Intentional Recruitment

Internal Medicine Residency

Loyola University Medical Center

A Member of Trinity Health
Loyola Internal Medicine Residency

Loyola University Medical Center is a 550-bed tertiary care university hospital located in Maywood, just west of the city of Chicago.

- Maywood: 74.4% African American, 20.9% below poverty level
- On the campus of the Loyola University Chicago Stritch School of Medicine
- Affiliated with the Hines VA Medical Center

96 Categorical + 11 Preliminary Trainees

- Plus...16 Medicine-Pediatrics, 6 Neurology CBY, 13 Anesthesia CBY, and visiting residents
- Approximately 70% of our graduates pursue sub-specialty fellowship training.
Loyola Internal Medicine Residency

Large Leadership Team including 6 Chief Residents

Kevin Simpson, MD        Laura Ozark, MD        Melissa Briones, MD
Intentional Recruitment: Why Now?

Long before the new ACGME WebADS…

Describe how the program will achieve/ensure diversity in trainee recruitment, selection, and retention.

Describe how the program will achieve/ensure diversity in the individuals participating in the training program (e.g. faculty, administrative personnel, etc.).

Loyola SSOM Faculty Advisory Council on Diversity and Inclusion
Intentional Recruitment: Why Now?

Spring 2014, FACDI invited an outside speaker who described efforts at her institution to increase URM recruits

URM Definition?

We looked at our numbers:

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<tr>
<th></th>
<th>Black</th>
<th>Hispanic</th>
<th>PNTS</th>
<th>White</th>
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<tbody>
<tr>
<td>Total US Applications</td>
<td>60</td>
<td>81</td>
<td>58</td>
<td>1300</td>
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<tr>
<td>Percent Invited</td>
<td>20</td>
<td>26</td>
<td>52</td>
<td>57</td>
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<tr>
<td>Percent Scheduled Interview</td>
<td>83</td>
<td>67</td>
<td>60</td>
<td>72</td>
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Seems like very few URM applicants and few invited…
.... but a high percentage of those invited actually interviewed.

So three strategies:

1. Get more to apply
2. Offer more interviews to that pool
3. Make those interviewing pick us
Offer more interviews?

- All Programs are looking for a “good match.”
  - *But we start with measurable (USMLE’s, Class Rank, etc)*
  - *What defines a good match?*
    - Team work skills
    - Accepts responsibility for patient care
    - Wants to teach our students
    - Intellectual curiosity
- We decided to have one person (the PD) review all URM applications with the goal of looking for predictors of success and markers of talent beyond the typical measurable
- We removed applicant photos during the application review process
Offer more interviews?

- Did this work?
  - US-URM’s selected to interview:
    - ’13 - ’14  12
    - ’14 - ’15  64
    - ’18 - ’19  116

- Probably….
  ....but many factors at play including how applicants self-designate in ERAS
Get more to apply

Active Recruitment:
  URM Conferences
  Visiting Students
Active Recruitment

Conferences:

SNMA conferences

Local: Regional Medical Education Conference (RMEC)
National: American Medical Education Conference (AMEC)
Student National Medical Association

Mission is to support “current and future URM medical students, address needs of underserved communities and increase number of clinically excellent, culturally competent and socially conscious physicians”

AMEC 2020: April 8-12 in Cleveland
RMEC

Fall 2019
4 LUMC residents/chief resident attended
$250 fee per table
200-300 high school students/pre-med college students/med students in attendance

15-20 M2 and M3 students but only 4-5 interested in IM
Approximately 30 pre-med students

Diversity Council members reached out to students after
Annual Medical Education Conference (AMEC)

Spring 2019 in Philadelphia
~3000 students in attendance

Medical students and college students

Purchased booth in exhibit hall
Recruited medical students for 2 days
Booth $3000
The Housestaff Council for Diversity and Inclusion

HCCI is committed to promoting diversity and inclusion within the housestaff community by building a culture of inclusion and respect, engaging with the future housestaff members and leveraging the diversity of its members in conjunction with the greater Charlottesville community. HCCI is a council comprised of current trainees at UVA.

Ways to get involved
- Participate in monthly meetings
- Join HCCI task forces
- Represent HCCI at GMEC meetings
- Participate in community engagement projects
- Plan and participate in social events
- Collaborate with and mentor medical students
- Help with the annual Housestaff Diversity and Inclusion Conference

GME TRAINING
UVA HEALTH SYSTEM

Why train at UVA Health System?
- Diverse Patient Population
- Dedicated Faculty
- Nationally Recognized Research
- 900 Residents and Fellows
- 28 ACGME Accredited Programs
- We Value Diversity

Core Medical Residency Programs
- Anesthesiology
- Neurology
- Gastroenterology
- Pediatrics
- Family Medicine
- Emergency Medicine
- Obstetrics & Gynecology
- Internal Medicine
- Pediatrics
- Orthopaedics
- Psychiatry
- Surgery
- Urology
- Neurosurgery
- Pathology
- Radiology
- Nuclear Medicine
- Infectious Disease
- Dermatology
- Physical Medicine & Rehabilitation
- Preventive Medicine
- Geriatrics
AMEC

GME exhibit hall 2 days (~12 hours total)
LOTS of medical students with varied interests
Our Experience

Many had not heard of Loyola Post-AMEC communication

Students

Residency programs
Scholarship Rotation

Many programs offer a stipend to URM students to rotate at institution during 4th year.
This had not been done at our institution before.
Unsure how to make this happen.

*Decided to use existing rotations*

*VSAS*
Scholarship Rotation for URM

4th year visiting students can rotate on 9 consult rotations
Apply through VSAS
Credentialing through medical school
Credit and grade through medical school
APD for IM already reviews these applications
Diversity Elective

Rotation advertised

Diversity link on residency website
AMEC
AAMC listserv through medical school ODI

Application

Link to a google form to complete with short answer questions
Set up a special email that DC members could review
   LoyolaIMDiversityCouncil@gmail.com
Students approved were then informed
Contingent on VSAS / med school approval
Loyola University Medical Center
Diversity Elective

Loyola's Internal Medicine Residency Program has a long history of serving our diverse patient population. Our Internal Medicine Residency Diversity Council has created a unique elective designed to increase our program's appeal to a diverse applicant pool. Loyola University Medical Center is a top-tier medical center with high-quality, patient-centered care.

The Diversity Elective is open to current students from diverse backgrounds to experience our outstanding medical education, diverse patient population, social outreach opportunities, and overall program camaraderie. It is designed to recruit competitive candidates from all backgrounds for residency positions within our program. In addition, we seek to promote a more diverse physician pool among our academic medicine to meet the needs of the population we serve.

Thank you for your application!

* Required

Email address *

Your email

Your name *

Your answer

Medical School *

Your answer

How do you identify as an underrepresented minority in medicine? *

Your answer

Please state your personal career goals and what you wish to gain from this elective? (Limit response to 500 words please) *

Your answer
Application Questions

How do you identify as an underrepresented minority in medicine?

Please state your personal career goals and what you wish to gain from this elective?

Choose a medical disparity that directly relates to minority populations. What are tangible actions that you have either done in medical school or plan to do in residency to help decrease that disparity in the patient population you will serve?

Why do you desire to complete a rotation at Loyola?
Status of Elective

4 Scholarships for 2019-2020 academic year
1 student per month during Aug-Nov
“Extras” designed to showcase our program and academic medicine to awardees:

- Welcome dinner with Diversity Council
- Academic ½ day opportunity
- Journal Club with residents
- Continuity Clinic
- Social outings with residents
- Mentorship by URM faculty
- Advising by residency leadership
Make them pick us

If you have any specific questions about the Loyola Internal Medicine Residency itself, which are not addressed elsewhere on our website, you are encouraged to contact our Program Coordinator in charge of recruitment, Stephen White at spwhite@lumc.edu.

Our Commitment to Diversity

The Department of Medicine is committed to training physicians from all backgrounds, including those from underrepresented groups. By working in a diverse environment, all trainees benefit from enhanced cross-cultural awareness and communication skills needed to provide culturally competent care. Given that our patients come from a variety of ethnic/cultural and socioeconomic backgrounds, building a diverse and talented community of residents and fellows is a necessity. The Office of Diversity and Inclusion (ODI) engages with all training programs to facilitate the recruitment and advancement of bright underrepresented physicians who are equipped to become leaders and meet the varying needs of our patient community. Specifically ODI works to:

1. Increase recruitment of talented minority trainees into residency and fellowship programs
2. Provide underrepresented trainees with mentorship, career development and opportunities for networking
3. Create an environment that promotes retention and satisfaction of diverse house staff

For more information about diversity and outreach programs please visit the Office of Diversity and Inclusion website (under re-design spring 2019). Please also see our Diversity Council page for additional information about our program's own initiative.

Interview Day

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<th>Schedule for Categorical Medicine Interviews:</th>
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<tr>
<td>7:00am to 7:30am — Arrive Stritch School of Medicine first floor</td>
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Diversity Council

Mission Statement:
At Loyola University Medical Center, our goal is to mirror the population that we serve through increased awareness, representation, and education on diversity and inclusion. By enhancing a culture of ethnic, racial, LGBTQIA, religious, and socioeconomic diversity, we strive to accept and respect all facets of an individual. In doing so, we provide for an environment of excellent patient care.

Objectives of the Council:
1. Increase the number of residency applications from under-represented minority populations
2. Increase the number of faculty and house staff from under-represented minority populations
3. Design and utilize metrics to identify short-term and long-term goals of improving diversity in our program
4. Provide educational experiences about diversity and cultural competence
5. Continue to foster an inclusive and welcoming environment for staff, patients and families, and our students

Who We Are:
The Diversity Council is comprised of advocates, allies, and ambassadors for changing the face of medicine and continuing to foster an inclusive environment within the walls of Loyola. We are Residents. We are Fellows. We are Faculty. On this page we have highlighted a few our residents who are a part of the council who would love to meet you on the interview trail and welcome you into the Loyola Family!

If you have any questions, please contact Nkiru (Kiki) Osude (Nkiru.Osude@lumc.edu)
Ultimately we need to create an *environment* in which a URM applicant can come and see that other people like them thrive here, and we need to ensure that when we recruit URM applicants that we have the **resources** and **mentorship** to help them be comfortable, successful, and happy in our program.
In Conclusion...

Intentional recruitment goes far beyond application review and interviews.

We feel that a multi-faceted approach at the level of the residency, the faculty, and the institution is ultimately needed to be successful in the recruitment and retention of under-represented physicians.