

Launching a Statewide Radiology Mentorship Program: A First-Year Experience

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BACKGROUND:

Access to radiology mentorship remains uneven across institutions, particularly for students without home radiology programs. This gap impacts early specialty exposure, application success, and access to research opportunities. Traditional mentorship models are often institution-bound, leaving geographically isolated trainees without access to structured guidance. A statewide mentorship model offers an opportunity to connect trainees across institutions and provide equitable access to mentorship resources. This initiative was designed to address disparities in mentorship access and support career development through structured mentor–mentee engagement.

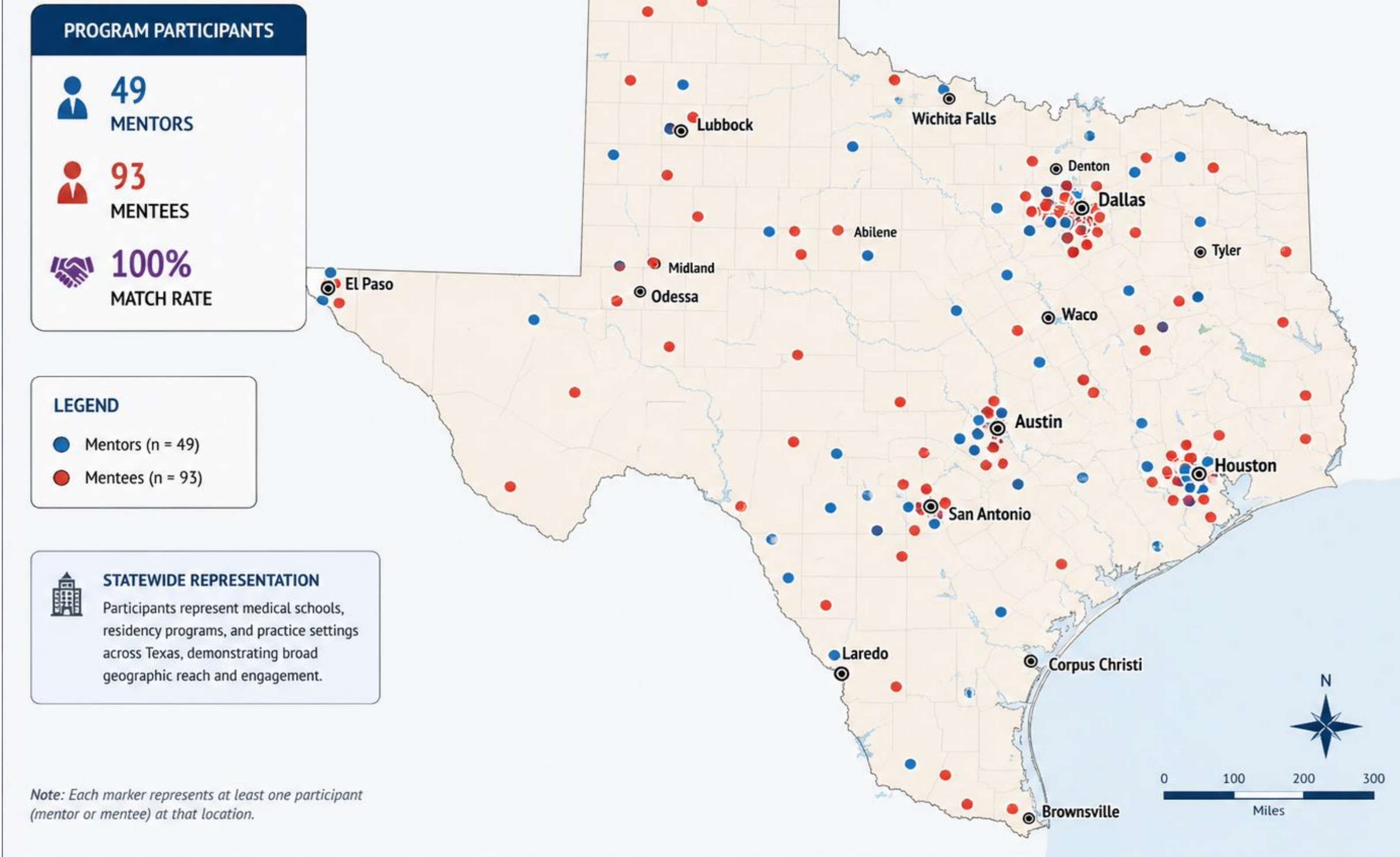
METHODS:

A statewide mentorship program was developed through the Texas Radiological Society using structured electronic intake forms for both mentors and mentees. Mentors included radiology residents and early-career radiologists, while mentees consisted primarily of medical students across all years of training, including those without access to a home radiology program. A centralized matching process was implemented to pair mentors and mentees based on shared interests, career goals, and stated preferences.

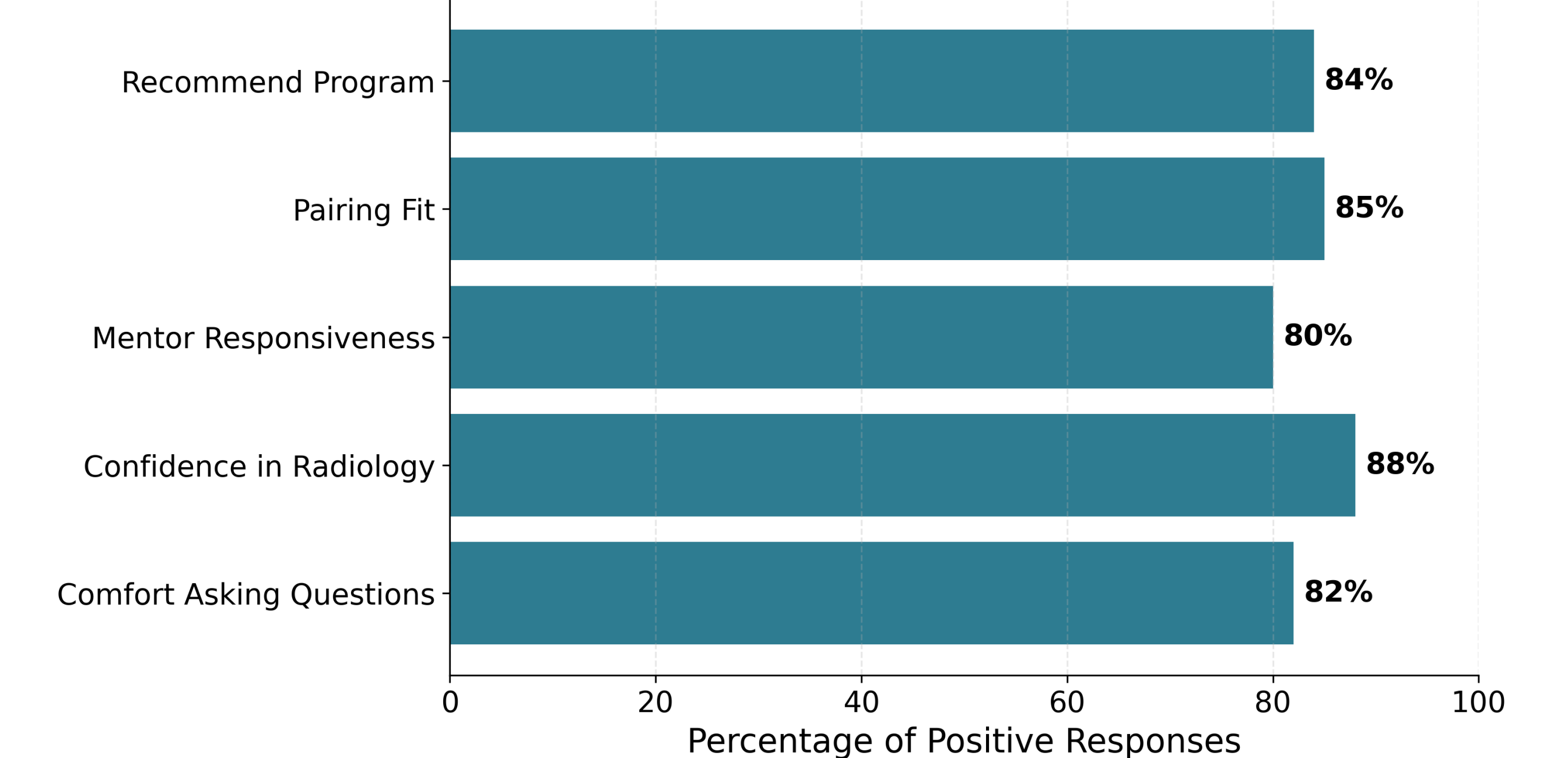
A survey was disseminated to participants midway through the program to assess perceptions of the program.

Statewide Reach of the Texas Radiology Mentorship Program Participants

Distribution of mentors and mentees across institutions throughout Texas



Mentee Perceptions of Mentorship Program (Midway Survey Results)



LIMITATIONS:

Findings are based on early participation data and preliminary survey responses. Longitudinal outcomes, including residency match success, research productivity, and long-term career trajectories, have not yet been assessed. Additionally, survey responses may be subject to response bias.

FUTURE DIRECTIONS:

Future efforts will focus on expanding mentor recruitment, increasing participant diversity, and developing structured programming to support mentor–mentee interactions. Longitudinal evaluation of outcomes will be implemented to assess the program’s impact on residency placement, academic productivity, and career development.

CONCLUSIONS:

A statewide, society-sponsored mentorship model can successfully connect trainees across institutions, improve access to mentorship, and support early career development in radiology. Preliminary survey findings demonstrate strong engagement and satisfaction, highlighting the demand for structured, longitudinal mentorship programs. This scalable model provides a framework for expanding mentorship opportunities across diverse training environments.

REFERENCES:

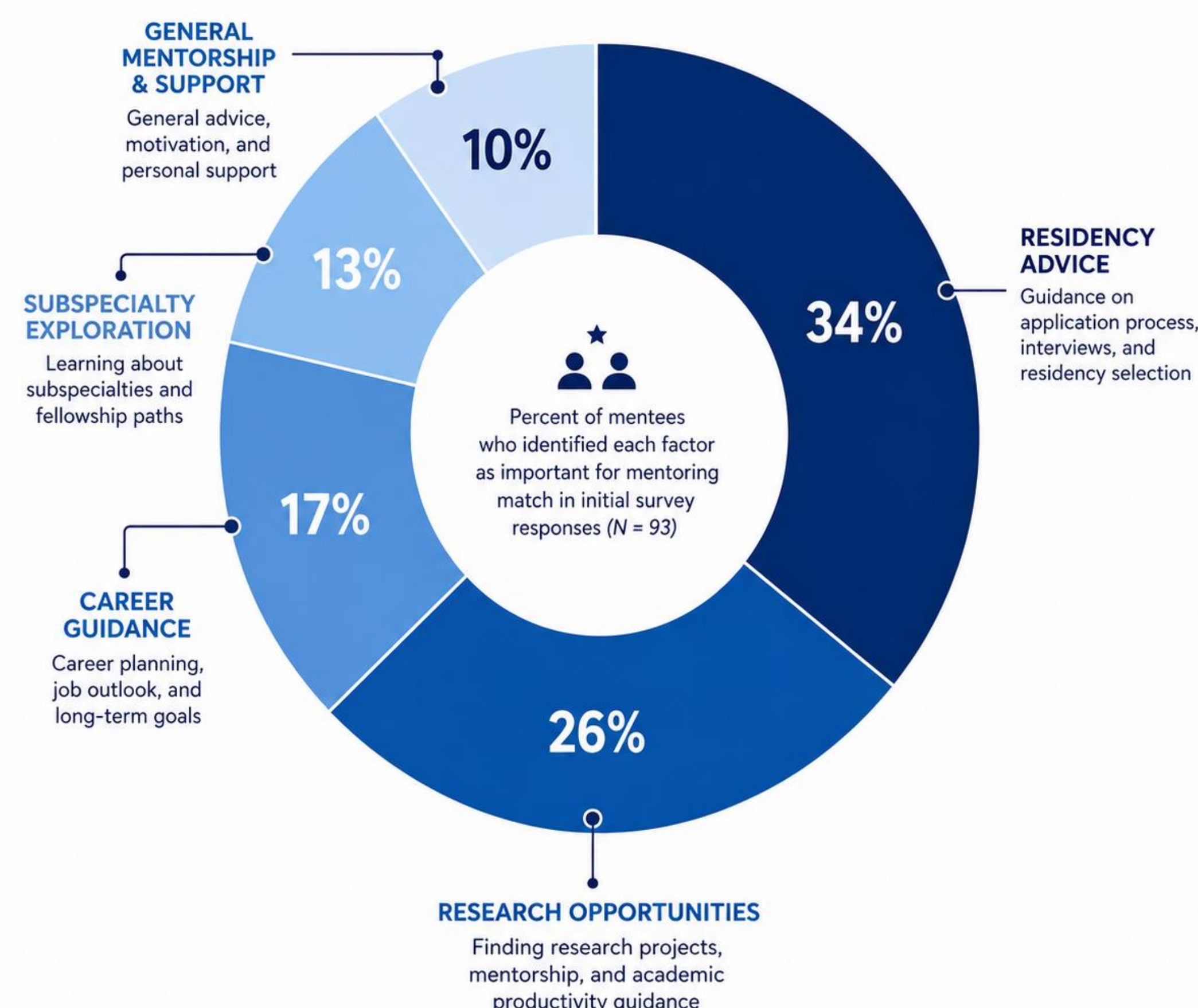
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RESULTS:

In its first year, the program enrolled **49 mentors and 93 mentees**, representing a broad range of institutions across Texas. All mentees were successfully matched, including participants from institutions without home radiology programs.

MENTEE MATCHING PREFERENCES

Top 5 Factors Identified in Initial Responses



RESULTS:

Preliminary survey data from both mentors and mentees demonstrated **strong engagement and high levels of satisfaction** with the mentorship experience.

Mentor Findings:

Mentors reported positive experiences with the program, including effective communication with mentees and meaningful engagement in mentorship activities. Many mentors expressed willingness to continue participation and contribute to future iterations of the program.

Mentee Findings:

Mentees reported that participation in the program improved their understanding of radiology as a specialty and increased confidence in navigating the residency application process. Respondents highlighted the value of individualized guidance, particularly in areas such as career planning, research involvement, and subspecialty exposure.