# Upstate Academic Women: Minute Mentors

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## 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

<table>
<thead>
<tr>
<th>Date -2019-20</th>
<th>Title</th>
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<tbody>
<tr>
<td>July</td>
<td>Demystifying the Educator Portfolio: Your Unique Career Tool!</td>
</tr>
<tr>
<td>October</td>
<td>Writing Letters of Support for Colleagues: Specifics, Subtexts, and Stereotypes</td>
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<tr>
<td>January</td>
<td>Celebrating your CV!</td>
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<tr>
<td>March</td>
<td>The Myth of Time Management</td>
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<tr>
<td>May</td>
<td>Mentoring in the Moment</td>
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Informal noon-hour discussions

### Social Media

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

### Animated Videos

- Upstate E-mentoring for Women in Academics; a private group for Upstate women faculty
- Demystifying the Educator Portfolio: Your Unique Career Tool
- Upstate Academic Women: Minute Mentors

- 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.

- 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.

## Results

- 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.

## 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

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