UWSOM Diversity Update
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Changing Demographics of the United States

Between 2016 and 2060: URM population groups will increase from 100.7 million to 169.7 million.

- **URM Population Segments**
  - 47% under 18 years of age
  - 36% of undergraduate students
  - 21% of college graduates
  - 12% of medical students
  - 13% of residents in training

**WA State (2018)**
- 18.7% URM
- 13.0% Hispanic
- 3.7% Black/African American
- 1.3% AIAN
- 0.7% Pacific Islander

*URM refers to Hispanic, Black/African American, American Indian/Alaska Native, and Pacific Islanders*
AAMC Full Time Faculty, 2016 (n=163,125)

- White, 63.1%
- Asian, 14.6%
- Black, 3.0%
- Hispanic, 4.4%
- NHOP1, 0.2%
- AIAN, 0.1%
- Unknown, 11.0%
- Other, 0.5%

7.7% URM

Source: AAMC

UWSOM Paid Faculty Diversity, 2018 (n=2,288)

- White, 68.6%
- Asian, 17.0%
- Hispanic, 3.5%
- Black, 1.1%
- AIAN, 0.2%
- NHOP11, 0.2%
- Pacific Islanders, 0.1%
- Missing R/E, 0.7%
- 2+ Racial Groups, 1.4%

4.8% URM

Source: UW EOAA Office, 2018
School of Medicine: Percent URM by Department, 2018

SOM Average 4.8%
UWSOM Rank by Race/Ethnicity
(2018 EOAA Data)

- White:
  - Assistant Professor: 23%
  - Associate Professor: 36%
  - Professor: 45%
- URM:
  - Assistant Professor: 32%
  - Associate Professor: 35%
  - Professor: 28%
- Asian:
  - Assistant Professor: 37%
  - Associate Professor: 39%
  - Professor: 24%
- 2+ Races:
  - Assistant Professor: 37%
  - Associate Professor: 40%
  - Professor: 23%
- Missing Data:
  - Assistant Professor: 50%
  - Associate Professor: 31%
  - Professor: 19%
- All:
  - Assistant Professor: 29%
  - Associate Professor: 33%
  - Professor: 38%
Gender

• Female Population Segments
  • 51% of US population
  • 49% of population < 18 years
  • 46% of medical students are women (AAMC, 2016)
  • 44% of residents are women (AGCME, 2018)
School of Medicine: Percent Female by Department, 2018

SOM Average: 40%
UWSOM Rank by Gender
(2018 EOAA Data)

<table>
<thead>
<tr>
<th>Gender</th>
<th>Assistant Professor</th>
<th>Associate Professor</th>
<th>Professor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>35%</td>
<td>28%</td>
<td>38%</td>
</tr>
<tr>
<td>Male</td>
<td>32%</td>
<td>45%</td>
<td>33%</td>
</tr>
<tr>
<td>All</td>
<td>29%</td>
<td>38%</td>
<td>38%</td>
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Faculty Hires

• External (Regular) Hires
  • National pool search.
  • Both internal and external candidates are considered.

• Internal (Temporary) Hires
  • Faculty on year-to-year contracts
  • Frequently selected from pool of graduating residents and fellows.

• Leadership (Chairs, Deans, Others)
  • Current faculty and external candidates
Some Best Practices

• Create a diversity committee for your department.
• Attend sessions at national and regional meetings with the intent of identifying potential minority recruits.
• Advertise faculty positions in journals with diverse readership.
• Engage your faculty and residents and fellows to recruit minority candidates from their networks – special role of MSIs.
• Make personal phone calls to recruit potential URM applicants who might not consider applying for an open position.
• Scrutinize applicant pool for diversity using Interfolio tools.
• Identify promising trainees and junior faculty early and mentor them for future faculty positions.
• Develop diversity sub-internship opportunities.