

# **Evaluation of Residency Programs and Improving Transparency**

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# Issues/Challenges Diversity

- OSR-Ethnic and Diversity statement
- Information about residency programs should be available to all applicants regardless of medical school, country of origin, or other factors

# OSR principles

- Residency profiles: race/ethnicity, gender, age, and geographic background of residents, degree type

Sullivan Report

AAMC

*“Missing Persons: Minorities in the  
Health Professions”*

# Summation Points

- “Increasing diversity in the healthcare workforce is *essential* if we are to reduce the health care disparities that affect minority groups”
- Holistic approach to medical school admissions
- Need for holistic approaches to residency applicants

# Couple of Reminders

- Racial and ethnic minorities
  - 26% of the total population of the United States
  - 6% of Practicing physicians are Latino, African American and Native American
- African American physicians-5X African American residents
- Hispanic physicians-2X Hispanic residents

# Advising on Diversity

- Having the information readily available
  - Transparency/doing the legwork
- Students are prepared to ask these questions
  - Intimidated
- Specialty dependent
  - Surgery, ED, Dermatology, etc.
- Will vary between institutions
  - Programs