

#Upstate Academic Women: Minute Mentors



UPSTATE
MEDICAL UNIVERSITY

Ann S. Botash, MD, FAAP; Elizabeth K. Nelsen, MD, FAAP; JoAnne Race, MS

State University of New York Upstate Medical University, Office of Faculty Affairs and Faculty Development and Department of Pediatrics, Syracuse, NY

Background

- Upstate is working toward eliminating the gender gap with regard to women faculty.
- The literature reports leaks in the pipeline for women at all levels, including need for mentoring support for all women, particularly senior women faculty.
- Innovative methods to foster advancement of women in education, research, and leadership are needed.

Objectives

- Launch an e-mentoring program
- Provide practical, real-time support for women faculty at Upstate
- Supplement face-to-face programs
- Reach faculty who are not currently participating in faculty development

Methods

Upstate Academic Women's e-Mentoring created a network for outreach, connections, and support.

- 30-minute conferences using Webinar-to-Go; "Minute Mentors," senior women faculty panelists
- Social media presence for information sharing
- Animated video "shorts" support understanding of promotion process

Webinar Conferences

Date -2019-20	Title
July	Demystifying the Educator Portfolio: Your Unique Career Tool!
October	Writing Letters of Support for Colleagues: Specifics, Subtexts, and Stereotypes
January	Celebrating your CV!
March	The Myth of Time Management
May	Mentoring in the Moment

Informal noon-hour discussions

Methods

Social Media



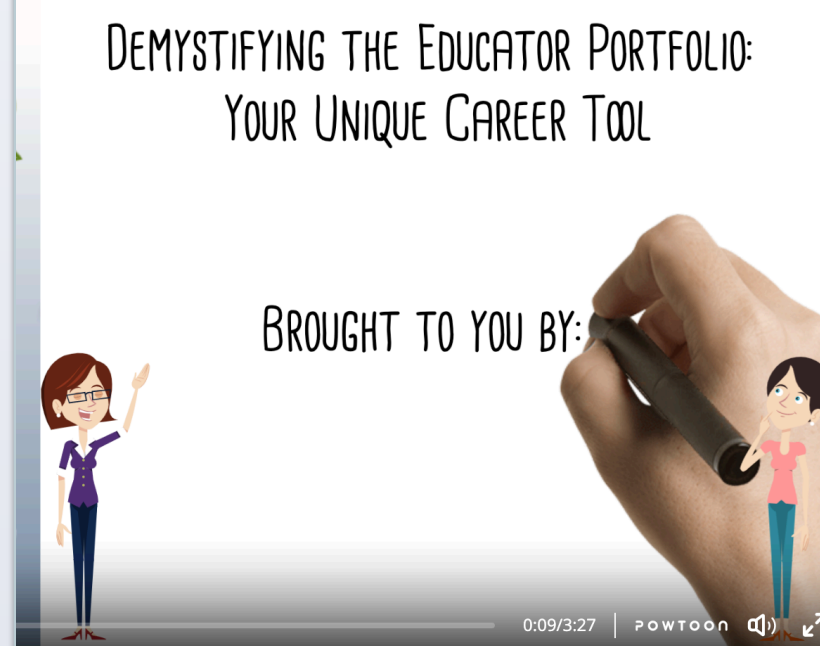
Upstate E-mentoring for Women in Academics; a private group for Upstate women faculty



#UpstateAcademicWomen

Animated Videos

Webinar discussions are recorded, archived, and then animated (<5 min) and videos are created using PowToon (Powtoon.com).

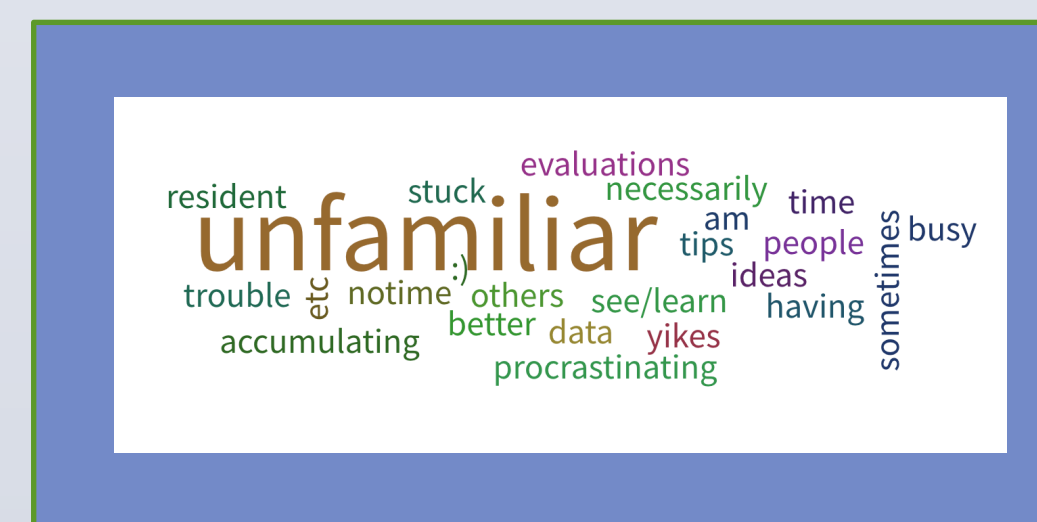


<http://www.upstate.edu/facultydev/promotion-tenure/associate-prof-promotion.php>

Results

Webinar Conference: Educator Portfolio

- 21 participants, 2 "Minute Mentors" (AB, EN), and 1 organizer (JR)
- More than half were anticipating promotion in the next 1-2 years
- 47% had not initiated development of their educator portfolio
- The Office of Faculty Affairs and Faculty Development released a new promotion guide at this session



Poll Everywhere, used during the webinar, created a word cloud portraying why participant portfolio development was not initiated.

Post-session webinar surveys indicated participants plan to implement learned concepts, 14 for portfolio, 16 for letters of support.

Webinar Conference: Letters of Support

- 24 participants, 4 "Minute Mentors" (see acks), 2 facilitators (AB, BN), 1 organizer (JR)
- Prior to the webinar, 52% of registrants were not feeling comfortable with components of a good letter of support
- Following the webinar, 90% indicated they would feel more comfortable writing a letter of support

"I will add teaching experiences/accomplishments to my portfolio that I would not have considered adding prior to this session."

"I will be conscious of bias toward more educator and caregiver roles for women."

Social Media

- 54 of the 312 invited women faculty members are connected through Facebook
- Posts mainly provide informational material, including newly released guides

Animated Videos

Name	Date Posted	# of Views
Educator Portfolio	7/25/19	38
Associate Professor	7/11/19	62
Professor	9/8/19	14

Conclusions

- Webinars: Participation is increasing. Evaluations have been positive.
- Social media has room to grow.
- Animated videos are gaining popularity.

Future Plans

- Webinars: For senior faculty, chats with group generated topics
- Social Media: Promotion of Twitter and Facebook usage
- Animated Videos: New videos will summarize key points in future e-mentoring webinars

References

Available upon request

Acknowledgments

Special appreciation to the Minute Mentors: Deborah Bradshaw, MD, Lynn Cleary, MD, Patricia Kane, PhD, and Margaret Turk, MD. Thank you also to the co-chairs of the Women in Medicine and Science for their support of this program, Renee Mestadt, MD and Susan Graham, MS, MT(ASCP), SH.