

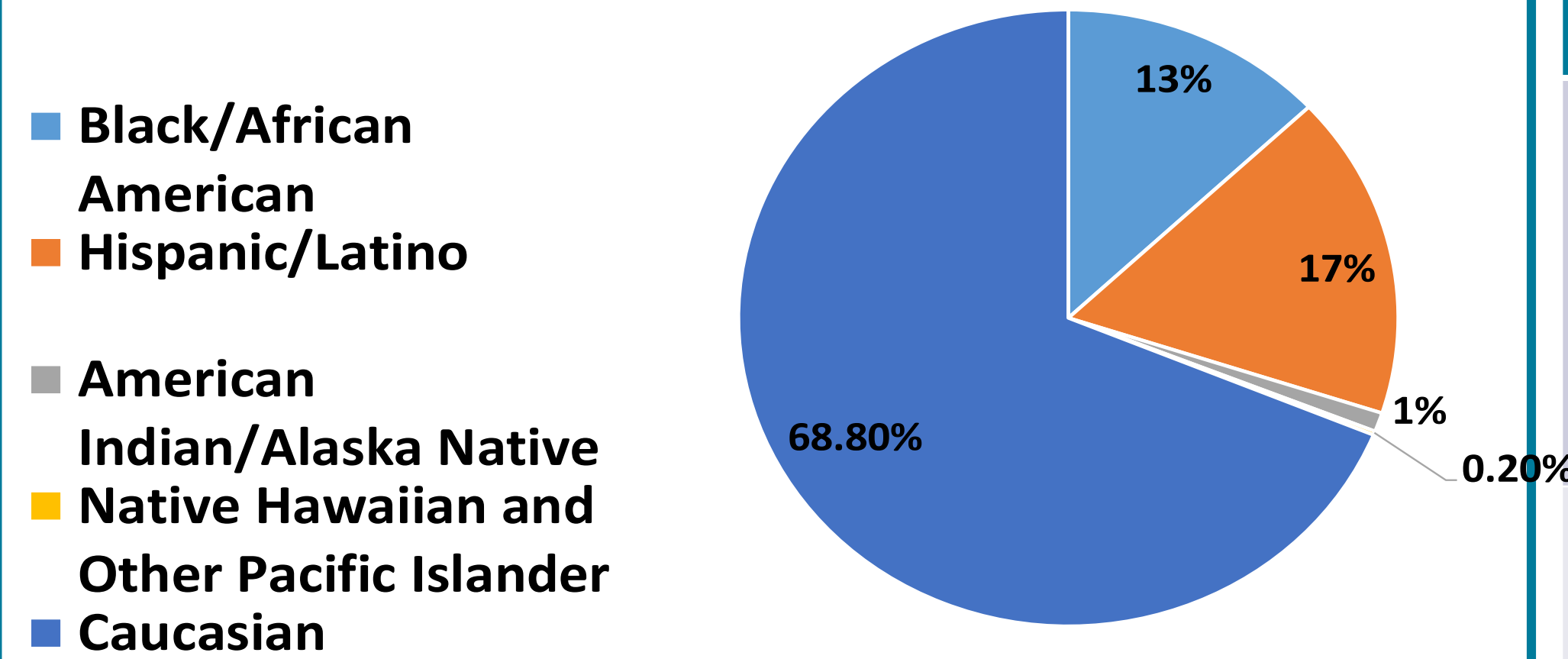
A Multi-Program Assessment of Visiting Pediatric Electives as a Recruitment Tool for Diversity

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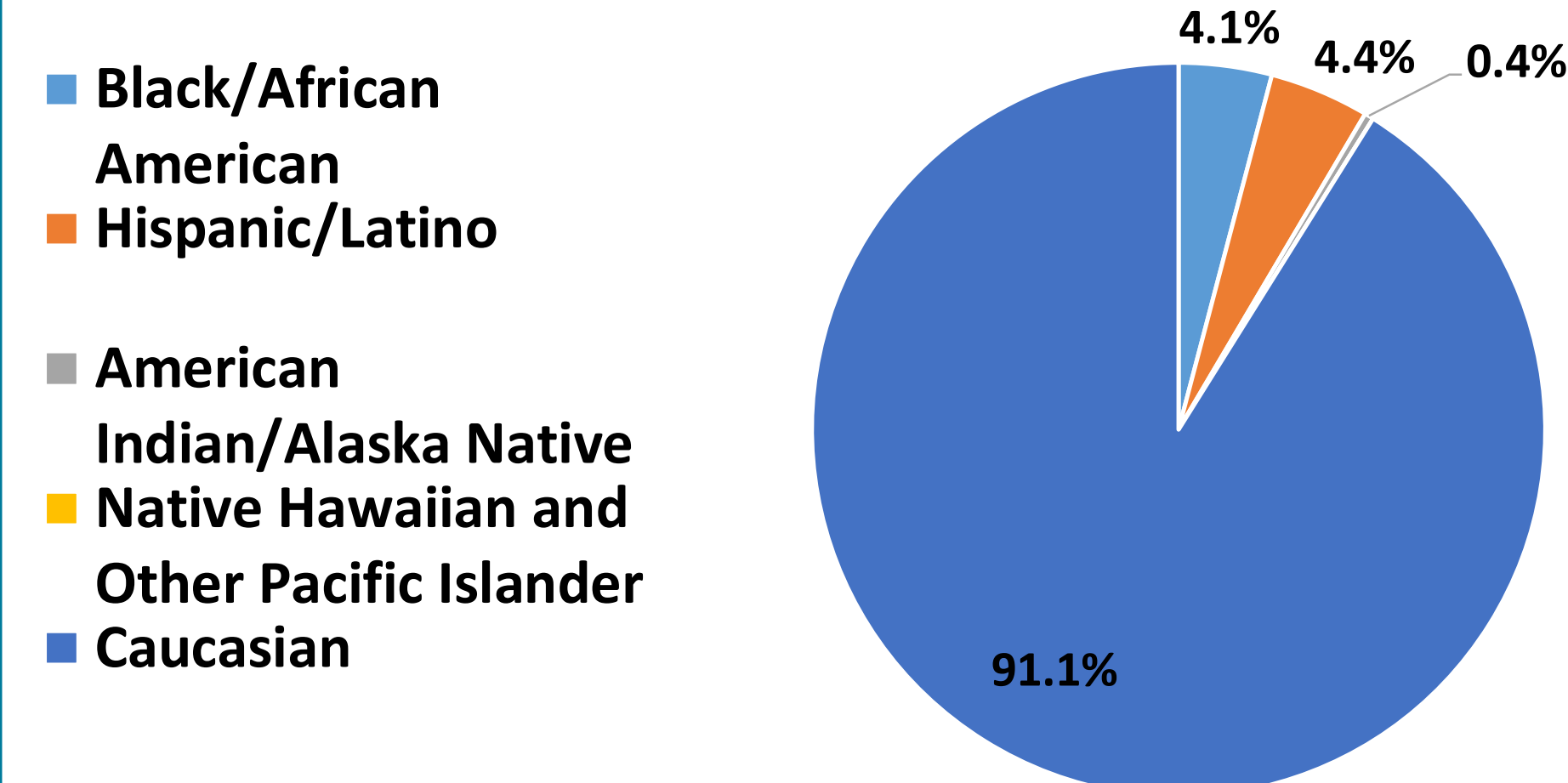
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Introduction

Race and Ethnicity Among US Population



Race and Ethnicity Among US Physicians



- Programs such as the visiting clerkship are needed to support students underrepresented in medicine (URM) as they transition from medical school to residency

Methods

- We gathered a consortium of pediatric residency programs with visiting URM student electives to identify common approaches and understand potential best practices
- Program descriptions and outcome data were solicited and results synthesized

Themes

- Granting financial assistance towards expenses is a universal feature of visiting pediatric electives
- The provision of social support during the elective is paramount to the elective
 - Pairing students with faculty and resident mentors have anecdotally added to the students' experiences
- All programs, except one, explicitly required that the student be of a URM background
- All programs recruited at the SNMA conference and via national listservs
- Residency interviews were not universally granted at all institutions, though most reported that students were competitive applicants
- Most reported an increase in the numbers of URM applicants to their residency though the numbers of URM residents who matched fluctuated

Significance

- Visiting pediatric electives can accomplish the goals of exposing minority medical students to learning opportunities at different programs
- Building a standard of rotation-specific educational objectives, faculty mentorship, and building connections with residents can help bolster the visiting URM student experience

References

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3. Tunson J, Boatright D, Oberfoell S, Bakes K, Angerhofer C, Lowenstein S, Zane R, King R, Druck J. Increasing Resident Diversity in an Emergency Medicine Residency Program: A Pilot Intervention With Three Principal Strategies. Acad Med 2015 Nov 9 [Epub ahead of print].

	University of Colorado School of Medicine/Children's Hospital Colorado	University of Washington School of Medicine/Seattle Children's Hospital	University of Pennsylvania School of Medicine/Children's Hospital of Philadelphia	Stanford University School of Medicine/Lucile Packard Children's Hospital	George Washington University School of Medicine/Children's National Medical Center
Eligible applicants	Students interested in underserved care, advertised to all ethnic backgrounds, allopathic and osteopathic schools	URM students (African American, Mexican American, Mainland Puerto Rican, Native American)	URM students (African American, Mexican American, Mainland Puerto Rican, Native American from a LCME or AACOM accredited institution)	URM students (African American, Mexican American, Mainland Puerto Rican, Native American)	URM students (African American, Mexican American, Mainland Puerto Rican, Native American)
Rotation recruitment strategies	Advertise at Student National Medical Association (SNMA) national conference, emails to medical schools, targeted emails URM students	Advertise at SNMA national conference, COMSEP listserv, Office of Minority Affairs contacts at medical schools	Advertise at SNMA and Latino Medical Association (LMSA) and AAMC diversity listserv	Advertise through COMSEP and APA listservs, SNMA national conference	SNMA national conference, applicable listservs, Pediatric Interest Association meetings in the Washington DC metro area
Number of spots and type of rotation	6 spots total 1 pediatric gastroenterology specific	5 spots 4 acting internships, 1 pediatric nephrology specific	Up to 10 spots	1-4 spots Outpatient subspecialty clinics or inpatient	8-11 spots per year, Elective or acting internship
Funding	\$1000 stipend	\$2000 stipend for travel, housing, and meals	\$1500 stipend for travel and housing	\$2000 stipend for travel and housing	\$500 stipend + up to \$1800 for travel and housing
Student mentorship during elective	<ul style="list-style-type: none"> • Faculty mentor precepts ½ day clinic session with student • Paired with formal resident mentor 	<ul style="list-style-type: none"> • Paired with faculty and resident mentors • Personal meeting with Pediatric Department Chair 	<ul style="list-style-type: none"> • Paired with faculty mentor based on career interests • Personal meeting with Pediatric Residency Program Director 	<ul style="list-style-type: none"> • Paired with faculty and URM pediatric resident mentors • Opportunity for meeting with Pediatric Residency Program Director 	<ul style="list-style-type: none"> • Resident mentors focus transition to residency • Faculty mentor • Meet with Pediatric Residency Program Director and Pediatric Department Chair
Post-elective outcome	Guaranteed pediatric residency interview	Guaranteed pediatric residency interview during rotation	Qualified applicants are invited to interview during rotation, but not guaranteed	Guaranteed an interview for pediatric residency (not formally advertised)	Qualified applicants are invited to interview, but not guaranteed
Recruitment outcomes	Increased number of URM applicants and matched residents	Increased number of URM applicants and varying percentages of matched URM applicants	Increase in number of URM applicants and sustained number of URM students matched (≥5 each year)	Increased residency diversity as 18% of residents are URM	No change in number of URM applicants