

Impact of a Facilitated Peer Mentoring Program with a Dedicated Curriculum to Foster Career Advancement of Academic Hospitalists

Doris Lin MD, MS, R. Michelle Schmidt, MD, MPH, Chirayu Shah, MD, MEd, Andrew Caruso, MD, Xiaofan Huang, MS, Kristen A. Stagers, MS, Joslyn Fisher, MD, MPH

BACKGROUND

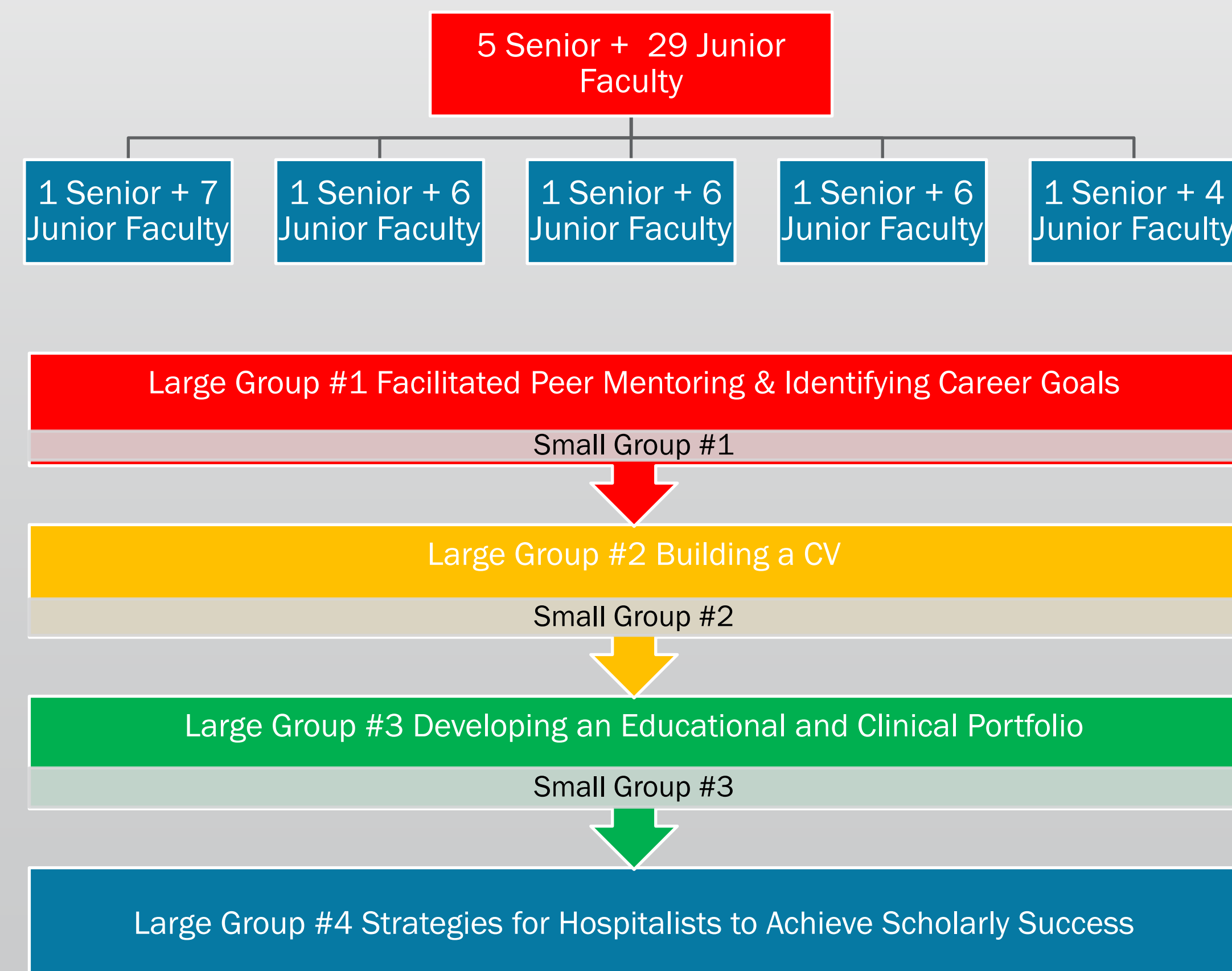
- Hospital Medicine is a popular career choice for graduating residents leading to a high number of junior faculty
- A gap exists in promotion of hospitalists in academic rank
- Mentoring can play an integral role in career advancement but the dearth of senior faculty poses a challenge to dyadic mentoring
- Facilitated peer mentoring has been shown to be a potential option

PURPOSE/GOALS

- Create a facilitated peer mentoring program with a dedicated curriculum
- Achieve an average participation rate of at least 50% in large and small group sessions to assess feasibility of the program
- Improve knowledge of curriculum topics
- Assess program satisfaction and perception regarding career advancement

PROGRAM STRUCTURE

- Recruited junior faculty (mentees) & senior faculty (facilitators)
- Created 5 small groups sorted by similar interests
- Organized large group alternating with small group sessions
- Conducted a pre- & post-program survey



PROGRAM EVALUATION

Table. Responses to Self-Assessment Survey (n=19)

Survey Question	Median (25 th , 75 th Percentile)		p-value
	Pre-program*	Post-program*	
I have a career goal	4 (4, 4)	4 (4, 5)	.015**
I have a specific plan to reach my career goal	3 (3, 4)	4 (3, 4)	.216
I understand the purpose of peer mentoring groups	4 (4, 4)	4 (4, 4)	.129
I know the structure of the institutional CV template	4 (3.5, 5)	5 (4, 5)	.009**
I know the activities to include in the institutional CV	4 (3, 4)	4 (4, 5)	.019**
I know the pathways to promotion at my institution	3 (2, 4)	4 (4, 5)	.008**
I know the criteria necessary to apply for promotion in academic rank	3 (2, 4)	4 (3.5, 5)	.013**
I know the categories of educational portfolios at my institution	4 (2, 4)	4 (3.5, 4)	.014**
I know there is a patient care portfolio	3 (2, 4)	4 (4, 4.5)	.002**
I know specific activities I can participate in that would count towards each type of portfolio	3 (2, 4)	4 (3.5, 4)	.002**
I can identify at least 2 articles I have the skills to write	3 (3, 4)	4 (4, 4.5)	.024**
I know how to submit a manuscript	3 (2, 4)	4 (4, 5)	.017**
I know conferences where I can submit an abstract	4 (3, 4)	4 (4, 5)	.015**

*5-point Likert scale, 1= Strongly Disagree, 5= Strongly Agree

**p-values that are statistically significant

All p-values estimated using Wilcoxon signed rank test

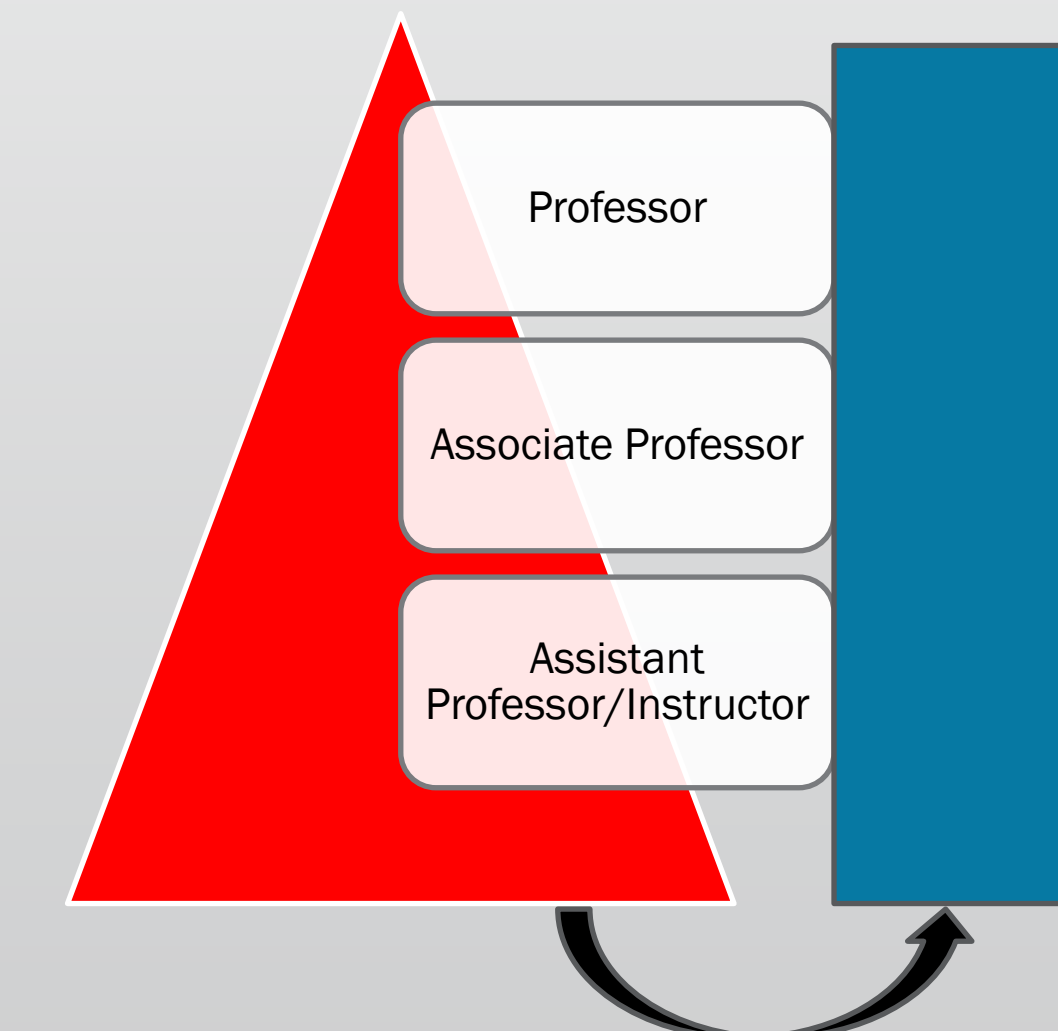
- Average participation rate for large groups was 57.4% which was non-inferior to 50% with a margin of -10% (p=0.042)
- Participation in small groups was variable
- 84% (n=16) were satisfied with the program
- 79% (n=15) felt participation would help in achieving career goals
- 95% (n=18) would recommend the program to colleagues

DISCUSSION

- Results demonstrated feasibility of the large group sessions as measured through participation (p<0.05)
- Surveys demonstrated knowledge improvement in CV structure, promotion pathways, portfolios, scholarly activities, how to submit a manuscript, and conferences to submit abstracts (p<0.05)
- The majority of participants were satisfied with the program, felt participation would help in achieving career goals, and would recommend the program to colleagues
- Limitations included variability in small group participation and lack of long-term assessment of scholarly productivity and success in academic promotion which is a direction for future research

CONCLUSIONS

- Mentorship is needed in academic hospital medicine
- Facilitated peer mentoring is a low cost, replicable solution when gaps exist in availability of traditional mentor-mentee dyads
- Our program was unique as we incorporated a dedicated curriculum within the peer program to meet the demands of the busy hospitalist
- The program was well received and may be a starting point to narrowing the gap of academic rank among hospitalists



References

- Lin D, Schmidt RM, Strategies to improve mentorship and foster career advancement in academic hospital medicine. *J Gen Intern Med.* 2022;37(10):2556-2558.
- Choi JJ, Evans AT, McNairy ML. Facilitated peer mentoring: filling a critical gap in academic hospital medicine. *J Hosp Med.* 2020;15(9):563-565.