Minority Ophthalmology Mentoring
Cultivating the Next Generation
2020 Annual Report
Mentoring the Future of Ophthalmology

The Minority Ophthalmology Mentoring program aims to increase diversity in ophthalmology by helping qualified students who are underrepresented in medicine become competitive ophthalmology residency applicants.

In 2020, the program’s third official year, we welcomed twice as many students. The 50-member class receives one-on-one mentorship, medical career planning guidance, networking opportunities and access to a variety of educational resources, including monthly virtual sessions.

The program is a partnership between the Academy and the Association of University Professors of Ophthalmology (AUPO).

Virtual Student Engagement Program

Student Engagement Weekend was modified into a four-session virtual program that brought the students together before, during and after AAO 2020 Virtual, the Academy’s annual meeting. Participants were introduced to the world of ophthalmology through:

- panel sessions and breakouts with practicing ophthalmologists and residents
- visits to the virtual expo
- networking opportunities
- interview skills workshop

“It was an amazing experience, and I am so thankful to have been a part of it. It was empowering to see such diverse physicians make it to their dream field. I am inspired to continue striving towards my academic goals.”

NORMA DEL RISCO
UNIVERSITY OF ILLINOIS COLLEGE OF MEDICINE AT CHICAGO

“I matched at my number one choice: Kresge Eye Institute in Detroit! Thank you to everyone at the Minority Ophthalmology Mentoring program for their support over the years.”

MATTHEW MARTIN
WAYNE STATE SCHOOL OF MEDICINE

Program Success

As our students progress through medical school, they are beginning to match into ophthalmology residency programs, including:

- Dean McGee Eye Institute at the University of Oklahoma
- Duke University Eye Center
- Flaum Eye Institute at the University of Rochester
- Howard University
- Jules Stein Eye Institute at the University of California at Los Angeles
- Kresge Eye Institute at Wayne State University
- Lions Eye Institute at Albany Medical College
- Mayo Clinic College of Medicine and Science
- Military Residency Program
- Moran Eye Center at the University of Utah
- New York Eye and Ear Infirmary of Mount Sinai
- University of Pittsburgh School of Medicine
- University of Wisconsin
- W.K. Kellogg Eye Center at the University of Michigan
- Wake Forest School of Medicine
Resources and Tools

- Ophthalmologist mentors were matched one-on-one with Minority Ophthalmology Mentoring students and serve as valuable guides through medical school and residency.
- Many ophthalmology departments identified a champion ophthalmologist to introduce students to the profession and program, as well as help them identify opportunities in ophthalmology at their university.
- All students were provided with full access to Academy educational materials, including textbooks such as Basic Ophthalmology and The Physicians Guide to Eye Care, as well as the Ophthalmic News and Education (ONE)® Network.
- Students preparing for the United States Medical Licensing Examination (USMLE) Step 1 exam were given self-study resources including First Aid, Qbanks and self-assessments. They also participated in an eight-month online prep course.
- New in 2020, all students were invited to monthly Zoom sessions presented and facilitated by ophthalmologists. Sessions addressed relevant topics such as preparing for residency, ethics in patient care and practice type profiles.

Our Students

- **34%** are the first person in their immediate family to attend college.
- **83%** are the first person in their immediate family to attend medical school.
- **57** schools across the country are represented by the Classes of 2018, 2019 and 2020.
- **90+%** enter the program in their first two years of medical school.
- **89%** indicate increased interest or maintained same level of interest in ophthalmology after enrollment in the program.
- **74%** have found local research opportunities in ophthalmology, and 63% have participated or are currently participating in ophthalmic research projects.
- **71%** plan to complete an ophthalmology elective or selective in Year 3 or 4 of medical school.
- **97%** are satisfied or very satisfied with the program.
- **100%** would recommend the program to a friend.

Student Demographics
Classes of 2018, 2019 and 2020

- **31%** Black Man
- **28%** Black Woman
- **20%** Hispanic Woman
- **18%** Hispanic Man
- **2%** Mixed Race
- **1%** Native American
Roles for Ophthalmologists

At the heart of the Minority Ophthalmology Mentoring program is a dynamic team of ophthalmologists dedicated to supporting students on their paths to becoming competitive ophthalmology residency applicants.

Over 240 ophthalmologists participate as mentors, committee members, presenters for the Student Engagement Program and monthly Zoom sessions, speakers promoting the program to medical students and champions who serve as liaisons at academic institutions.

Financials

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**Funding Sources:**
- American Academy of Ophthalmology: 17%
- Association of University Professors of Ophthalmology: 13%
- Subspecialty Societies and Specialized Interest Groups: 12%
- Industry Support: 8%
- Individual Donors: 5%

**Expenses:**
- Program Services: 14%
- General and Administration: 6%
- Student Engagement Program: 77%
- Recruitment and Marketing: 3%

**Total Funding:** $297,459

**Total Expenses:** $274,958

Grateful to Our Sponsors

The American Academy of Ophthalmology thanks the following organizations and companies for their support.

**Partner:** Association of University Professors of Ophthalmology*

**Society Support**

Platinum Supporter ($10,000+)
- Academy Leadership Development Program XXI Class of 2019

Gold Supporter ($5,000 to $9,999)
- American Board of Ophthalmology*
- American Glaucoma Society*
- American Glaucoma Society Foundation*
- American Ophthalmological Society
- American Society of Cataract and Refractive Surgery*
- American Society of Ophthalmic Plastic and Reconstructive Surgery
- National Medical Association - Ophthalmology Section*
- North American Neuro-Ophthalmology Society*
- Outpatient Ophthalmic Surgery Society*
- Retina Society
- Vit-Buckle Society
- Women in Ophthalmology

Bronze Supporter ($1,000 to $2,499)
- American Association for Pediatric Ophthalmology and Strabismus
- American Society of Retina Specialists
- American Uveitis Society*
- Cornea Society

**Corporate Support**

Platinum Diamond ($100,000+)
- Alcon Foundation
- Genentech

Ruby Supporter ($25,000 to $49,999)
- Mallinckrodt Pharmaceuticals

**Individual Supporters**
- aao.info/mentoringindsupport

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*aao.org/minority-mentoring