

ABSTRACT: 2014 ELAM Institutional Action Project Poster Symposium

Project Title: Improving Diversity in Graduate Medical Education as a Pipeline to Faculty Diversity

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Background, Challenge or Opportunity: Diversity of the residents and faculty at the University of Pittsburgh was identified by the LCME as challenge that needed to be addressed by the medical school following the most recent site visit. The University of Pittsburgh School of Medicine (SOM) and Medical Center (UPMC) have multiple successful efforts underway to enhance diversity in the medical student and hospital staff levels, but faculty and GME efforts have been less successful.

Purpose/Objectives: The purpose of this project is to leverage institutional momentum to improve the recruitment and retention of underrepresented minority faculty to the University of Pittsburgh SOM and UPMC through a process that begins with recruitment of graduate medical residents and fellows.

Methods/Approach: Following meetings with stakeholders and others who are focused on diversity and inclusion, we developed a strategy to improve recruitment of URM residents to the Department of Medicine. This multifaceted approach included interviews with medical students and current residents from minority backgrounds; creation of a residency diversity committee; meetings with URM medical student interest groups, including regional SNMA; holistic review of residency applications following guidance from the AAMC Task Force on Diversity; and enhanced recruitment efforts. Given successes of pilot efforts in the DOM, this year we disseminated efforts to other Graduate Medical Education (GME) programs to include all residency and fellowship programs at the medical center through a webcast in advance of the 2014 residency and fellowship recruitment season. Additionally, we organized a second look visit for URM candidates to the residency programs in late January 2014. Although recruitment efforts can potentially be addressed in a relatively short period of time, mentorship and retention are more important issues that require identification of resources outside of the institution to include the community where residents and faculty live. This leads to another level of meetings with community leaders to identify potential opportunities for residents and faculty to be integrated into the greater Pittsburgh community.

Outcomes and Evaluation Strategy: Measurable outcomes include tracking of numbers and career trajectory of URM residents, fellows and faculty. Modeling medical school efforts, we are tracking the results of recruitment efforts in our residency program (2008-2014) and will begin tracking results of fellowship recruitment this year. We have integrated our efforts with DOM efforts to enhance recruitment and retention of URM faculty. The DOM will serve as a model program for other Departments within the institution. In the long term, increasing the number of URM faculty, residents and fellows at the institution, including at a variety of academic ranks will be the measure of effectiveness. I would also be interested in tracking the number of units that use diversity of the workforce as a metric of overall success. Eventually, impact on applicant pool and also community effects could be seen (pipeline program, medical school applications and retention of Pitt Med students to the UPMC programs).



Improving Diversity in Graduate Medical Education: A Pipeline to Faculty Diversity

Outcomes and Evaluation

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Discussion

We have integrated our efforts with DOM efforts to enhance recruitment and retention of URM faculty. The DOM will serve as a model program for other Departments within the institution. Long term impact will require more time and monitoring. The DOM has been nominated for a University-wide award on Affirmative Action.

Conclusions and Next Steps

- ✓ There is tremendous support for diversity efforts at the University and UPMC.
- ✓ Sustained success and continued improvements will require ongoing efforts and recruitment and increased attention to mentorship and retention.
- ✓ Faculty, Resident, Student “Toast to Diversity” event planned for September 5, 2014
- ✓ Eventually, impact on applicant pool and also community effects could be seen.
- ✓ Pipeline programs, medical school applications and retention of Pitt Med students to the UPMC programs

Background

Enhancing the Diversity of Faculty and Residents at the University of Pittsburgh School of Medicine (SOM) is an important initiative

- AAMC Initiative on Diversity and Inclusion addresses the role of the physician workforce in addressing disparities in health.
- LCME site visit to the University of Pittsburgh SOM identified faculty and resident diversity as an area for improvement
- A working group was formed to address faculty recruitment and retention, but GME programs were not addressed
- UPMC Internal Medicine Residency Program began a strategy (Fig. 1) to increase recruitment of URM candidates to the residency program
 - These efforts served as pilot initiatives for the Institutional Action Project (IAP) to increase diversity recruitment to other GME programs

Purpose

- Leverage institutional momentum to enhance diversity recruitment efforts
- Improve the recruitment of residents and fellows to UPMC GME programs
- Improve retention of residents and fellows as faculty
- Increase recruitment and retention of faculty in the Department of Medicine
- Identify community resources to support retention of trainees and faculty in Pittsburgh by addressing issues outside of the workplace
- Enhance career development and leadership skills of ELAM fellow (S.Zimmer) through project development, stakeholder meetings and benchmarking

- Diversity Committee
 - Website updates
 - Recruitment efforts
 - Resident conversations
 - Meetings with UPSOM students
 - Outreach to other schools
 - GME, Faculty Grand Rounds, Society meetings, invited talks
- Figure 1. Pilot Initiatives in DOM Residency Program

Figure 2. Holistic Application Review

- EAM Approach
- Experiences
 - How did applicant get here?
 - Attitudes
 - What skills, traits and abilities does the applicant have?
 - Metrics
 - Tests scores, grades, etc.

Approach

Following meetings with stakeholders and others who are focused on diversity and inclusion, we developed a strategy to improve recruitment of URM residents to the Department of Medicine.

- ✓ interviews with medical students and current residents from minority backgrounds
- ✓ creation of a residency diversity committee
- ✓ meetings with URM medical student interest groups, including regional SNMA
- ✓ holistic review of residency applications following guidance from the AAMC Task Force on Diversity (Fig. 2)
- ✓ enhanced recruitment efforts involving current residents and faculty

Intern year	2008	2009	2010	2011	2012	2013	2014
# entering	0	1	2	4	5	8	6
current position post graduation	GI Fellow Vanderbilt	Internist, Pulmonary Fellow Emory	NIH fellow, Hospitalist UPMC, Rheum Fellow UPMC, Hospitalist UPMC	Physician scientist Hem/Onc Fellow Memorial Sloan Kettering			

Given successes of efforts in the DOM (Table 1), this year we disseminated efforts to other Graduate Medical Education (GME) programs to include all residency and fellowship programs at the medical center.

- ✓ webcast given by Dr. Zimmer in advance of the 2014 residency and fellowship recruitment season
- ✓ we organized a second look visit for URM candidates to the residency programs in late January 2014