

Diversity goals not met for pediatric academic faculty in the US

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An increase in the percentage of underrepresented in medicine (URiM)

pediatric academic faculty was seen in the last 20 years, with the increase primarily driven by female representation, according to a study published online Aug. 23 in *Pediatrics*.

Emma A. Omoruyi, M.D., M.P.H., from the McGovern Medical School at the University of Texas Health Science Center at Houston, and colleagues examined pediatric faculty diversity trends and compared racial/ethnic representation between pediatric faculty and the U.S. population in a repeat cross-sectional study of the Association of American Medical Colleges Faculty Roster from 2000 to 2020.

The researchers found that at all ranks, trends in URiM increased significantly (+3.5, +3.0, and +2.5 percent for [professor](#), associate professor, and assistant professor, respectively). There was no change in URiM male representation, while trends in URiM [female representation](#) increased significantly (+3.4 percent). Significantly decreased representation was seen for African American/Black men at the associate and assistant professor levels (−0.4 and −0.6 percent, respectively) and for American Indian/Alaska Native men at the assistant professor rank (−0.1 percent). Compared with 2020 U.S. overall and longitudinal child population representation, the percentage of URiM pediatric faculty representation was considerably lower.

"The stagnation of URiM male representation and lack of [faculty](#) diversity reflective of the U.S. population may have a critical impact on the field of [pediatrics](#)' ability to recruit and retain a diverse workforce and promote equitable care," the authors write.

More information: Emma A. Omoruyi et al, Trends in the Diversity of Pediatric Faculty: 2000 to 2020, *Pediatrics* (2022). [DOI: 10.1542/peds.2021-055472](https://doi.org/10.1542/peds.2021-055472)

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