

The Perceived Value of Same-Sex or Race Mentors & Role Models in Academic Medicine

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INTRODUCTION

- Mentorship helps propel career development, program retention & workplace satisfaction. It is often cited as a driver for women & minorities to enter the surgical specialties.
- Representation of females & minorities in surgery remains relatively low, e.g. only 15% of orthopaedic residents are women while racial/ethnic minorities compose only 3-10% of US orthopaedic surgeons.^{1,2}
- Students & residents in these underrepresented groups may find it difficult to find mentors/role models with whom they identify and/or from whom they can obtain the guidance to successfully navigate career & life choices.

OBJECTIVE

- Determine the importance of same-sex & same-race mentorship & their value for career planning, research & life issues

METHODS

- 326 medical students, 309 residents, & 200 faculty at UCDSOM completed an online Qualtrics survey.
- The surveys asked about respondent demographics, attitudes toward role models/mentors, experience providing and/or receiving mentorship, & important factors when choosing a medical specialty. Survey question style was based on a prior study³ with similar aims.
- Respondents were categorized by sex, race, specialty, & level of training & their responses were compared using Fisher's test analyses with the level of statistical significance set at p<0.05.

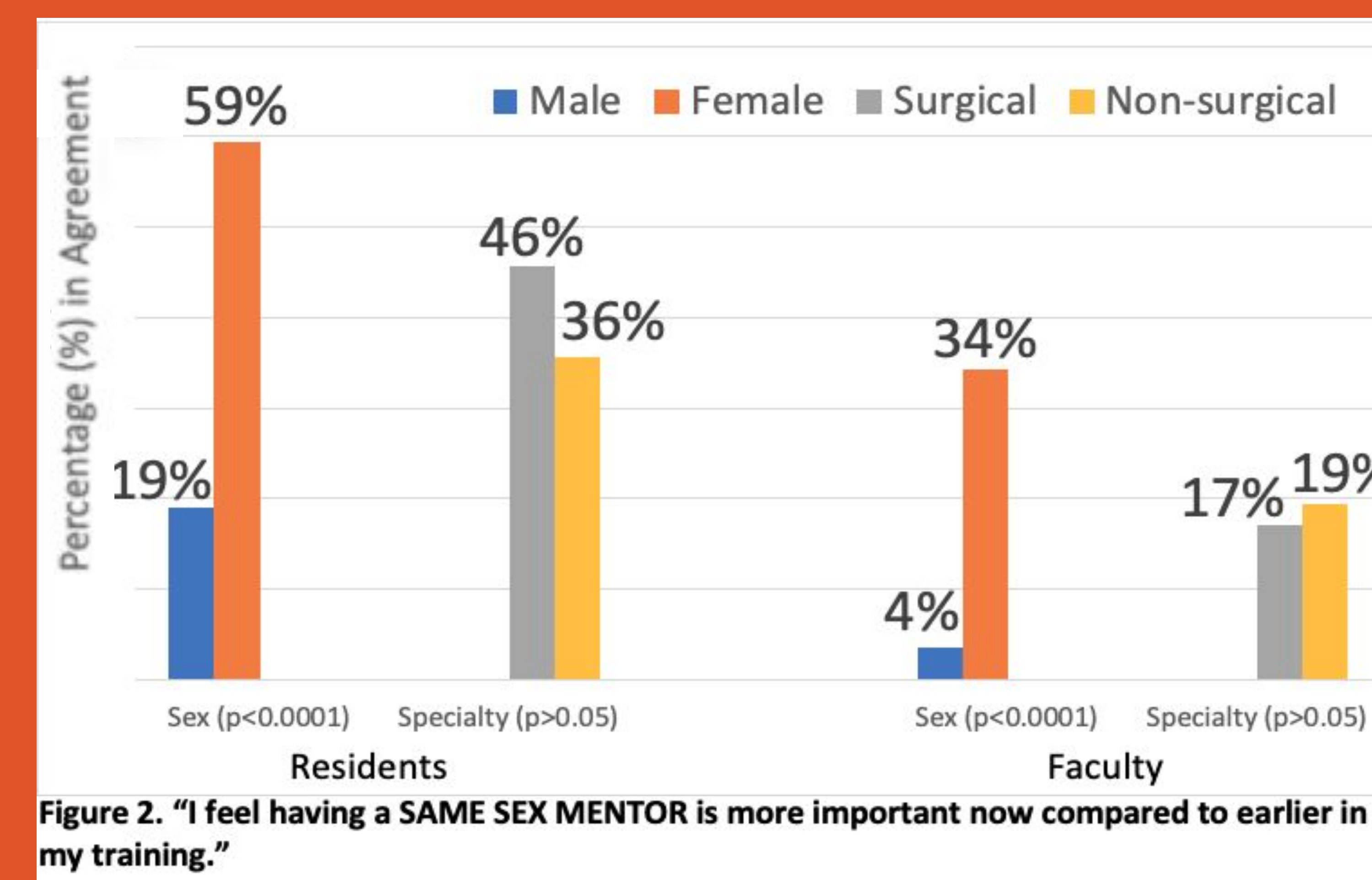
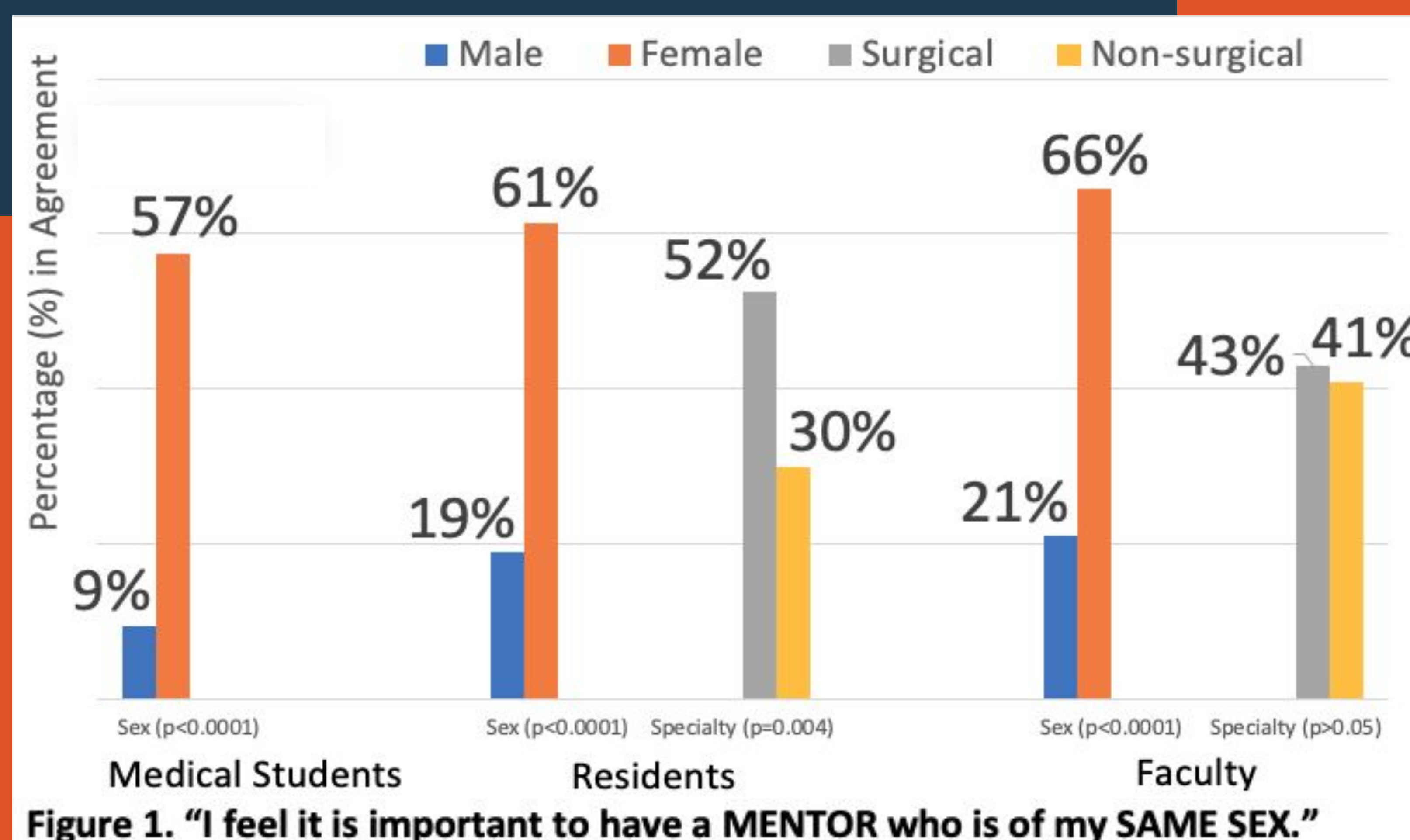
MAIN FINDINGS:

1. The majority of non-white respondents have NOT had a SAME-RACE mentor or role model.
2. SAME-SEX mentorship is important for career & life issues among surgical residents & the majority of females at all training levels.
3. For non-white medical students, a SAME-RACE mentor is important for career & life issues.
4. The importance of same-sex/same-race mentorship in career advisement declines over time, suggesting mentorship efforts should start early to improve specialty diversity & recruitment.

CONCLUSIONS

- There is a significant difference in the perceived importance of same-sex & same-race mentorship for respondents traditionally underrepresented in medicine.
- Non-white medical students as well as female medical students, residents and faculty feel that they would benefit from more mentors representative of themselves.
- More women than men & more surgical than non-surgical respondents felt that same-sex/same-race mentors influenced their specialty decision, although this was not the case for the majority of respondents.

RESULTS



			Mentor			Same-Sex Mentor			Same-Race Mentor		
			Career	Research	Life Issues	Career	Research	Life Issues	Career	Research	Life Issues
Medical Students	Gender	ALL	97.4	88.1	67.4	63.4	32.9	71.3	43.1	29.6	47.3
		Female	99.4	92.3	67.5	79.5	38.7	84.2	--	--	--
	Male	93.5	79.2	66.2	29.9	19.5	44.2	--	--	--	
	Race	Non-white	97.3	85.8	71.6	--	--	--	58.8	38.9	67.6
White		97.7	91.7	59.3	--	--	--	16.9	13.5	12.4	
Residents	Gender	ALL	95.0	86.5	67.3	48.1	21.4	60.7	24.2	14.9	25.4
		Female	95.3	85.2	72.5	65.6	25.8	78.0	--	--	--
	Male	94.4	88.0	59.5	23.9	14.7	37.3	--	--	--	
	Race	Non-white	93.0	84.7	63.1	--	--	--	45.1	25.2	47.8
		White	96.6	87.8	70.5	--	--	--	8.7	7.3	8.7
	Specialty	Surgical	93.0	87.3	66.2	51.9	22.8	62.0	24.8	16.6	25.5
Non-surgical		98.0	85.0	63.4	42.2	18.6	58.8	23.8	12.8	25.7	
Faculty	Gender	ALL	97.5	95.6	76.3	41.3	22.5	60.0	32.5	18.1	38.8
		Female	97.4	93.8	87.0	62.3	29.9	79.2	--	--	--
	Male	97.5	97.6	67.1	22.0	15.9	42.7	--	--	--	
	Race	Non-white	98.4	96.8	80.7	--	--	--	33.9	19.4	43.6
		White	96.7	94.6	72.8	--	--	--	31.5	16.3	34.8
	Specialty	Surgical	97.1	92.8	75.4	40.6	20.3	56.5	27.5	11.6	39.1
Non-surgical		97.8	97.8	76.4	40.5	23.6	61.8	34.8	28.6	37.1	

Table lists percent in agreement. Values highlighted in red font show statistically significant differences between the subpopulation categories (e.g. female v male).

QR code linking to full abstract:



REFERENCES

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