

Transitions from trainee to faculty at Harvard Medical School: An (underutilized) opportunity to improve faculty diversity

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BACKGROUND

- Harvard Medical School (HMS) mirrors national trends in underrepresentation of racial/ethnic minority trainees and faculty
- ~10-11% of clinical trainees are from backgrounds underrepresented in medicine (URiM) but only 3% of them stay on as faculty (vs. 5-6% non-URiM)
- No data other than anecdotes exist about specific challenges or approaches to fostering greater retention of URiM trainees onto the faculty

OBJECTIVES

Characterize experiences of trainees and of faculty interacting with trainees around the transition to faculty positions, overall and for URiM trainees specifically. Use results to inform interventions to promote retention of URiM trainees.

METHODS

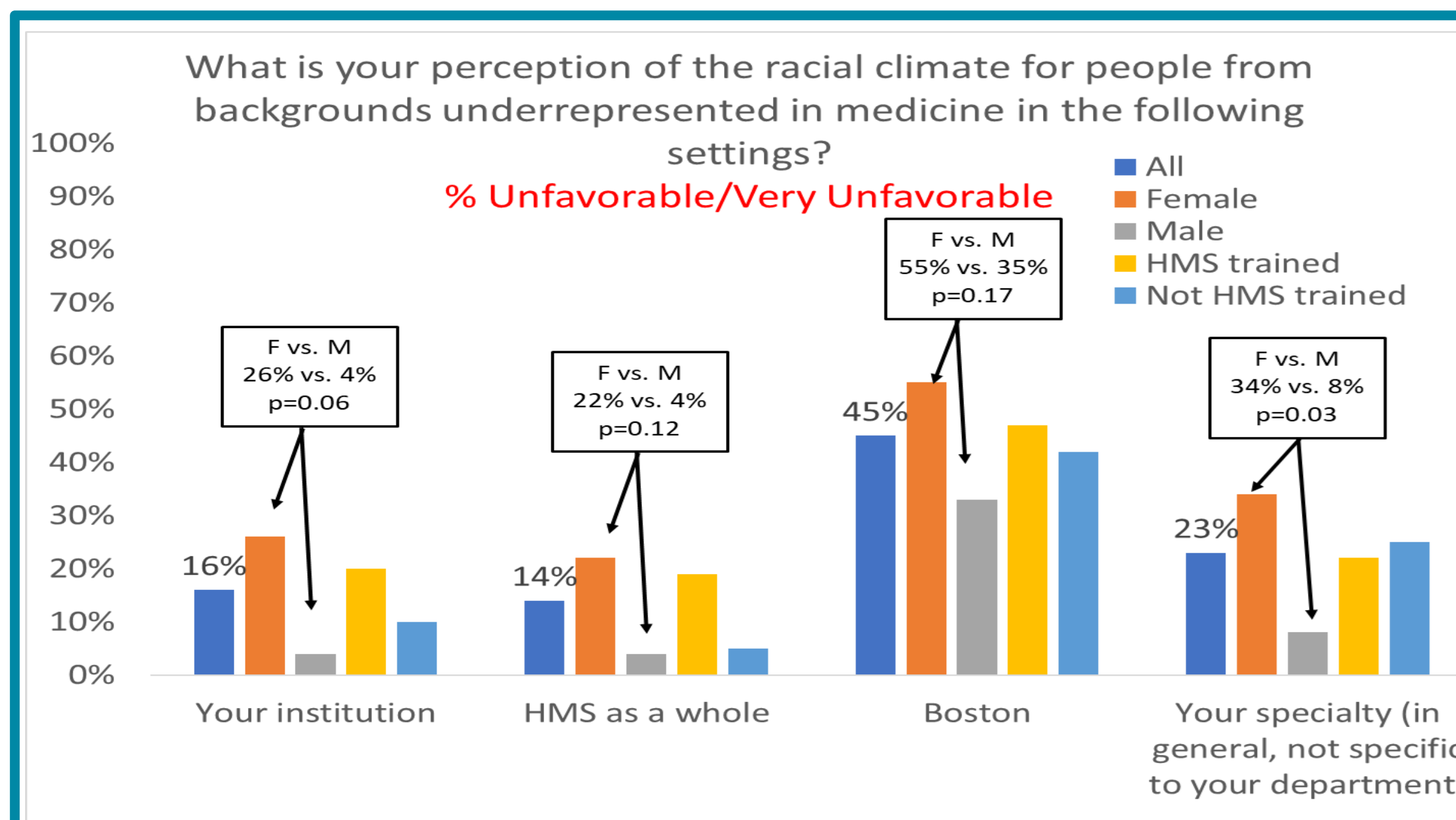
Mixed-Methods study

- Surveys of:
 - program directors/chiefs/chairs
 - current trainees
- Qualitative interviews with:
 - program directors/chiefs/chairs
 - current trainees
 - recent graduates

RESULTS: FACULTY SURVEYS

57 respondents

- 44% residency, 24% fellowship, 24% chief/chair, 7% other
- 56% female, 44% male
- 84% white, 4% Asian, 7% URiM
- 63% trained at HMS



Notable findings: Trainees find racial climate more negative than faculty. F/M differences often more notable than URiM (though few URiM faculty). URiM trainees note finances as a major concern about HMS

RESULTS: FACULTY INTERVIEWS

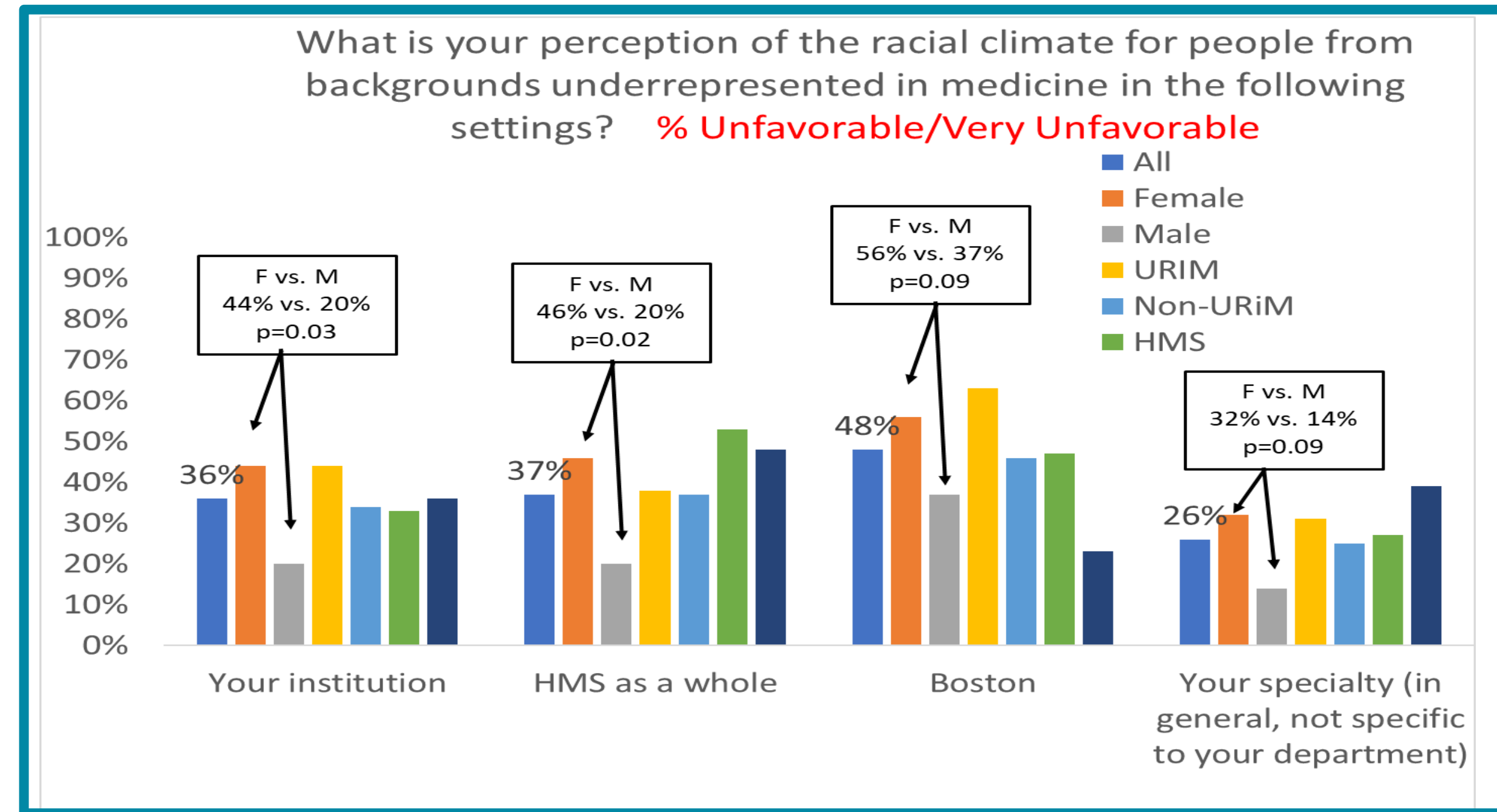
- HMS not a daily presence for trainees, even faculty
- Finances – salaries, COL a major concern for trainees; also Personal issues (spouse, family, geography)
- Boston – not a great city to be a young professional POC; they want Atlanta, SF, Houston, Philadelphia, Chicago
- Few faculty – few mentors, role models. Highly taxed, exhausted

ACKNOWLEDGEMENTS: Presented at the 2021 ELAM® IAP Poster Forum. Dr. Oken’s participation in ELAM was supported by the Harvard Pilgrim Health Care Institute. I appreciate the assistance of Dr. Emorcia Hill, Ms. Megan Pasquantonio-Pierce, and Mr. Mostafa Amini

RESULTS: TRAINEE SURVEYS

95 respondents

- 59% intern/resident, 36% fellows, 5% other
- 63% female, 37% male, 1% nonbinary
- 57% white, 31% Asian, 17% URiM
- 15% HMS medical/graduate school



CONCLUSIONS

- Many challenges support anecdotal evidence (concerns about climate in Boston, pay at HMS)
- Opportunities exist to connect more trainees with division/department leaders responsible for hiring, foster mentoring relationships