Pilot phase outcomes from the ACR/CARRA inter-institutional mentoring program in pediatric rheumatology (AMIGO)

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on behalf of the AMIGO Steering Committee, the ACR Special Committee on Pediatrics, and the Childhood Arthritis and Rheumatology Research Alliance

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Disclosures
• All members of the AMIGO Steering Committee declare no relevant disclosures

Mentoring
• In Homer’s Odyssey, Odysseus was away from Ithaca for 20 years
• Odysseus entrusted care of his son Telemachus to his friend Mentor

Mentoring: an ongoing, personal relationship through which someone of advanced standing helps to guide the growth and development of a more junior colleague

Mentoring in academic medicine
• 19-93% of academic physicians have a mentor
• Having a mentor correlates with
  – career satisfaction
  – perceived self-efficacy
  – decision to choose an academic career
  – productivity and grant success

Potential paucity of mentors in pediatric rheumatology

~ 270 boarded PR in US/Canada
>100 separate programs
~ 30 separate fellowship programs
(highest ratio of fellows to faculty of any pediatric subspecialty)

Few available mentors

“Mentoring gap” in pedi rheumatology?

• 2010 CARRA internet survey of junior faculty
  – N=29 (67% response)
  – Key needs: mentoring (61%), networking (32%)

• 2010 fellow/junior faculty reception
  – N=29
  – Requests: Mentoring (52%), networking (73%)
AMIGO
ACR/CARRA Mentoring Interest Group

1. Needs assessment
   • 2011 internet survey of fellows and faculty
     – N=87 respondents (43% response rate)
     – 49% have career development mentor
     – 88% interested in inter-institutional mentoring
   • Focus group session at 2011 PRSYM/CARRA
     – ~100 participants: clinician/educators, clinical researchers, basic researchers, program directors
     • Great interest
     • Start mentoring early in fellowship
     • No conflicts with local leadership

2. AMIGO: program development

   Educational/networking sessions
   – 60-90 minute breakfast or dessert sessions at ACR and CARRA meetings (6th on October 28)
   – Format:
     • “AMIGO update” – 5-10min
     • Keynote presentation – How to be a good mentee, How to pick a research project, Leadership 101 – 15min
     • Free-form discussion/networking time
   – Attendance: 60-110 people, ratings >4.5/5

AMIGO pilot October 2011
• 11 fellows, 9 junior faculty

   Matching logistics
   – online questionnaires for mentors and mentees
   – Excel-based matching algorithm
     • Career track
     • Seniority
     • Specific requests (e.g. gender, balancing work and family)
     • No prior training relationship; geographically separated

   • Mentoring support materials
How do you measure success?

- **Process outcomes**
  - Number enrolled
  - Frequency/content of contacts

- **Subjective outcomes** - self-reported benefits
  - Mentees
  - Mentors (benefits for mentees and mentors)

- **Objective benefits**
  - Improvement in career success and satisfaction

**AMIGO pilot: 17 month outcomes**

- Survey, 37/38 responded (97%, 19 active dyads)

  - **Process outcomes:**
    - Number of Interactions
    - Time spent mentoring

**AMIGO pilot: 17 month outcomes**

- Subjective outcomes – Mentees

  - Career path
  - Scholarship
  - Job satisfaction
  - Work-life balance

  Mentor responses
  Mentee responses

  Percentage reporting benefit to mentee

**AMIGO pilot: 17 month outcomes**

- Subjective outcomes – Mentors

  - Academic portfolio
  - Mentoring skills

  Percent yes

**AMIGO pilot: 17 month outcomes**

- Subjective outcomes – Mentees and Mentors

  *Enhanced connectedness to the pediatric rheumatology community?*

  Mentees
  Mentors

  Percent yes
Another Process Outcome: Enrollment

- ACR 2011 – 19 new mentees (pilot)
- ACR 2012 – 56 new mentees
- ACR 2013 – 39 new mentees

Total: ~ 112 active AMIGO dyads

Summary

- AMIGO is a new educational and mentoring program in PR, sponsored by ACR and CARRA
- First subspecialty-wide inter-institutional mentoring program in rheumatology
- Includes >50% of all PR fellows and junior faculty
- Preliminary data suggest substantial benefit for both mentees and mentors
- Objective indicators of success TBD

Future directions

- Administration of AMIGO by ACR staff
- Ongoing program evaluation
  - Are results from pilot mirrored in whole group?
  - Why are some dyads less successful than others?
  - Has AMIGO resulted in a measurable change in career development in PR?

Riebschleger ACR 2012 abstract #1890 The Current State of Mentoring among North American Pediatric Rheumatology Fellows and Junior Faculty.

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December 2011 internet survey of PR fellows and junior faculty
N=56 fellows (42% response)
N=78 junior faculty (58% response)