

Minority Faculty Recruitment and Retention in PA Education

Session facilitators:

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Session Objectives:

At the conclusion of this session, participants will be able to:

1. Identify and discuss current trends in the recruitment and retention of minority faculty in:
 - a. Health professions education as a whole
 - b. PA education
2. Understand how the under-representation of minority faculty in health professions education and PA Education:
 - a. Diminishes the overall quality of health professions education.
 - b. Negatively affects the recruitment and retention of minority students.
 - c. Adversely affects the health status of minority and under-served populations.
3. Discuss the importance of minority faculty as mentors, role-models, and leaders for:
 - a. Minority students/ all students
 - b. Minority faculty/ all faculty
 - c. The community
4. Identify and make recommendations to the CECD (Committee on Cultural and Ethnic Diversity) and PAEA membership for:
 - a. Avenues for future research on the topic.
 - b. Methods to improve recruitment and retention minority faculty.

Session Description & Summary:

In this spotlight presentation, the presenters will lead participants in a 30 minute power-point presentation which will review the current trends in minority faculty recruitment and retention in health professions education and specifically PA education. Also discussed will be the Institute of Medicine (IOM) reports as well as other seminal works that show the relationship between minority health providers, minority educators, and health status of minorities and underserved populations. Further, the presenters will reveal some innovative ideas that other health professions are taking to improve minority

faculty recruitment and retention. At the conclusion of the session participants will have a 15 minute question and answer time to share their experiences and thoughts on the topic and discuss how and if their programs are addressing such issues.

Guiding Questions for the Discussion:

1. What is the relationship between minority health providers, minority educators, and health status of minorities and underserved populations?
2. What are the current trends in minority faculty recruitment and retention in health professions education?
3. How does PA education compare to other health professions education in the recruitment and retention of minority faculty?
4. What are the challenges minority faculty face in the academic setting?
5. What are some innovative ideas that other health professions are taking to improve minority recruitment and retention?

References

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