.*
- *should weigh that information and incorporate the information into her career plan that makes the most sense for her life.*

Mentoring FAQs

- *Who needs career advice?*
 - *Everyone*
- *Who can be a mentor?*
 - *Anyone and Everyone*
- *How many mentors should someone have?*
 - *As many as necessary to receive the advice required.*
- *Who should they be?*
 - *Someone with patience*
 - *Someone who listens*
 - *Someone who considers the consequences of their words*
 - *Someone with the appropriate experience to advise on the issue at hand*

Mentoring needs the support of the institution

- *Institutions need a career development office with a specialty in clinical departments*
- *Monitor department plans*
 - *Provide rewards and penalties for departments*
- *Sponsor career workshops*
- *Provide outside evaluation / arbitration of individual clinical scientist clinic/research*
- *Start early - Sponsor and develop programs for graduate students and postdoctoral fellows*

A Many-on-1 Plan

- *A mentoring plan should have more than one mentor*
- *The mentoring group should be defined by their area of expertise with respect to the issues that need advisement*
- *The group should consist of individuals within and independent of the mentees department/division*
- *Instill the concept that everyone is an mentor and a mentee*

Programs

- *Society Level Programs*
 - *Role Models*
 - *Career Development Workshops*
- *Institutional Programs*
 - *Mentoring/Career Development offices*
 - Assure that 1-on-1 programs are in place at the department level
 - Provide informational workshops/courses on critical issues
 - Champion programs to improve retention and development of women faculty
 - *Provide incentives to hire and allow women to be successful*
 - *Strong and adequate childcare programs*
 - *Provide institutional based help for faculty*
- *1-on-1 Mentoring Programs*
 - *Boss, Clinical Chief, Colleagues, Friends*
 - Most Important!!!!!!!!!!
 - May have conflict of interest
- *Federal*
 - *Funding for new Investigators needs to improve*