

Recruiting Underrepresented Minority Residents to Residency: A Qualitative Study of Strategies Employed by OB-GYN Program Directors

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BACKGROUND

- The Accreditation Council for Graduate Medical Education (ACGME) released new requirements in 2019
- Programs must “engage in practices that focus on mission-driven, ongoing, systematic recruitment and retention of a diverse and inclusive workforce” focusing on minorities underrepresented in medicine (URIM)
- Using semi-structured interviews of ob-gyn program directors across the country, our study aimed to elucidate the current rationale for the strategies used to recruit URIMs and the perceived barriers to successful recruitment

METHODS

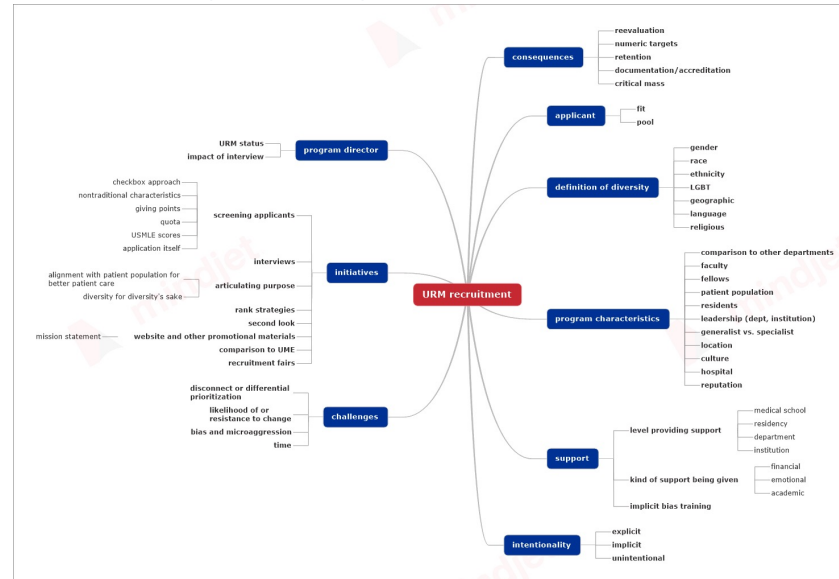
- An email soliciting interest in participating in interviews was sent to all ob-gyn program directors between August 2018 and October 2019
- Fourteen semi-structured interviews were successfully conducted with representation from all 5 Council on Resident Education in Obstetrics and Gynecology (CREOG) regions
- One author conducted and recorded the phone interviews which were anonymized and transcribed by a third-party vendor
- All authors reviewed and coded the transcripts using a consensus-based process and identified major themes

RESULTS

Themes Identified:

- Wider definition of diversity than traditionally considered, including gender and sexual orientation
- Initiatives from URIM recruitment: broadening the initial screening criteria, doing holistic reviews, and promoting diversity on the interview day
- Results of initiatives: reaching a critical mass to help future recruitment
- Challenges: bias, disconnect amongst leadership and need for more support systems.

Figure 1. Coding MINDMAP with Parent Codes



CREOG REGIONS

REGION 1
 Connecticut, Maine, Massachusetts, Newfoundland, New Hampshire, New York, Nova Scotia, Quebec, Rhode Island, Vermont

REGION 2
 Delaware, Indiana, Kentucky, Michigan, New Jersey, Ohio, Ontario, Pennsylvania

REGION 3
 District of Columbia, Florida, Georgia, Maryland, North Carolina, Puerto Rico, South Carolina, Virginia, West Virginia

REGION 4
 Alabama, Arkansas, Illinois, Iowa, Kansas, Louisiana, Manitoba, Minnesota, Mississippi, Missouri, Nebraska, Oklahoma, Tennessee, Texas, Wisconsin

REGION 5
 Alberta, Arizona, Armed Forces District, British Columbia, California, Colorado, Hawaii, Nevada, New Mexico, Oregon, Utah, Washington

CONCLUSION

- Program directors use a variety of initiatives across the country
- Much work needs to be done to enact the ACGME initiative

REFERENCES

- ACGME Common Program Requirements July 2019
- ACGME Program Specific Requirements July 2019