



# Influential factors, barriers, and facilitators of dermatology career choice among physicians who are underrepresented in medicine: a cross-sectional study

Adaugo Amah, MD<sup>1</sup>, Sachi Desse, BS<sup>1</sup>, Moses Elam, MD<sup>2,3</sup>, Howa Yeung, MD MSc<sup>2,4</sup>

<sup>1</sup>Morehouse School of Medicine, Atlanta, GA

<sup>2</sup>Department of Dermatology, Emory University School of Medicine, Atlanta, GA

<sup>3</sup>Division of Dermatology, Atlanta VA Health Care System, Decatur, GA

<sup>4</sup>Clinical Resource Hub, Veterans Integrated Service Network 7 Southeast Network, Decatur, GA



## BACKGROUND

- Underrepresented minorities (URM) comprise of the smallest percentage in the dermatology workforce relative to the general population.<sup>1</sup>
- Increasing racial and ethnic diversity of physician work force may be key to meeting national goals to eliminate health disparities.<sup>2</sup>

## OBJECTIVES/HYPOTHESIS

- Examine factors and barriers experienced by current URM dermatologists reported in choosing a career in dermatology
- Inform future URM medical students in the pursuit of dermatology

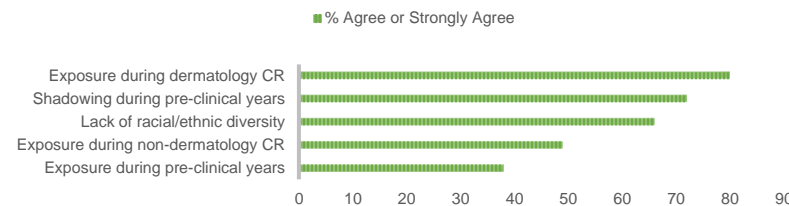
## METHODS

- Data Source: Web-based 38 question survey
- Study Period: May 7<sup>th</sup> to May 30<sup>th</sup>, 2020
- Participants: NMA dermatology section
- Analysis: Fisher exact tests, Two-sided tests

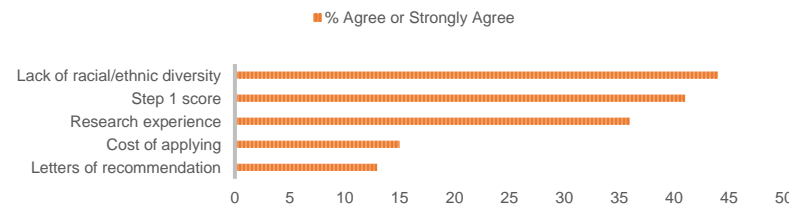
## RESULTS

Characteristics	%	Characteristics	%
Sex		Race/Ethnicity	
Female	72	Non-Hispanic Black or African American	97
Male	26	Hispanic	3
Age		Non-Hispanic multiple races	5
<35	18	Professional rank	
35-44	39	Attending	73
45-64	23	Resident/Fellow	11
>65	21	Intern	8
		Retired	5

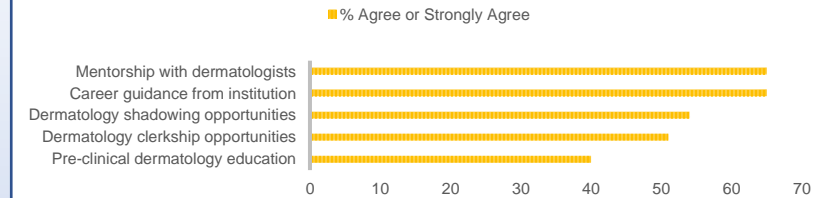
### FACTORS THAT INFLUENCED INTEREST IN DERMATOLOGY



### BARRIERS TO SUCCESSFULLY MATCHING FACED



### POTENTIAL BENEFICIAL RESOURCES PRIOR TO RESIDENCY APPLICATION



## CONCLUSION

- Early exposure to dermatology, lack of racial/ethnic diversity, and mentorship were the most important components that enabled current URM dermatologists.
- Diversity focused sessions at AAD annual meetings have increased from 2.5% in 2013 to 6.8% in 2019.<sup>3</sup>
- Dermatology continues to be one of the least diverse specialties in US.
- Limitations include small sample size with low survey response rate, potential recall bias, lack of non-URM comparison group.

## REFERENCES / ACKNOWLEDGEMENTS

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This study is supported in part by the National Institute of Arthritis and Musculoskeletal and Skin Diseases awards K23AR075888 and L30AR076081 (to Dr. Yeung). The content is solely the responsibility of the authors and does not necessarily represent the official views of the National Institutes of Health or the Department of Veterans Affairs.