

# Improving Student Mentoring for Women at the UB Jacobs School School

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## ***Project Description:***

*Improve medical student perception of mentoring experience for women at our medical school.*

## ***Project Objective:***

*Match women M1/M2 students with women mentors, and measure satisfaction with mentoring experience at the school before and after a networking event.*



# What we did:

1. Preparation Survey before measured satisfaction and assessed mentoring needs
2. Held virtual mentoring event November 11, 2021 with 20 minute “mentoring orientation” and break out groups based on interests
3. Follow Up Survey measured satisfaction with mentoring and facilitated follow up with individual mentors; sent out attendee email list

Preparing for UB DoctHERS Networking Event

Please answer the following brief questions to help get the most out of your experience.

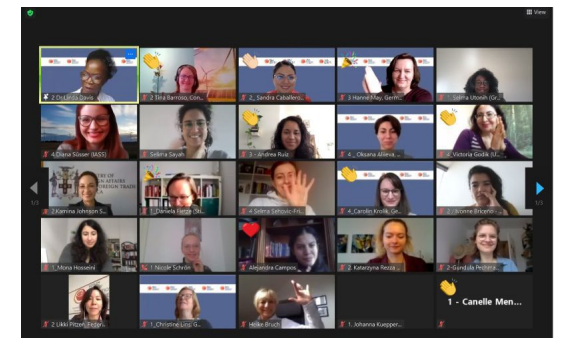
Email \*

Valid email

This form is collecting emails. [Change settings](#)

What is most important to you when attending this event? \*

	Most important	Somewhat Important	Less Important
Meet new mentors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Meet specific people	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



## *Our High Performing Team*

We will update prior attendees of these results at future networking events.



Jacobs School of Medicine  
and Biomedical Sciences  
University at Buffalo



SCHOOL OF MEDICINE AND BIOMEDICAL SCIENCES  
**UBMAA**  
MEDICAL ALUMNI ASSOCIATION

UB Doct**H**ERS



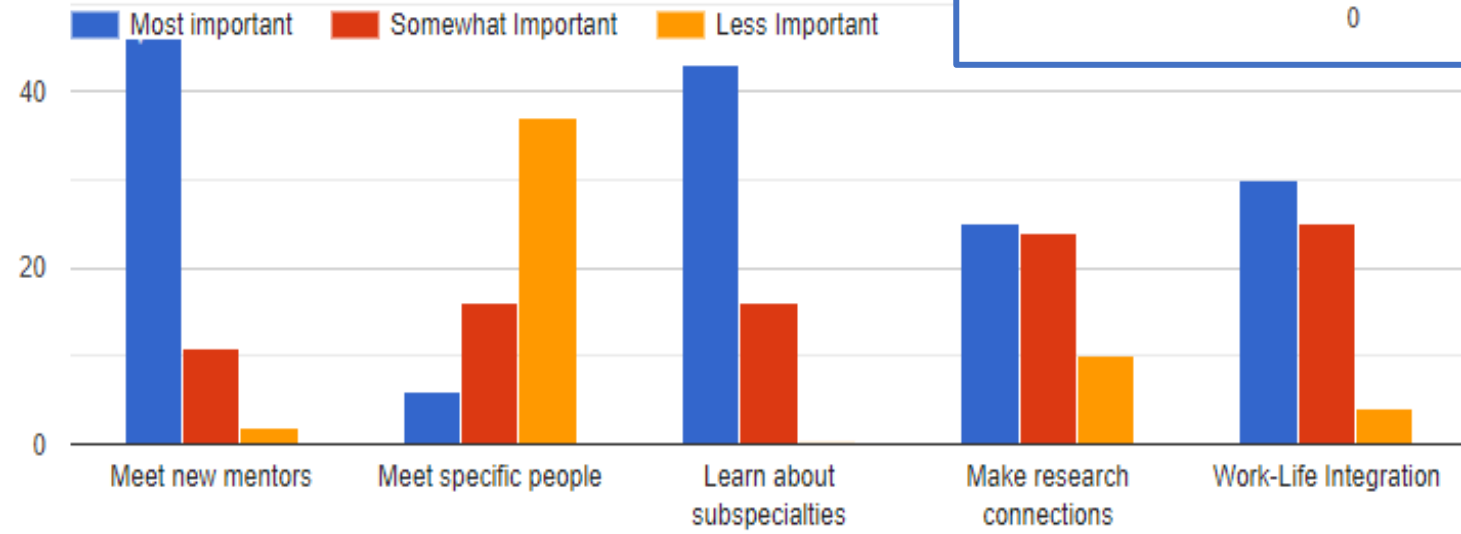
WOMEN IN MEDICINE AND SCIENCE LEADERSHIP NETWORK



**SAIL INSTITUTE**  
*Empowering Strategic, Academic,  
and Innovative Leadership*

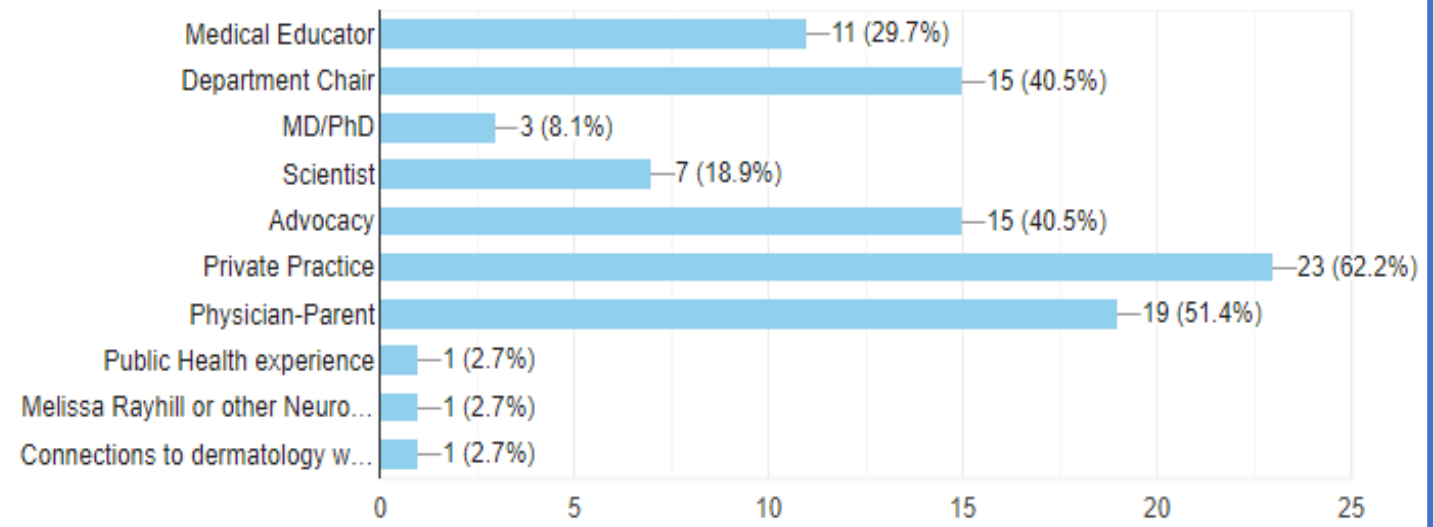
# Preparation:

What is most important to you when attending this event?



If you want to meet a specific person (see attendee list), or someone in a specific role, let us know who, and we'll try our best to connect you:

37 responses



# Preparation:

For your own growth, please write down a goal(s) you'd like to attain as a result of attending this session. It should be "SMART": specific, measurable, attainable, relevant, and time-based.

59 responses

Meet 1 individual who might serve as or be able to connect me with a research mentor, and followup with them within 5 days after the event to set up a 1-1 meeting within the next 3 months.

I would like to walk away from this meeting with a contact I can email if I have questions about the specialty.

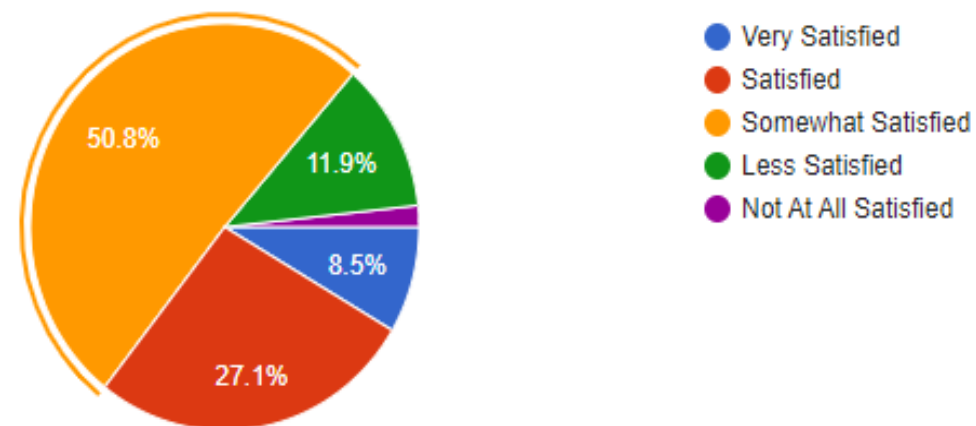
Find out more about subspecialty time commitments (both residency and attending life) and realistic expectations for managing workload and being a mom.

I would like to find a mentor and meet with them 3 times before the end of the school year

Learn more about subspecialties and what daily life looks like in those roles. Determine who it would be beneficial to shadow

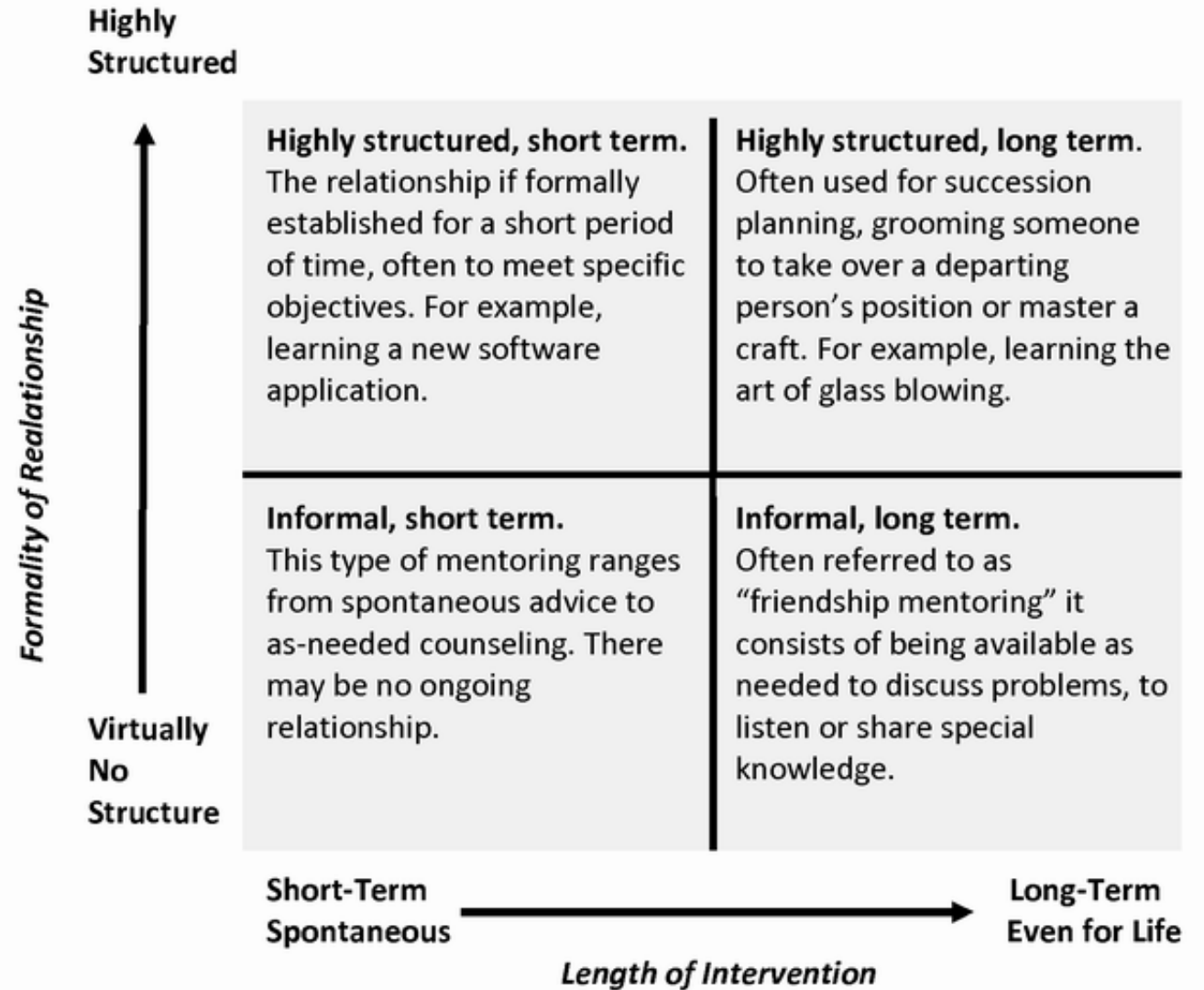
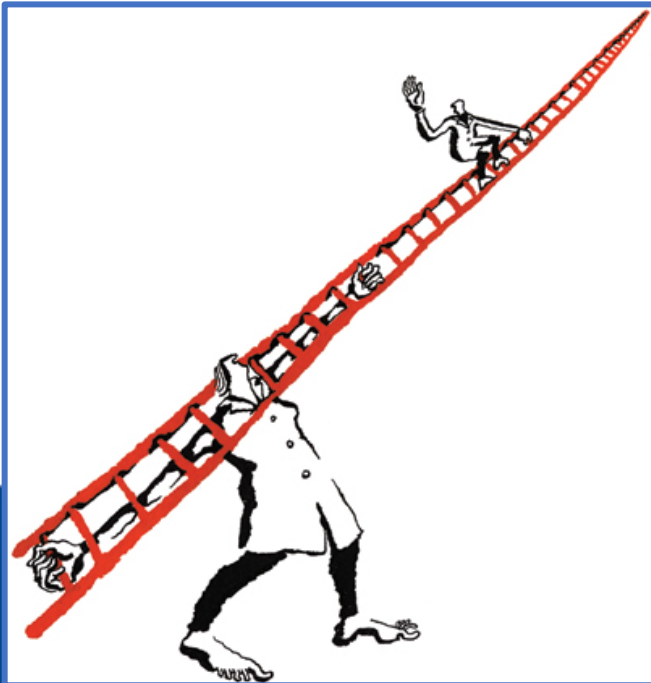
How satisfied are you with your mentoring at UB Jacobs School?

59 responses



# The mentoring event!

55 students attended (class size ~180)  
34 alumni, faculty, and residents  
4 students completed survey, but didn't show.



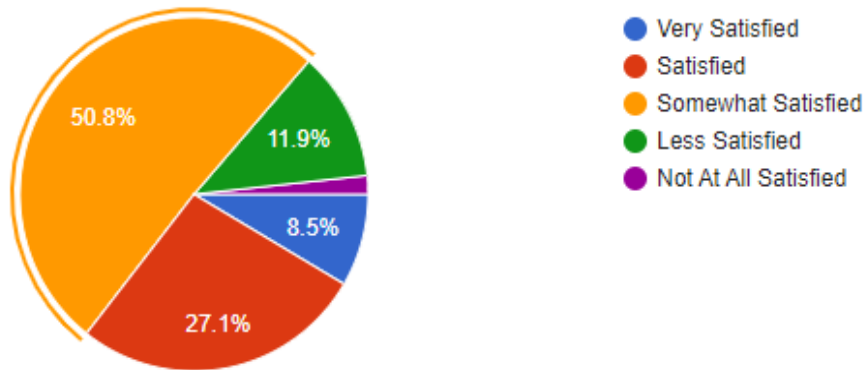
**Forms Mentoring May Take** Adapted from: Shea, Gordon, *Mentoring*, 2002

# Follow up: 24/55 responded (43.6% response rate); 2 Amazon gift cards given away

## BEFORE

How satisfied are you with your mentoring at UB Jacobs School?

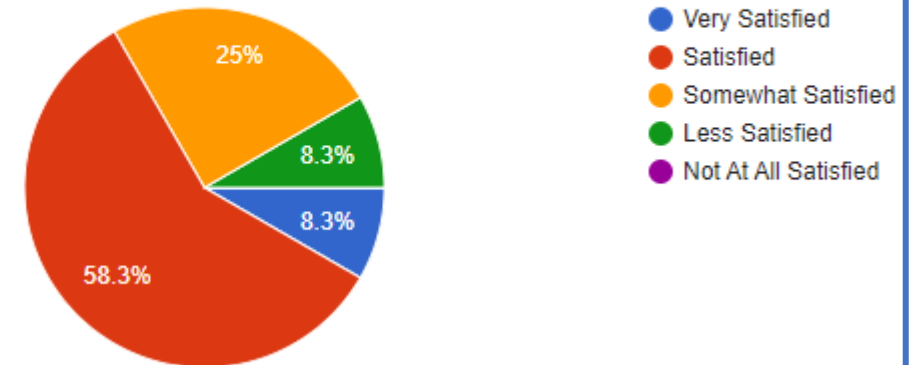
59 responses



## AFTER

How satisfied are you with your mentoring at UB Jacobs School?

24 responses





## Follow up:

How can we help you to achieve your goal?

9 responses

For me, it would be very nice to actually get to meet people in person. However, it was great that people from around the country could join, it was just harder to connect over Zoom. Also, I feel like I have gotten comfortable with what a mentor looks like from a research setting, but I don't quite now what that looks like with people who may be in a different state.

I'll connect with her at a later date.

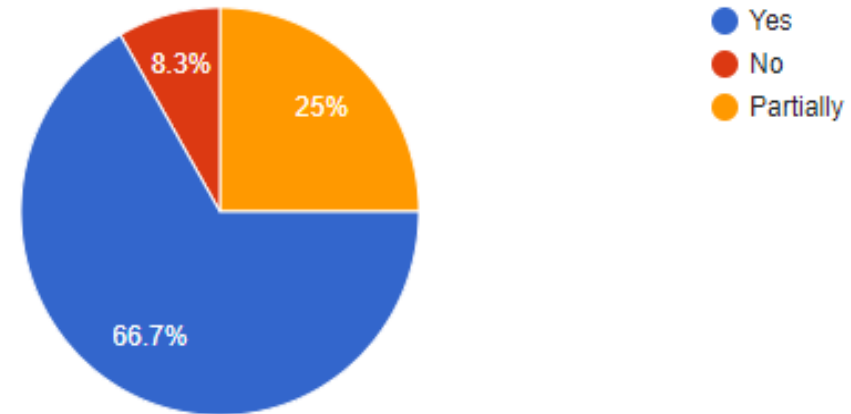
You already sent their emails so that was a big help! Thanks!

It would be helpful to have more internal medicine subspecialty shadowing opportunities.

I definitely can use the list of alumni and try to set up some shadowing

Please review the "SMART" goal you wrote down prior to attending the DoctHERS mentoring session. A copy of your response was previously emailed to you. Did you achieve your goal?

24 responses



## *Overcoming Obstacles*

- Follow up survey response was lower (gift cards helped)
- Zoom << In-person
- Availability of mentoring opportunities limited by pandemic (time, burn out, in-person encounter safety, less socializing)
- We need to do better still!

# *Applied Lessons from the Academy*

- 6 Domains of Knowledge for Higher Education Leaders  
Know: 1. Yourself 2. Skills 3. Team 4. Students 5. Institution 6. Context
- Understanding how DiSC profiles impact mentoring relationships  
Dominance, Influence, Steadiness, Conscientiousness  
Personally and for our participants
- “Great mentors focus on the whole person, not just their career”  
Harvard Business Review

# *Thank you!*

- Nicholas J. Silvestri, MD (SUNY CLA Mentor)
- Ms. Jennifer Britton (Medical Alumni Association)
- DoctHERS board of directors
- SUNY Clinical Leadership Academy: Faculty, staff, classmates

