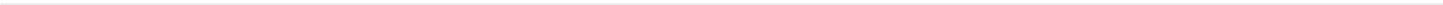




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## Perceptions Revisited: Pediatric Chief Resident views on Minority Housestaff Recruitment and Retention in Pediatric Residency Programs

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### Abstract

#### Purpose

This study examined institutional strategies among pediatric residency programs for recruitment and retention of underrepresented minorities (URM) housestaff.

#### Procedures

A questionnaire developed by the authors in a 1992 study was modified and then mailed to 185 pediatric chief residents at non-military pediatric training programs in the United States. Descriptive statistics (means and frequency) were calculated for each question. There were three rounds of mailings and a telephone follow-up.

#### Main Finding

The response rate was 39% (n=73). Thirty-eight percent reported that URM housestaff recruitment and retention was a priority for their program directors, 37% reported that it was a priority for themselves, 25% reported it was a priority for the hospital administration, and 36% reported that they were not sure about the priority of URM housestaff recruitment and retention within their organization. Sixty-seven percent stated that their housestaff selection committees do not have defined recruitment goals, 6% indicated that their committees have specifically defined recruitment goals, and 27% were not sure.

#### Conclusions

Despite numerous initiatives from government agencies, medical institutions, and institutions of higher education, a critical gap remains among institutions in their recruitment efforts for URM at the level of residency training. Our study suggests that pediatric chief residents may not be adequately educated or primed regarding the importance of recruitment and retention of URM. As individuals involved with both medical training and hospital hierarchy, they are uniquely positioned to influence and carry out program goals and objectives.

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### Keywords

Pediatrics; residency programs; minorities ORIGINAL

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