Mentoring Women in Clinical Departments

Jeremy M. Boss, Ph.D.
Emory University School of Medicine
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
• **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**