

Creation and Evaluation of a Novel Pipeline Mentorship Program for Underrepresented in Medicine Anesthesia Residents Pursuing Fellowship Training

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Background

- Anesthesiologists care for a diverse patient population
- Diversity in healthcare providers has been shown to improve productivity, clinical decision-making, patient outcomes, and safety¹
- Over time, more anesthesia residents have entered fellowship, but the number of fellows that identify with underrepresented in medicine (URiM) groups remains low
- In pediatric anesthesiology, between 2000-2018, the proportion of black trainees decreased from 7% to 4.5% and other minority groups decreased from 12.3% to 10.9%²
- In 2019-2020 among 220 adult cardiothoracic anesthesia fellows, only 7 identified as Hispanic, 6 identified as Black, and 1 identified as Native Hawaiian/Pacific Islander³

Methods

- We created a novel URiM Mentorship Program to increase URiM representation in fellowship/subspecialty training

Recruitment:

- Faculty mentors were recruited from UCSF based on interest and experience
- URiM resident mentees were recruited from ACGME anesthesiology residency programs in the United States
- Mentorship program coordinators paired each resident with a mentor from UCSF

Mentorship Goals:

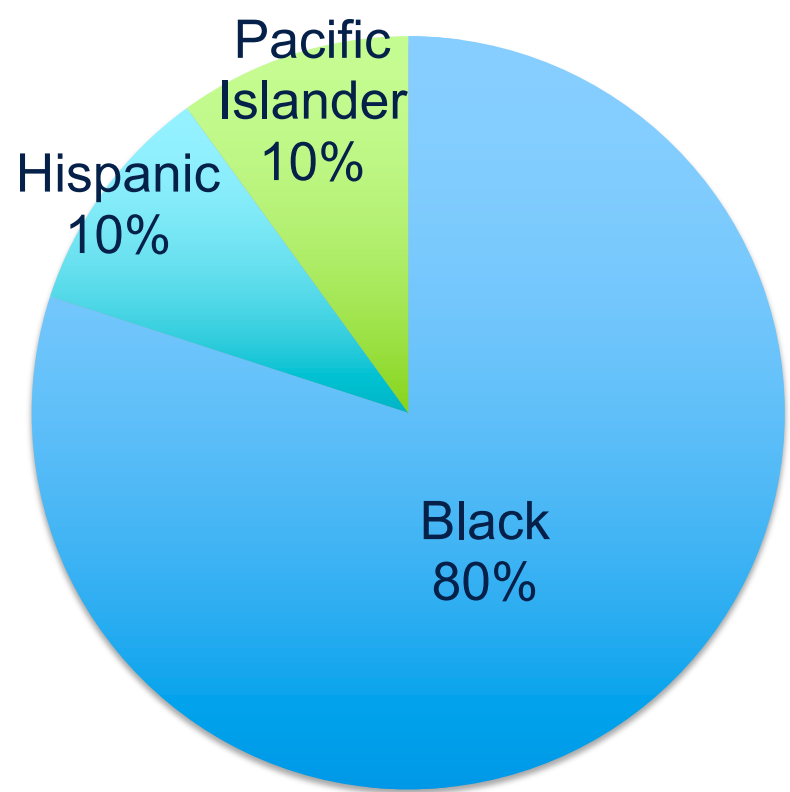
- Residents and their assigned mentees met at times and at frequencies that were accommodating to their schedules
- Mentors facilitated networking opportunities, offered feedback on personal statements, reviewed CVs, and provided feedback on interviewing skills. Their focus was to help their resident mentee become more prepared and competitive for the fellowship match

Program Evaluation:

- After one year, residents and faculty mentors were asked to complete a survey to evaluate the utility of the mentorship program and to assess perceptions about potential barriers to fellowship training

Results

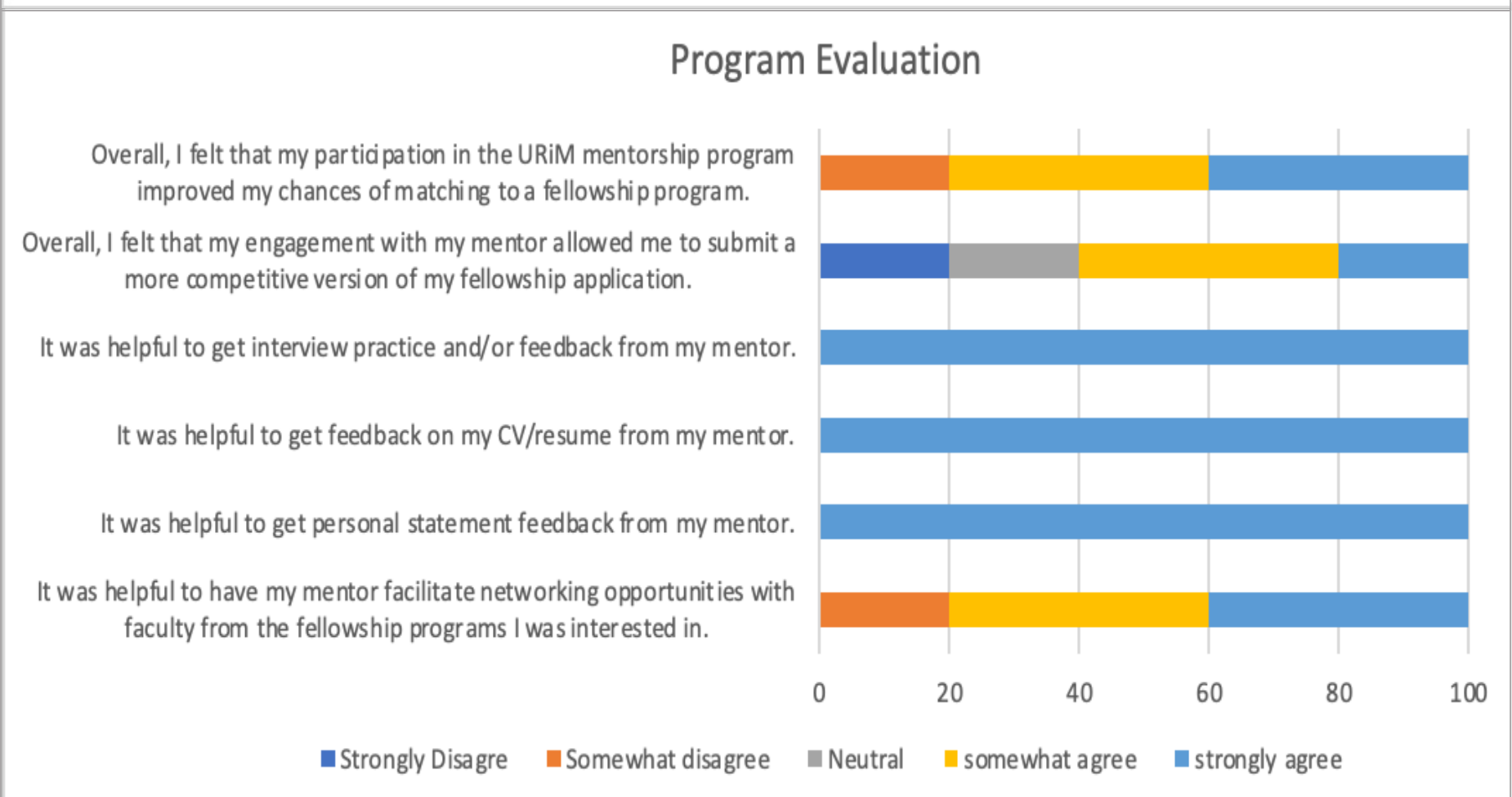
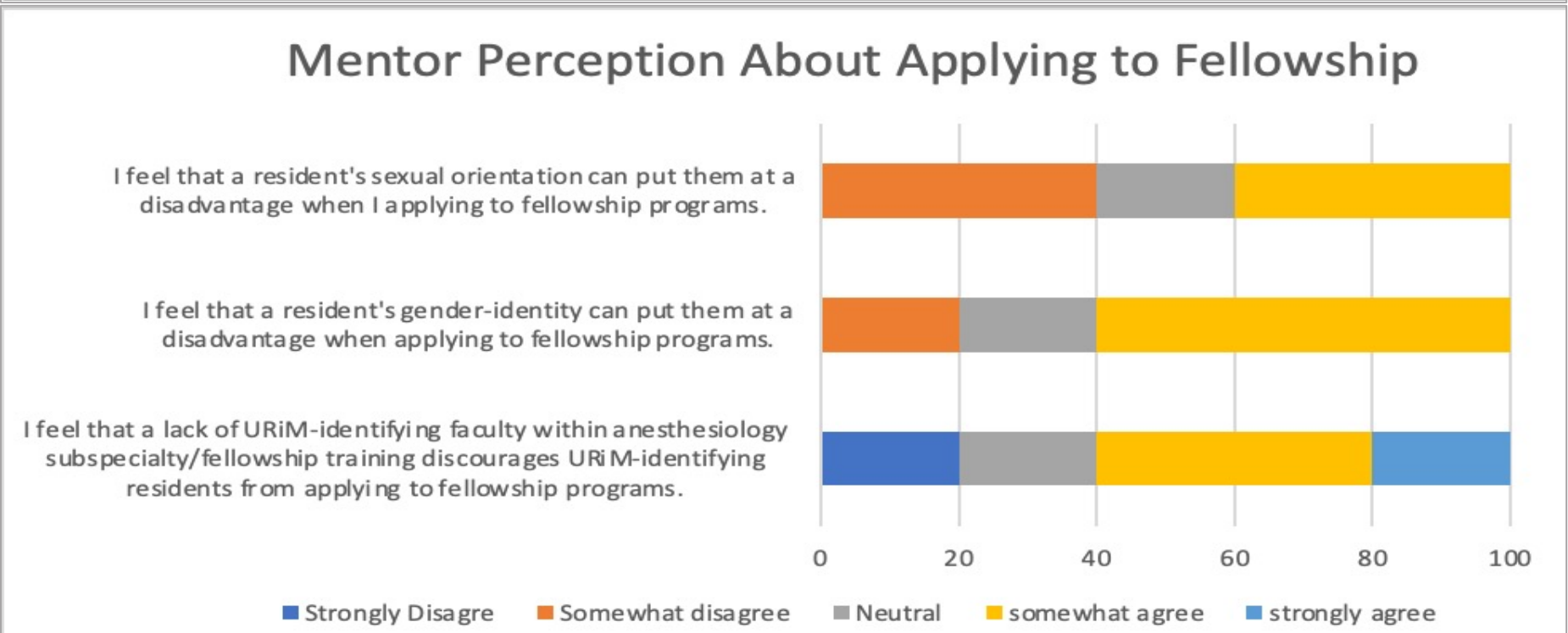
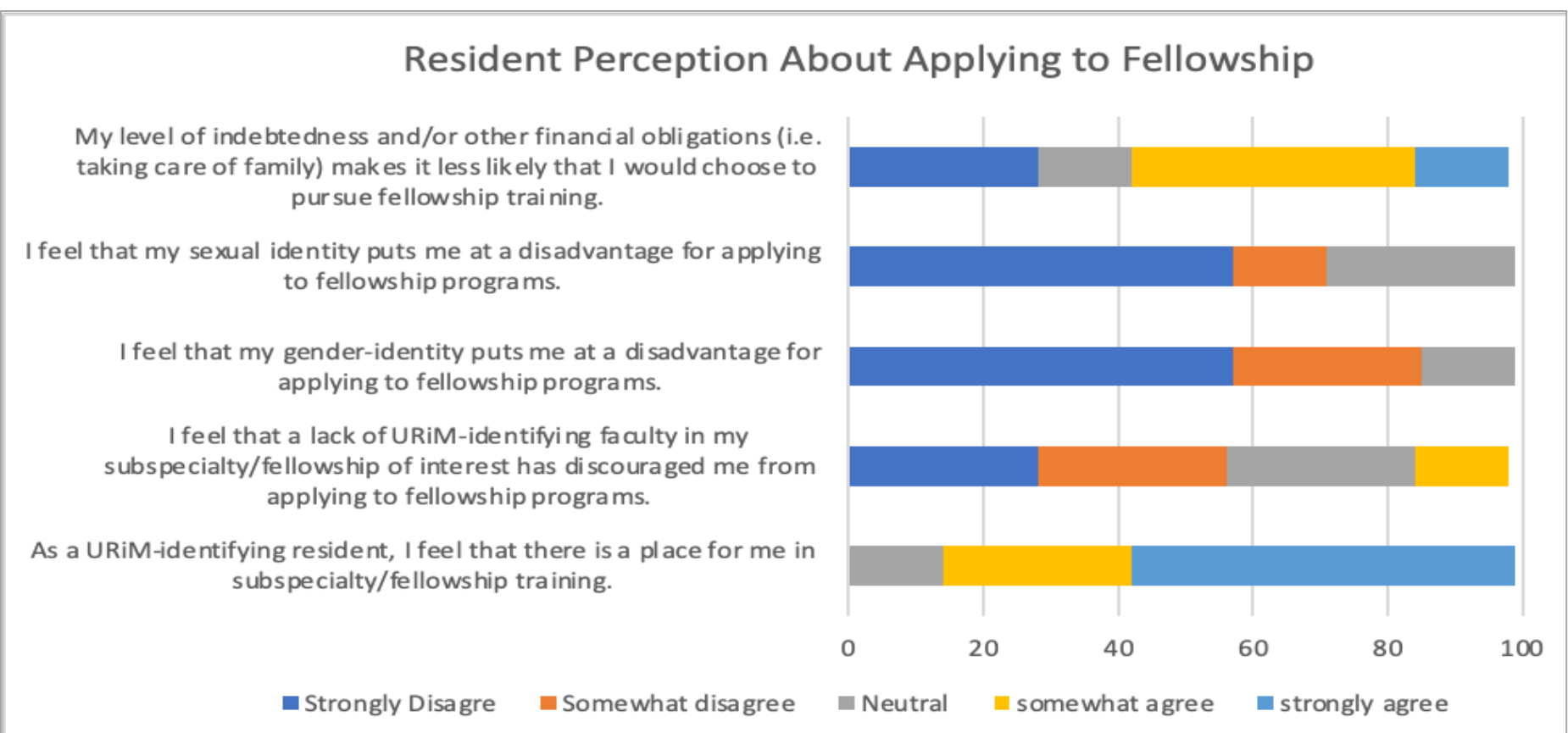
- The inaugural cohort of mentees included 10 residents from different anesthesiology residency programs
- Each level of training, PGY1-PGY3, was represented



Self-reported resident identities

In total, 8 residents identified as Black, 1 identified as Hispanic, and 1 identified as Pacific Islander

Survey Results



Discussion

- Results suggest that residents found the program helpful in terms of improving their fellowship application
- 60% indicated the mentorship they received through the program helped to create a more competitive application
- 80% stated that their participation improved their chances of matching
- We hope that the success of our URiM Mentorship Program will encourage other institutions to develop a similar program to improve URiM representation in fellowship training in anesthesiology

References

- 1) Gomez LE, Bernet P. Diversity improves performance and outcomes. J Natl Med Assoc. 2019 Aug;
- 2) Nafiu, Olubukola O. MD, FRCA, MS et.al, Racial, Ethnic, and Gender Diversity in Pediatric Anesthesiology Fellowship and Anesthesiology Residency Programs in the United States: Small Reservoir, Leaky Pipeline, Anesthesia & Analgesia: October 2020
- 3) Sumler ML et.al A Call for Diversity: Underrepresented Minorities and Cardiothoracic Anesthesiology Fellowship Education. J Cardiothorac Vasc Anesth. 2022 Jan;