



# iDREAM: Incentivizing Diverse Resident Recruitment for Equity in Academic Medicine

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## MEDICINE

### Background

- The Indianapolis regional population is 17% Black/AA and 7% Hisp/Latinx, while the IUHP workforce is 2.9% Black/AA and 2% Hisp/Latinx
- Overall, only 12% of graduating Underrepresented in Medicine (URiM) residents stay in IN and work at IU Health:
  - 37% URiM stay in Indiana
  - IUH only retained 1 out of 3 who stay in-state
- Challenges - not every specialty is hiring, local competition, lack of protected academic time
- In 2020 we developed iDREAM to identify URiM residents early and incentivize employment



### Program Objective

To enhance representational diversity among the physician workforce to better reflect the diversity of the populations we teach and serve by identifying and retaining residents from backgrounds URiM as attending physicians.

### iDREAM Program Design



#### Resident Scholars *Residents*

Complete a mentored research project spanning multiple disciplines

Receive \$2500 for research expenses

Attend career development activities

Funded by IUSM Office of Diversity Affairs



#### Early Incentive Plan *Residents or Fellows*

2-years of monthly stipends totaling \$48,000 to \$60,000 during residency

Early signing opportunities in their designated specialty

Employment commitment = duration of EIP stipend

Funded by IU Health System



#### PLUS *Attendings*

10% protected time funded by Department or Medical Group

Academic Track for scholarship & leadership development

Community Track for leadership development & health systems mentorship

Funded by Department/ Practice

### Outcomes

The iDREAM program was launched within one year. We successfully recruited our first iDREAM EIP participant to a tenure-track faculty position at IUSM. Additionally, the first round of Resident Research Scholars applications opened June 30<sup>th</sup> with great interest.

### Summary

The iDREAM program serves as a leadership pipeline for building more diverse academic and clinical leadership teams in IUSM and IU Health regional medical groups across the state of Indiana.

### Next Steps

Our next steps will be to finalize the PLUS Community Track development program. We are finalizing metrics re: resident retention and the impact of iDream's programs on faculty training, retention, promotion, and satisfaction.