

# American Medical Association & University of Cincinnati Resident Diversity Leadership Program

Sally A Santen, MD, PhD

Team:  
 Louito Edje, MD, MHPE, University of Cincinnati  
 John Andrews, MD, AMA  
 Judee Richardson, PhD, AMA

Sponsors: AMA  
 Dean Filak, University of Cincinnati  
 Dean Buckley, Virginia Commonwealth University



**Problem:** Increasing diversity in the workforce is critical to improving health equity and healthcare systems. The Resident Diversity Leadership Development Program seeks to address some of the barriers by encouraging residents to enter academic medicine.



**Goal:** RLDP will bring together residents from across the country to gain leadership competencies, skill-building, and to create a national network of colleagues for pursuing career advancement in academic medicine, through workshops, conversations with leaders, and communities of practice.

**Objectives:** Residents will:



- Identify professional development goals and design a career path to achieve them



- Develop the following competencies in academic and organizational leadership through a diversity lens-1) Communication, 2) Teamwork and team development, 3) Setting the vision, engaging strategy, and advocating for the mission, 4) Managing oneself/ personal leadership



- Cultivate a community of practice within the program to support personal and professional goals



- Expand professional learning network of colleagues



## Design of One Year Program

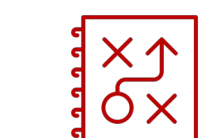
### ❖ Monthly

- Virtual meetings including skill building workshops
- Discussions with national leaders (Dean, Chair, DIO, others)



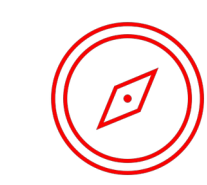
### ❖ Monthly Community of Practice sessions

### ❖ Building Community Session (in person in Cincinnati) & Capstone (in person at AMA in June 2023)



### ❖ Participant work will include Individual development plan and leadership project

### Approach: Work completed to date



- Created guiding coalition with co-lead, Dr. Edje, Dean Filak at UC, Dean Buckley at VCU), AMA Medical Education leadership (Dr. Andrews and Richardson)



- Designed vision of the program and elevator pitch



- Built institutional and AMA support for sponsorship, developed budget and secured funding



- Selected partner institutions (Ohio State & University of Indiana) with leadership support, selected 40 residents

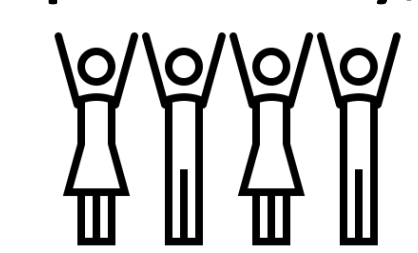


### Anticipated work:

- Design curriculum, Recruit leaders, Develop faculty, Implement
- Develop and implement evaluation plan



**Launch August 2022!!**



## **ABSTRACT: 2022 ELAM Institutional Action Project**

**Project Title:** American Medical Association & University of Cincinnati Resident Diversity Leadership Program

**Name and Institution:** Sally Santen, MD, PhD, University of Cincinnati College of Medicine, Virginia Commonwealth University School of Medicine

**Collaborators & Mentors:** Louito Edje, MD, MHPE, (UC), John Andrews, MD (AMA), Judee Richardson, PhD (AMA)

**Topic Category:** Education

**Background, Significance of Project:** Increasing diversity in the workforce is critical to improving health equity and healthcare systems. However, despite the many documented benefits of increased physician diversity, under-represented minoritized (URM) physicians remain severely underrepresented in academic medicine. URM physicians experience lower rates of entry into academics, promotion, and are more likely to leave academic medicine altogether. The Resident Diversity Leadership Development Program seeks to address some of the barriers by encouraging residents to enter academic medicine.

**Goal:** The American Medical Association (AMA) and University of Cincinnati (UC) Resident Diversity Leadership Development Program (RDLP) will bring together residents from across the country to gain leadership competencies, skill-building, and to create a national network of colleagues for pursuing career advancement in academic medicine, through workshops, conversations with leaders, and communities of practice.

**Objectives:** Residents will:

- Identify professional development goals and design a career path to achieve them
- Develop the following competencies in academic and organizational leadership through a diversity lens-1) Communication, 2) Teamwork and team development, 3) Setting the vision, engaging strategy, and advocating for the mission, 4) Managing oneself/ personal leadership
- Cultivate a community of practice within the program to support personal and professional goals
- Expand professional learning network of colleagues

**Design of One Year Program**

- Monthly virtual meetings including skill building workshops and discussions with national leaders
- Monthly Community of Practice sessions
- Building Community Session (in person) & Capstone (spring)
- Participant work will include Individual development plan and leadership project

**Approach**

*Work completed to date*

- Created guiding coalition including co-lead for the program (Dr. Edje), Deans (UC and VCU), AMA Medical Education leadership (Dr. Andrews and Richardson)
- Designed vision of the program, create elevator pitch, and one pager
- Built institutional and AMA support for sponsorship, developed budget and secured funding
- Selected partner institutions (Ohio State & University of Indiana) with leadership support
- Launched program with recruitment of residents and submission of applications
- March 2022- 38 residents selected from 4 institutions, across multiple specialties from diverse backgrounds

*Anticipated work*

- Recruit and train faculty facilitators
- Develop sessions including curriculum, faculty development, instructional materials, evaluation
- Identify, schedule, and prep leaders for sessions
- Develop and implement evaluation plan
- *Launch August 2022!!*

**Outcomes:** The outcomes of the program will be collected at various levels including completion of program, satisfaction, career intent, learning, behavior, leadership plans, and impact. We will assess the leadership competencies through participation, individual development plans, leadership projects, and Capstone presentations.

**Summary & Impact:** The AMA & UC Resident Diversity Leadership Development Program will develop leadership skills for residents. There will be impacts at several levels- the individual resident, community of practice, and residency program, health systems, and other stakeholders through the leadership projects.