



**Loyola
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Center**

Internal Medicine Residency

Loyola University Medical Center

Intentional Recruitment

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.*



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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...

Diversity

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:

| | Black | Hispanic | PNTS | White |
|-----------------------------|-------|----------|------|-------|
| Total US Applications | 60 | 81 | 58 | 1300 |
| Percent Invited | 20 | 26 | 52 | 57 |
| Percent Scheduled Interview | 83 | 67 | 60 | 72 |

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*



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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



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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



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Get more to apply

Active Recruitment:

URM Conferences

Visiting Students



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Active Recruitment

Conferences:

SNMA conferences

Local: Regional Medical Education Conference (RMEC)

National: American Medical Education Conference (AMEC)



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SNMA

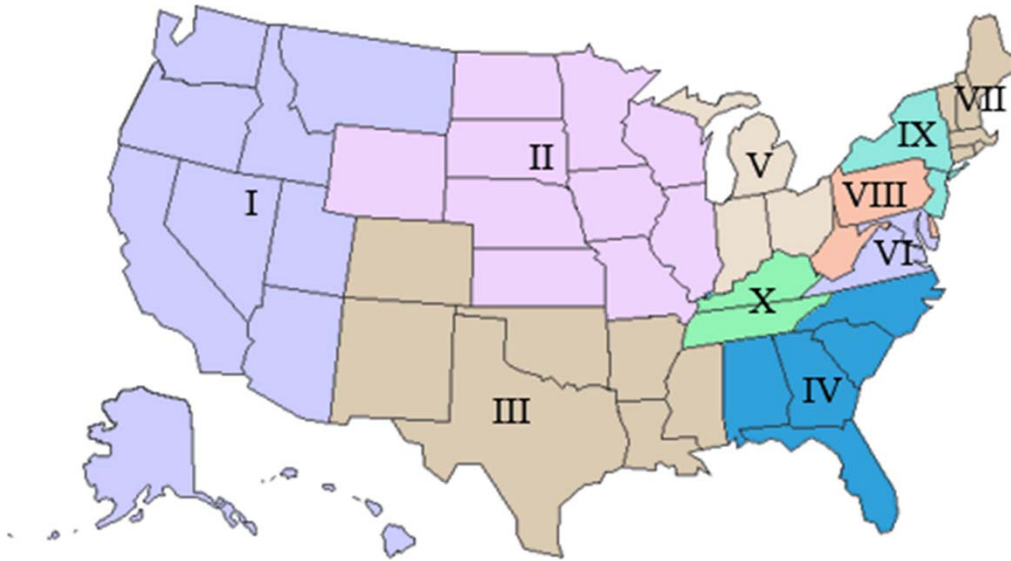
Student National Medical Association

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”

<http://www.snma.org/index.php?pID=258>



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Annual Medical Education Conference



(Photo courtesy of Philadelphia Convention & Visitors Bureau)

April 17-21, 2019
Philadelphia, PA

Attendee registration.

Exhibitor registration.

SOLD OUT

REGIONAL MEDICAL EDUCATION CONFERENCE

On The Shoulders of Giants: Honoring the Past, Shaping the Future

Saturday, November 9th, 2019
8 a.m. - 5 p.m.

PRESENTED BY:
STUDENT NATIONAL MEDICAL ASSOCIATION,
RUSH MEDICAL COLLEGE CHAPTER

Research presentations, networking with residency programs, and amazing speakers

Regional Medical Education Conference (RMEC)

What: Regional Medical Education Conference
Theme: On the Shoulders of Giants: Honoring the Past, Shaping the Future
When: Saturday, November 9, 8am - 5pm
Where: Rush Medical College

Questions? Comments?

Leila Patterson and Raven Wright
region2ard@snma.org
Associate Regional Directors

AMEC 2020: April 8-12 in Cleveland



Loyola University Medical Center

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



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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



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Pre-Med Students

Visit the Northwestern University Feinberg School of Medicine Booth

Get a FREE GIFT
Talk to current medical students
Enter to win an Apple Watch*

* Drawing will be held Saturday at 12:00pm. Must be present to win. Prizes color may vary. Open purchase.

Connect and share your photos with us on social media!

#PurplePride #TheFaceOfMedicine #NorthwesternDiversity #AMEC2013

© Northwestern University 2013

Northwestern Medicine
Feinberg School of Medicine

Northwestern Medicine

MACAW MEDICAL CENTER
OF NORTHWESTERN U.



The Housestaff Council for Diversity and Inclusion

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

Ways to get Involved

- Participate in monthly meetings
- Join HCDI leadership
- Represent HCDI at GMEC meetings
- Participate in community engagement projects
- Plan and participate in social events
- Collaborate with and mentor medical students
- Help plan the annual Trainee Diversity and Inclusion Conference



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GME TRAINING UVA HEALTH SYSTEM

Why train at UVA Health System?

- Diverse Patient Population
- Dedicated Faculty
- Nationally Recognized Research
- 800 Residents and Fellows
- 80 ACGME - Accredited Programs
- We Value Diversity

Core Medical Residency Programs

- Anesthesiology
- Dermatology
- Emergency Medicine
- Fam Gen
- Internal Medicine
- Child Neurology
- Obstetrics & Gynecology
- Orthopedics
- Otolaryngology
- Pathology
- Pediatrics
- Physical Medicine & Rehabilitation
- Psychiatry
- Radiology
- Surgery

UNIVERSITY of VIRGINIA.
Graduate Medical Education

A Member of

AMEC



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GME exhibit hall 2 days (~12 hours total)

LOTS of medical students with varied interests

Exhibit Hall



Our Experience

Many had not heard of Loyola
Post-AMEC communication

Students

Residency programs

Scholarship Rotation

Many program 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



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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



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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

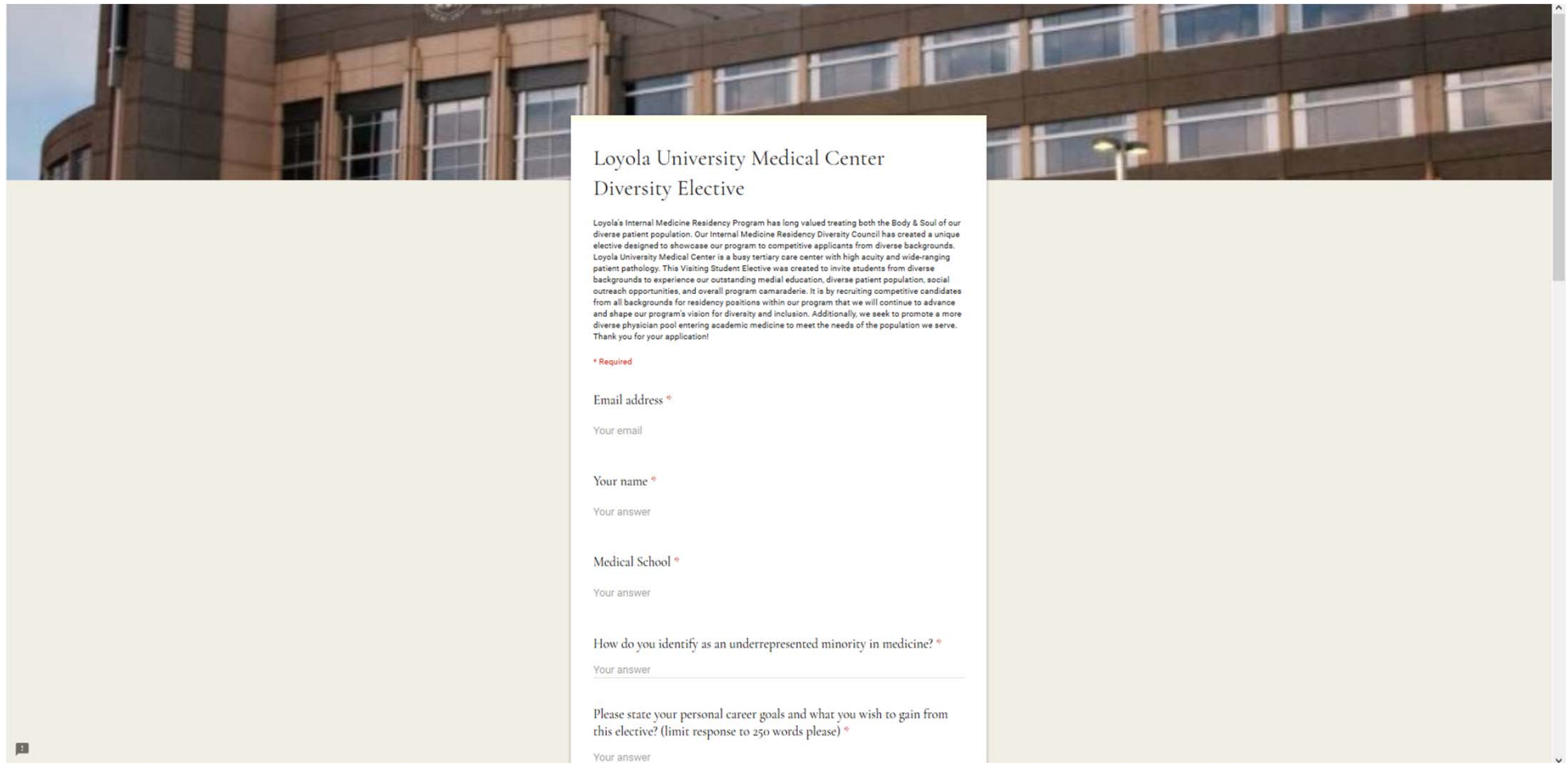
LoyolaIMDiversityCouncil@gmail.com

Students approved were then informed

Contingent on VSAS / med school approval



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Loyola University Medical Center Diversity Elective

Loyola's Internal Medicine Residency Program has long valued treating both the Body & Soul of our diverse patient population. Our Internal Medicine Residency Diversity Council has created a unique elective designed to showcase our program to competitive applicants from diverse backgrounds. Loyola University Medical Center is a busy tertiary care center with high acuity and wide-ranging patient pathology. This Visiting Student Elective was created to invite students from diverse backgrounds to experience our outstanding medical education, diverse patient population, social outreach opportunities, and overall program camaraderie. It is by recruiting competitive candidates from all backgrounds for residency positions within our program that we will continue to advance and shape our program's vision for diversity and inclusion. Additionally, we seek to promote a more diverse physician pool entering 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 250 words please) *

Your answer



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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?



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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



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Make them pick us

competitiveness of an individual application.

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

Schedule for Categorical Medicine Interviews:

7:00am to 7:30am Arrive **Stritch School of Medicine** first floor

[Residency Programs](#)
[Fellowship Programs](#)
[Incoming Housestaff](#)
[Prospective Housestaff](#)
[Current Housestaff](#)
[Contact](#)
[Home](#) > [Diversity Council](#)

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.

[Overview](#)
[Calendar and Resources](#)
[Resident Bios](#)
[URM Visiting Student Elective](#)
[Recent Graduate Advisors](#)


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).

 Internal Medicine
Residency Home

 See more
Resident Resources

 See more
Applicant Resources

 **Who We Are**

- **Advisor Program**
- **Ambulatory (+1) Week**
- **Conference Schedules**
- **Diversity Council**
- **Friday School**
- **Global Health Program**
- **Inpatient Services**
- **Library Resources**
- **Mock Code Training**
- **Quality Improvement Curriculum**
- **Research Opportunities**
- **Resident Wellness**
- **Retreats**
- **Tuesday QI School**
- **Volunteer Opportunities**

CONTACT US

Loyola University Medical Center
2160 S. First Ave.
Building 102, Room 7600

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



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