

Diversity Recruitment: Impacting Change

Steven C. Stain, M.D.
Society of Surgical Chairs
October 20, 2018

Ensuring Equity, Diversity, and Inclusion in Academic Surgery



American Surgical Association

The oldest surgical association in the United States
Established in 1880

[Home](#)

[Annual Meeting](#)

[Council](#)

[Committees](#)

[Members Only](#)

[Membership](#)

[Journal](#)

[Transactions](#)

[Foundation](#)

[Awards](#)

[Newsletter](#)

[About / History](#)

Ensuring Equity, Diversity, and Inclusion in Academic Surgery

Surgeons and the discipline of surgery, particularly academic surgery, have a tradition of leadership both within medicine and within society. Currently, we are being challenged to harness our innate curiosity, hard work, and perseverance to address the historically significant deficiencies within our field in the area of diversity, equity, and inclusion. Surgery needs to identify areas for improvement and work iteratively to address and correct past deficiencies. This requires honest and ongoing identification and correction of implicit and explicit biases. More diverse departments, residencies, and universities will improve our care, enhance our productivity, augment our community connections, and achieve our most fundamental ambition - doing good for our patients. To address these needs, Dr. Ronald V. Maier formed a working group, the Task Force on Equity, Diversity, and Inclusion, at the time of the ASA's 2017 Annual Meeting, and charged its members with producing a work product to identify issues and hurdles and develop a set of solutions and benchmarks to aid the academic surgical community in achieving these goals.

This "living document" was highlighted during [Dr. Maier's 2018 Presidential Address](#), and can be downloaded by clicking on the link below.

Ensuring Equity, Diversity, and Inclusion in Academic Surgery

[Download document](#) (📎 3.1 MB)



**Task Force on Equity, Diversity, and Inclusion
American Surgical Association**

Search ASA

Google Custom Search

Search

Contributing Authors

- Nita Ahuja, MD
- Peter Angelos, MD, PhD
- Barbara L. Bass, MD
- Karen J. Brasel, MD
- Herbert Chen, MD
- Kimberly A. Davis, MD
- Timothy J. Eberlein, MD
- Yuman Fong, MD
- Caprice C. Greenberg, MD, MPH
- Shelley Hwang, MD
- Keith D. Lillemoe, MD
- Ronald V. Maier, MD
- Mary C. McCarthy, MD
- Fabrizio Michelassi, MD
- Patricia J. Numann, MD
- Sareh Parangi, MD
- Jorge D. Reyes, MD
- Hilary A. Sanfey, MB, BCh, MHPE
- Steven C. Stain, MD
- Ronald J. Weigel, MD, PhD
- Michaela A. West, MD, PhD
- Sherry M. Wren, MD

Diversity Recruitment: Impacting Change

- The Role of the Chair at the National Level
- The Department of Surgery
- The Institutional Environment
- Plan to Recruit Diverse Candidates
 - The Actual Process of Recruitment

Role of the Chair: National

- Visible Champion for Diversity
- Known to be Seeking Diverse Candidates
- Nominating Women and URiM for:
 - Promotion
 - School of Medicine Leadership Positions
 - Society Memberships (SUS/ASA)
 - Society Officers



◀ About Us

[This Is What We Stand For](#)[Faculty & Resident Life](#)[Our Alumni](#)[History](#)[News: In the Loupes](#)[Events](#)[Contact Us](#)

[Home](#) » [About Us](#) » [News](#) » Creating a Culture of Diversity

APRIL 2, 2018

Creating a Culture of Diversity

The Michigan Promise represents our commitment to creating a culture in which diversity is imbedded into our professional lives as surgeons, educators, and investigators.



MICHIGAN PROMISE BLOG



Role of the Chair: National Visibility

- Association of Women Surgeons
- Society of Black Academic Surgeons
- Society of Asian Academic Surgeons

Role of the Chair

- Publically embrace diversity
- Foster welcoming environment
- May require primary role in faculty mentoring
 - Foster career advancement
 - Provide Resources
- Large Departments: Vice Chair of Diversity?
- Diversity Pipeline Programs (College/High School students)
- Women in Surgery Interest Group
- Diverse Group of Visiting Professors
- Competitive URiM Subinternships

Institutional Environment: Chair Involvement

- Office of Diversity and Inclusion
 - Assistant / Associate Dean
 - Hospital Efforts
- Women's Council
- URiM Council
- Diversity Recognition Events
- Mixers

Institutional Environment: What Can You Do

- Send ASA White Paper to your Dean
- Ask your Dean about Diversity efforts
- Point out what YOUR DEPARTMENT IS DOING
- Measure your Department's progress in Diversity
 - Distribute results to your Dean & Department

Albany Med: Diversity Recruitment Efforts

Division	Interviewed	Hired	Women Hired	URiM Hired
ENT	13	4	2	1
Urology	9	3	1	0
Thoracic	10	4	0	0
Cardiac	23	6	1	2
Plastics	27	10	5	1
Pediatric	32	8	5	1
General	71	27	8	5
Ortho/Vascular	?	?	?	?

Albany Med: Current Faculty

Division	# of Faculty	Women	URiM
ENT	9	2	1
Urology	11	2	0
Cardiothoracic	9	1	2
Plastics	10	3	1
Pediatric	3	3	0
General	34	13	4
Vascular	23	8	1
Orthopedics	9	1	0

Equity

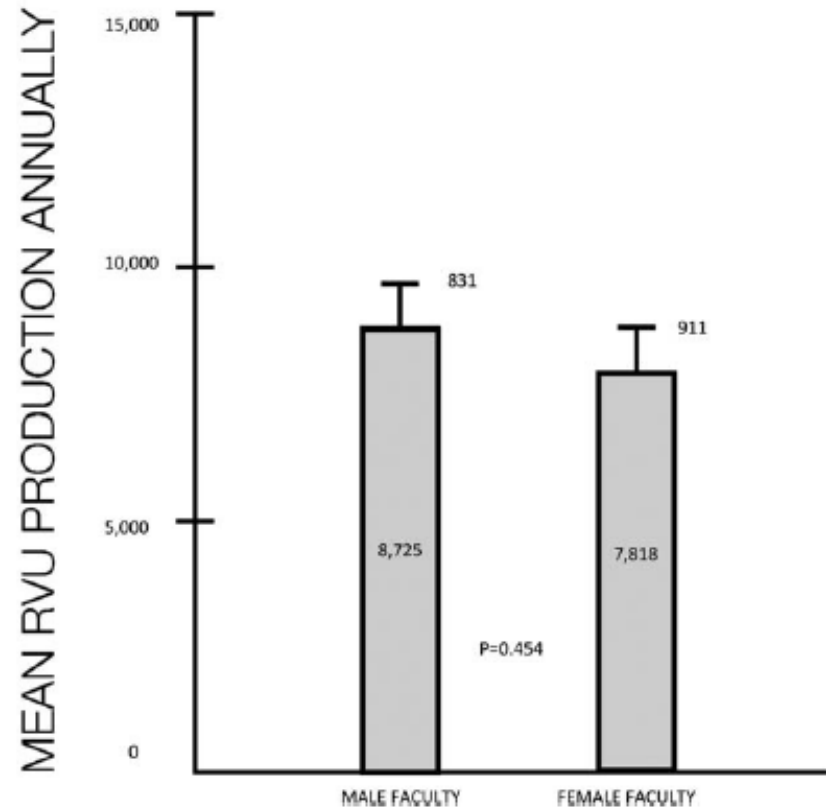


FIGURE 1. wRVUs over entire study period stratified by sex.

Morris, Chen, Heslin, Krontiras
Annals Surgery, September 2018

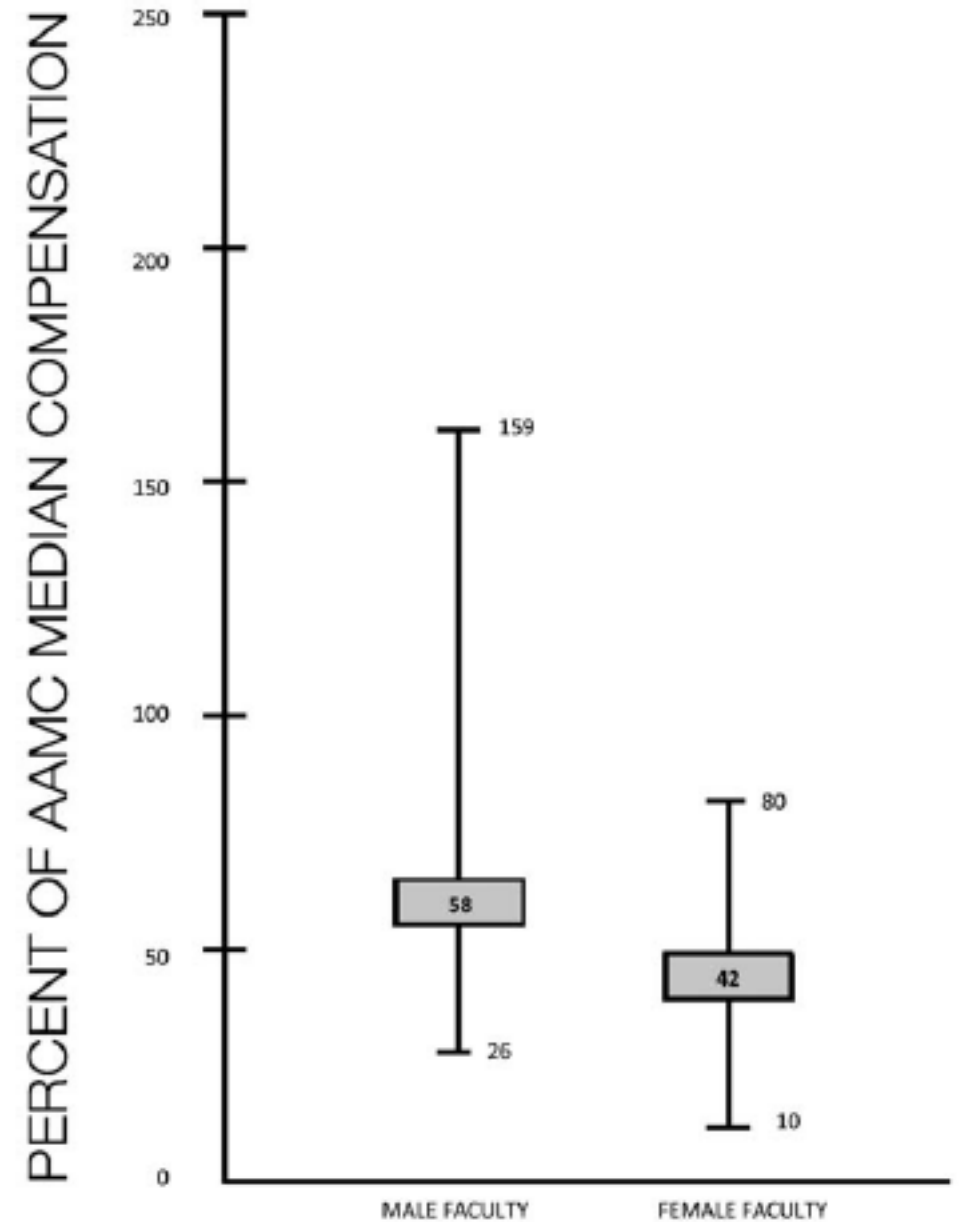


FIGURE 3. % AAMC median salaries stratified by sex after new compensation plan.

Key Performance Indicators

- Create a multi-year Departmental Diversity Recruitment Goals document.
- Measure your own Faculty Composition (Gender, URiM)
- Review search committee composition of women and URiM in terms of number and seniority annually.
- Train Division Chiefs & Search Committees
 - AAMC Unconscious Bias online video training course
 - <https://www.aamc.org/initiatives/diversity/learningseries/>
 - Harvard Implicit Bias <https://implicit.harvard.edu/implicit/>