

Career Advancement Through Community at Harvard (CATCH)

Contact Information: jbc@bwh.harvard.edu, subject line: CATCH.

Program Description:

Enhancing the diversity of the faculty workforce at Harvard-affiliated hospitals will require sustained attention to the academic pipeline. The CATCH program organized through the NIAMS P30-funded **Joint Biology Consortium (JBC)** provides local faculty mentors for junior members of our community who belong to underrepresented in medicine (URM) populations. Medical students at Harvard Medical School and residents at Boston Children's Hospital (BCH) who self-identify as URM are matched to volunteer faculty mentors at BCH and BWH (Brigham and Women's Hospital) for the purpose of career guidance.

Guidance:

All mentoring is confidential. In most cases, mentors will not be URM. Both mentors and mentees will be provided with a guide for mentoring URM trainees. The guide will feature the following topics:

1. URM barriers to a career in academia (e.g., impostor syndrome)
2. Factors associated with academic success
3. Effective mentoring pipeline methods
4. Mentee role
5. Mentor role
6. Resources (e.g., academic, mental health)

Time Commitment:

CATCH mentors and mentees meet every 3-6 months to ensure that they feel welcome within our medical community and to provide orientation and guidance with respect to pathways of career development at Harvard. Mentees will have the opportunity to attend optional professional and personal skills building workshops that will occur approximately 4 times a year. Food or a food voucher will be provided. Mentors and mentees will be paired for 2 years or until the mentee's training program finishes, whichever comes first.

Recruitment:

Mentees will be recruited through HMS student groups representing URM (e.g., SNMA, LMSA), the HMS Office of Recruitment & Multicultural Affairs (ORMA), and the GME Office at BCH, and will be invited to Zoom informational sessions. Mentors will be recruited through the JBC and other professional networks. Pairings will be prioritized through brief mentee and mentor surveys and tailored by a match committee. Correspondence with mentee preferences will be provided wherever possible.

Evaluation:

Mentees will be encouraged to provide insight into their experience in an IRB-approved study seeking to define the outcomes of the CATCH mentoring program. The study entails mentees and mentors filling out short, anonymous surveys every 6 months during participation in CATCH, and mentees will additionally be asked to complete surveys every year afterwards for 10 years. Participants may opt out at any time by emailing jbc@bwh.harvard.edu, subject line: CATCH. We aim to use these results to optimize the program and to publish the results.

Organizers:

This program will be sponsored by the NIAMS P30-funded JBC and the BCH Division of Immunology. Co-leaders of the CATCH program are **Mia Chandler, MD, MPH** (mia.chandler@childrens.harvard.edu), Fellow in Rheumatology at BCH and **Elsa Treffeisen, MD** (elsa.treffeisen@childrens.harvard.edu), Fellow in Allergy & Immunology at BCH. Senior leadership is provided by *Peter A. Nigrovic, MD* (peter.nigrovic@childrens.harvard.edu), Chief of the Division of Immunology at BCH and Director of the Center for Adults with Pediatric Rheumatic Illness at BWH. Administrative support will be provided by *Ara Tolentino*, JBC Coordinator, Division of Immunology. We appreciate continued guidance from members of our greater Harvard community, including (but not limited to) Dennis J. Spencer, MD, PhD, Valerie Ward, MD, MPH, Candace Feldman, MD, MPH, Jeff Sparks, MD, MMSc, Joan Reede, MD, MS, MPH, MBA, and Andrea Reid, MD, MPH.