Program Directors’ Meeting

May 11, 2017
Reminder:
Resident/Fellow Quality Improvement & Patient Safety Symposium

Visit the website
Event is next week Mon, 5/15/2017, 3:30PM – 6:00PM, SHC Atrium.
Come join us!
Improving Clinical Documentation

What do the .rcc SmartPhrases look like?

![Diagram showing relevant clinical conditions at admission and discharge with .rcc SmartPhrases]
Agenda

- GME Updates
- Pediatrics’ Recruitment Efforts
- Ophthalmology’s Recruitment Efforts
- Internal Medicine’s Recruitment Efforts
- GME Diversity Committee
GME Updates – Trend Analysis

- Available Trend Analysis will be generated and uploaded to MedHub (under Program Accreditation – APE) by the end of next week.
Diversity in Residency Programs: 2017
Resident and Fellow Demographics 2017

- Gender
  - Female 52%

- Ethnicity (8% under-represented minorities)
  - Caucasian 51%
  - Asian-American 34%
  - Hispanic 5%
  - Native American 0.30%
  - African-American 3%
  - Unidentified 7%
Diversity in 2017 Residency Match

Percent of incoming class

- Anesthesia (28)
- Dermatology (7)
- Medicine (34)
- Neurosurgery (3)
- Orthopedics (729)
- Pathology (12)
- Pediatrics (32)
- Psychiatry (12)
- Surgery (7)
- Urology (3)

Legend:
- Diversity
- Female
Diversity in Incoming Residents and Fellows

• Data is base on 334 completed registrations of 495 projected incoming residents and fellows (ACGME and Non ACGME programs)
• 40 under-represented minorities (12%)
MISSION STATEMENT

Our goal is to create a medical community that is reflective of the community and the world that we serve. We believe that we can best achieve this goal by addressing systems of privilege including those based on race, ethnicity, gender, sexual orientation, and physical ability. Representation matters, period. Our mission and values align with the goals of Stanford Medicine.

Community
We provide a comprehensive list of all the diversity groups at the department, program, and administrative level. Our goal is to make transparent the diverse support systems on all levels at Stanford School of Medicine. Let us know if we’re missing any groups!

Inclusive Events
We hold several events to foster unity and support for:
- Prospective interviewing house staff recruitment and socials
- Current house staff - social events, network with faculty
Let us know if you would like to join any of these events!

Mentorship
We encounter similar but also unique situations. Know that you are not alone, and we’re here to help!
If you have questions about professional development or any situations, feel free to speak with a fellow committee member or faculty advisors.
Diversity and Inclusion in the Pediatric Residency Program

Becky Blankenburg MD, MPH
Associate Chair of Education, Pediatrics
GME
May 11, 2017
Diversity in Pediatric Residency Program

% URM Residents

Graduation Year

Recruitment

• **URM Visiting Medical Student Clerkships since 2010**
  – First Hannah Valentine’s Program, then Dept funding, then SCORE
  – 8 URM visiting students/year

• **Representatives at SNMA and LMSA**
  – Send resident reps to SNMA and LMSA

• **Holistic Review of Applications**
  – Invite approximately 50% of URM candidates who apply
Recruitment continued

• **Training for Intern Selection Committee Members**
  - Session:
    • Defined diversity
    • Shared importance of diversity
    • Explained invisible characteristics that make one diverse
    • Exercise to show just how diverse the ISC is
  - Also recommended ISC take Implicit Association Test (IAT)

• **Diversity Interview Days**
  - Applicants can choose to interview on Diversity Interview Days or other interview days
Inclusion

• Education for all Residents
  – Noon conferences on diversity and inclusion (4-6/year)
  – Session on implicit bias and all residents take the Implicit Association Test (IAT) during a required PGY1 Community Rotation
  – Session on discrimination added to our Humanism Curriculum

• Active Diversity Committee of Residents, Fellows, and Key Faculty Involvement
  – Led by Residents
  – Essential to have faculty advisors

• Diversity Representative on Residency Council
Inclusion continued

• Career Development
  – Encourage residents to apply to the Academic Pediatric Association New Century Scholars Program (URM Career Development Program)

• National Organization Connections/Leadership for APDs and Coordinators
  – Program Leadership involved at national level in diversity and inclusion activities
Inclusion continued

• **LEAD (Leadership Education Advancing Diversity)**
  – New program in 2017-2018, led by Carmin Powell, MD
  – Grant: Stanford Provost Diversity and Inclusion Grant
  – Longitudinal leadership development
  – Monthly evening sessions
  – Culminates in first annual Diversity and Inclusion Day, which trainees help present

• **Diversity and Inclusion Day**
  – Keynote speaker and interactive sessions
Questions?
DEPARTMENT OF OPHTHALMOLOGY-
RESIDENT DIVERSITY INITIATIVE

Doug Fredrick
May 11, 2017

Date

Stanford
OPHTHALMOLOGY
BYERS EYE INSTITUTE
DIVERSITY IN THE NATION
Proportions of Ophthalmologists With Direct Patient Care Stratified by Sex, Race, and Ethnicity From 2005 Through 2015

The data source is the American Medical Association Physician Masterfile, 2005-2015 (December 31 snapshot), and the data are from ophthalmologists with direct patient care who graduated from US medical schools in 1980 or later. URM indicates underrepresented in medicine.
Proportions of Ophthalmologists With Direct Patient Care Stratified by Sex, Race, and Ethnicity From 2005 Through 2015

The data source is the American Medical Association Physician Masterfile, 2005-2015 (December 31 snapshot), and the data are from ophthalmologists with direct patient care who graduated from US medical schools in 1980 or later. URM indicates underrepresented in medicine.

Figure Legend:
Proportions of Ophthalmology Residents Stratified by Sex, Race, and Ethnicity From 2005 Through 2014

The data source is GME Track, 2005-2014 (December 31 snapshot). Please note that the 2015 data are not available. URM indicates underrepresented in medicine.

Figure Legend:
Proportions of Ophthalmology Faculty Members Stratified by Sex, Race, and Ethnicity From 2005 Through 2015

The data source is the Association of American Medical Colleges Faculty Roster, 2005-2015 (December 31 snapshot). URM indicates underrepresented in medicine.

**Figure Legend:**
Table 1. Data on Sex and Race/Ethnicity of the US Population, Medical Students, Faculty, Ophthalmology Residents, and Ophthalmologists

<table>
<thead>
<tr>
<th>Group</th>
<th>Sex</th>
<th>Race/Ethnicity</th>
<th>No. (%) [Duncan Grouping]a</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
<td>White</td>
</tr>
</tbody>
</table>

Notes:
- Duncan Grouping refers to a statistical method for determining similarity among groups.
- URM: Underrepresented Minority.
# Step 1. Sorting

**Program ID 3322, Stanford University**

<table>
<thead>
<tr>
<th>Institution Name</th>
<th>Main Contact</th>
<th>Charlotte Rendon</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department</td>
<td>Program Director</td>
<td>Doug Fredrick</td>
</tr>
<tr>
<td>Byers Eye Institute at Stanford 2452 Watson Court, Palo Alto, CA, United States</td>
<td>Chair</td>
<td>Mark Blumenkranz</td>
</tr>
<tr>
<td>Phone</td>
<td>Position Offered</td>
<td>4</td>
</tr>
<tr>
<td>650-724-9981</td>
<td>Interview Date</td>
<td>NOV 14, 21 DEC 12</td>
</tr>
<tr>
<td>Fax</td>
<td>Application Deadline</td>
<td>10/1/2014</td>
</tr>
<tr>
<td>650-565-8297</td>
<td>AUPOFCCFlag</td>
<td>No</td>
</tr>
<tr>
<td>Website</td>
<td></td>
<td></td>
</tr>
<tr>
<td><a href="http://ophthalmology.stanford.edu">http://ophthalmology.stanford.edu</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Email</td>
<td></td>
<td></td>
</tr>
<tr>
<td><a href="mailto:crendon@stanford.edu">crendon@stanford.edu</a></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Program Listing**

**Match Summary**

- Total Applicants: 428
- Interview Granted: 30
- Applicants Ranked: 30
- Positions Matched: 4

**Total Applicants**

[Export to Excel]
CULLING

- Step 1
- IMG
DIVINING THE APPLICATIONS

<table>
<thead>
<tr>
<th>Name</th>
<th>Institution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rawal</td>
<td>No Match</td>
</tr>
<tr>
<td>Razeghinejad</td>
<td>No Match</td>
</tr>
<tr>
<td>Reback</td>
<td>No Match</td>
</tr>
<tr>
<td>Redd</td>
<td>Oregon HSU</td>
</tr>
<tr>
<td>Reish</td>
<td>No Match</td>
</tr>
<tr>
<td>Ricks</td>
<td>U Utah</td>
</tr>
<tr>
<td>Riggs</td>
<td>No Match</td>
</tr>
<tr>
<td>Rodriguez</td>
<td>No Match</td>
</tr>
<tr>
<td>Ronquillo</td>
<td>U Utah</td>
</tr>
<tr>
<td>Rooney</td>
<td>W. Beaumont-Detroit/PGY1</td>
</tr>
<tr>
<td>Rosenlof</td>
<td>U Missouri - Columbia</td>
</tr>
<tr>
<td>Rossen</td>
<td>Rush Medical Center</td>
</tr>
<tr>
<td>Rotberg</td>
<td>No Match</td>
</tr>
<tr>
<td>Rothman</td>
<td>Duke University</td>
</tr>
<tr>
<td>Russell</td>
<td>U Miami / Bascom Palmer</td>
</tr>
<tr>
<td>Ryan</td>
<td>Wills Eye Residency Program at Jefferson</td>
</tr>
<tr>
<td>Ryburn</td>
<td>U Colorado</td>
</tr>
<tr>
<td>Salem</td>
<td>No Match</td>
</tr>
<tr>
<td>Salinas</td>
<td>No Match</td>
</tr>
<tr>
<td>Salloum</td>
<td>SUNY Upstate - Syracuse</td>
</tr>
<tr>
<td>Santiago</td>
<td>No Match</td>
</tr>
<tr>
<td>Sarafkour</td>
<td>New York University</td>
</tr>
</tbody>
</table>
DIVINING THE APPLICATIONS

Public Service and Activities:

**Lang Youth Program**, Columbia, August 2011 - December 2012
- Organized monthly social events for high school boys in 11th and 12th grade
- Led 1-on-1 chemistry tutoring sessions for high school students in need of supplemental instruction

**Peer Health Educator**, USC, January 2009 - May 2011
- Provided USC students with anonymous HIV testing and served as a trained health counselor
- Led health education programs regularly for residents of USC housing

**Student Success Network**, Teacher, October 2012 - November 2012
- Created an extensive cadaver-based tutorial for a portion of the first year head and neck anatomy course
- Taught multiple sections of first year students as part of a comprehensive anatomy review course

**Black and Latino Student Organization**, SNMA Co-President, August 2011 - November 2012
- Represented Columbia’s SNMA chapter at various regional conferences
- Coordinated funding opportunities for medical students to attend the 2012 National conference
- Arranged for interviewees to be hosted by first year medical students

**Emergency Medicine Interest Group**, Co-President, December 2011 - January 2013
- Scheduled a medical student shadowing program in the Emergency department
- Developed guest lectures to help medical students learn more about the profession

**African Americans in Medicine**, President, September 2007 - May 2011
- Created academic support programs for all members and booked health professionals as guest speakers
URM

- Every identified student file reviewed
- Commitment to diversity discussed at interview
OUTCOMES

- In past 2 years – 3/8 matched residents Hispanic
IN 10 YEARS AS PD WHAT HAVE I LEARNED

• Students believe what they see more than what they hear.
Diversity – Internal Medicine

• Large focus to increase diversity & recruitment of underrepresented-in-medicine (UIM) applicants

• This year’s efforts…
  • Increased # of invitations for UIM applicants (51)
  • Emphasis on diversity in AM session from leadership
    • Wendy Caceres, MD
  • Focus to match candidates with faculty invested in UIM recruitment
  • GME diversity committee
    • Across-program dinner on interview day (trial this year)
    • Resident-to-applicant contact/recruitment
  • Second-look diversity day/dinner
    • Travel expenses paid for by DOM
  • Post-interview recruitment
    • Including by senior Departmental leadership
Results: Success!

- Matched 7 UIM applicants in Categorical class (of 32)
  - Kristin Boulier (U. Virginia)
  - Adrian Castillo (UCLA)
  - Haroon Jakher (USC)
  - Olufolarin Oke (Mt. Sinai)
  - Ramon Ramirez (UT Southwestern)
  - Carla Tamayo (U. Puerto Rico)
  - Pedro Vianna (U. Central Florida)

- Gender: 51% men, 49% women (Categ/GH/IM-Anesth)

- Geographic diversity from schools around country

- National origin – 11 born outside mainland USA
  - Brazil
  - Canada
  - China
  - Egypt
  - India (2)
  - Japan
  - Nigeria
  - Panama
  - Puerto Rico
  - Taiwan

- Other plans for this year
  - Participation at SNMA/LMSA regional/national conferences
  - SCORE
  - Across-program diversity events during interview season (*)
Overview

• GME Diversity Committee

• Events completed

• Future events, how your department could get involved
GME Diversity Committee

- Started 10/2016 by Miquell Miller PGY-3 Surgery resident
- Broad definition of diversity so inclusive, with attention to those under-represented in medicine (URM)
- Monthly meeting of residents and fellows – community building
- Involvement in recruitment
  - Letter to URM applicants
  - Dinners and Receptions
- Post-Match Diversity Survey
- GME Diversity Committee Website
- Participation in national meeting of SNMA, western regional LMSA through the support of programs/departments
Post-Match Diversity Survey

• Results pending
  – For example we may have more information on the experience of LGBT applicants and Muslim American applicants during this interview season

• Questions on perceived effectiveness of different approaches
  – Dinners, receptions, second looks, letters

• Questions on what they would like to learn more about Stanford
  – Exposure to patient populations, housing
PLEASE LINK TO THIS PAGE FROM YOUR RESIDENCY PAGES
Participation in conferences

• Surgery
• Pediatrics
• Medicine
• School of Medicine

• A lot of interest in other specialties – I was approached by students interested in OB/GYN, ER, Neurology, Dermatology

• We gave out over a hundred SCORE pamphlets, with more students interested

• NEXT YEAR IN SAN FRANCISCO- we plan for a strong Stanford showing
AMEC – SNMA’s Annual Medical Education Conference

Wendy Caceres @WendyCaceresMD · Apr 15
Congrats #SNMA for an uplifting #AMEC2017! Loved meeting so many amazing future MDs @StanfordMed @StanfordMedRes StanfordPeds @OpNotes
Regional LMSA-West Meeting

Wendy Caceres @WendyCaceresMD · Mar 25
Inspired by the energy of great students we met @lmsa_west regional with @StanfordMedRes Stanford Peds @StanfordMed
Next Steps for the GME Diversity Committee

• Events with SCORE students when they are here
• Welcoming new residents
• Mentoring Stanford medical students, working with faculty
• Next recruitment cycle dates

• Have more of all of you involved
https://med.stanford.edu/clerkships/score-program.html

Stanford Clinical Opportunity for Residency Experience (SCORE)

Welcome to the Stanford Clinical Opportunity for Residency Experience (SCORE). SCORE recognizes that Stanford Medicine’s ideal of true community engagement is unlikely to occur without a workforce that is diverse in many ways.

The specific goal of SCORE is to increase the recruitment of underrepresented trainees in their clinical field, provide education and career
Community Events

• Welcome event during orientation – more to come
  – Including welcome from the Dean of the Medical School

• Joint events with Stanford medical student groups
  – Mentoring program, exposure to different specialties

• Joint events with Stanford diverse faculty
  – Career development coaching, interface with national organizations
  – Community events
Consider joining us at the following conferences

• SNMA’s Annual Medical Education Conference (AMEC)
  – March 27-April 1, 2018 in San Francisco

• LMSA national conference
  – March/April 2018 in Miami

• Building the Next Generation of Academic Physicians (BNGAP)
  – January 18, 2018 here at Stanford
  – Sponsored by GME and OFDD, effort led by Reena Thomas of Neurology, myself and Dennis Spencer Pediatrics resident

• Others TBD
Next Diversity Days

Next GME Diversity Receptions – in the Bing

- Tuesday, November 14th 5pm-6pm
- Monday, December 4th 5pm-6pm
- Thursday, December 14th 5pm-6pm
- Wednesday, January 10th 5pm-6pm