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


Introduction

Race and Ethnicity Among US Physicians

- Black/African American
- Hispanic/Latino
- American Indian/Alaska Native
- Native Hawaiian and Other Pacific Islander
- Caucasian

Race and Ethnicity Among US Population

- Black/African American
- Hispanic/Latino
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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

Results

<table>
<thead>
<tr>
<th>University of Colorado School of Medicine/Children's Hospital Colorado</th>
<th>University of Washington School of Medicine/Seattle Children's Hospital</th>
<th>University of Pennsylvania School of Medicine/Children's Hospital of Philadelphia</th>
<th>Stanford University School of Medicine/Lucile Packard Children's Hospital</th>
<th>George Washington University School of Medicine/Children's National Medical Center</th>
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</thead>
<tbody>
<tr>
<td>Eligible applicants</td>
<td>Students interested in underserved care, advertised to all ethnic backgrounds, allopathic and osteopathic schools</td>
<td>URM students (African American, Mexican American, Mainland Puerto Rican, Native American)</td>
<td>URM students (African American, Mexican American, Mainland Puerto Rican, Native American)</td>
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<tr>
<td>Rotation recruitment strategies</td>
<td>Advertise at Student National Medical Association (SNMA) national conference, email to medical schools, targeted emails URM students</td>
<td>Advertise at SNMA national conference, CONSEP listserve, Office of Minority Affairs contacts at medical schools</td>
<td>Advertise at SNMA and Latino Medical Association (LMSA) and AAMC diversity listserve</td>
<td>Advertise through CONSEP and APA listserves, SNMA national conference</td>
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<tr>
<td>Number of spots and type of rotation</td>
<td>6 spots total</td>
<td>5 spots</td>
<td>4 internships, 1 pediatric nephrology specific</td>
<td>1-4 spots (Outpatient subspecialty clinics or inpatient)</td>
</tr>
<tr>
<td>Funding</td>
<td>$1000 stipend</td>
<td>$2000 stipend for travel, housing, and meals</td>
<td>$1500 stipend for travel and housing</td>
<td>$2000 stipend for travel and housing</td>
</tr>
<tr>
<td>Student mentorship during elective</td>
<td>Faculty mentor precepts ½ day clinic session with student</td>
<td>Paired with faculty and resident mentors Personal meeting with Pediatric Department Chair</td>
<td>Paired with faculty mentor based on career interests Personal meeting with Pediatric Residency Program Director</td>
<td>Paired with faculty and URM pediatric resident</td>
</tr>
<tr>
<td>Post-elective outcome</td>
<td>Guaranteed pediatric residency interview</td>
<td>Guaranteed pediatric residency interview during rotation</td>
<td>Qualified applicants are invited to interview during rotation, but not guaranteed</td>
<td>Guaranteed an interview for pediatric residency (not formally advertised)</td>
</tr>
<tr>
<td>Recruitment outcomes</td>
<td>Increased number of URM applicants and matched residents</td>
<td>Increased number of URM applicants and varying percentages of matched URM applicants</td>
<td>Increase in number of URM applicants and sustained number of URM students matched (±5 each year)</td>
<td>Increased residency diversity as 16% of residents are URM</td>
</tr>
</tbody>
</table>

Discussion

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

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


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 has 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 listserves
- 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