

LEADERSHIP AND WORKFORCE DIVERSITY

Books, Reports, and Other Key Resources

Anti-Equal Opportunity Initiatives: Compromising Health and Diversity. Washington, DC: Association of American Medical Colleges, Health Professionals for Diversity Coalition, Jun. 2008
Issue brief on ballot initiatives aimed at eliminating race and gender-conscious programming for public, state-funded programs.
http://www.hpd-coalition.org/history/publications/issuebrief_june2008.pdf

Assessing Medical School Admissions Policies: Implications of the U.S. Supreme Court's Affirmative Action Decisions. Washington, DC: Association of American Medical Colleges, Sep. 2003.
Guidance for medical schools in implementing race-conscious/ethnicity-conscious admissions policies in response to U.S. Supreme Court rulings related to affirmative-action admissions policies.
https://services.aamc.org/Publications/showfile.cfm?file=version5.pdf&prd_id=75&prv_id=65&pdf_id=5

Case Studies in Diversity: Managing and Educating a Diverse Healthcare Workforce. Washington, DC: Association of University Programs in Health Administration, 2002.
Compilation of articles on various aspects of health care workforce diversity.

Castillo-Page, L. *Diversity in the Physician Workforce: Facts & Figures 2006.* Washington, DC: Association of American Medical Colleges, Summer 2006.
Detailed statistical information on the demographics and practice patterns of the physician workforce that has graduated from U.S. allopathic medical schools by age, race/ethnicity, and gender.
https://services.aamc.org/Publications/showfile.cfm?file=version79.pdf&prd_id=161&prv_id=191&pdf_id=79

Coleman, A. L., and others. *Roadmap to Diversity: Key Legal and Educational Policy Foundations for Medical Schools.* Washington, DC: Association of American Medical Colleges, Mar. 2008.
Guidance to help medical schools establish and implement institution-specific, diversity-related policies that will advance their core educational goals with minimal legal risk.
https://services.aamc.org/Publications/showfile.cfm?file=version109.pdf&prd_id=219&prv_id=275&pdf_id=109

The Diversity Research Forum: Exploring Diversity in the Physician Workforce: Benefits, Challenges, and Future Directions. Washington, DC: Association of American Medical Colleges, 2007
Presentations by a panel of researchers and funders on the impact of diversity in medicine and the implications of public policy on the ability of these efforts to create change.
https://services.aamc.org/Publications/showfile.cfm?file=version85.pdf&prd_id=190&prv_id=231&pdf_id=85

The Diversity Research Forum: Tools for Assessing and Measuring Diversity in Medical Education. Washington, DC: Association of American Medical Colleges, June 2006
Presentations by a panel of researchers on how diversity is assessed and measured in education research and how diversity may be measured in the future.
https://services.aamc.org/Publications/showfile.cfm?file=version61.pdf&prd_id=157&prv_id=187&pdf_id=61

Minorities in Medicine: An Ethnic and Cultural Challenge for Physician Training. Rockville, MD: Council on Graduate Medical Education, 2005.
Assesses the progress made in increasing the number and proportion of underrepresented minorities in medicine and strengthening cultural competency in physicians.
<http://www.cogme.gov/17thReport/17.pdf>

Minority Student Opportunities in United States Medical Schools. Washington, DC: Association of American Medical Colleges, Nov. 2007.
Provides data on the number of applicants, first-time applicants, matriculants, and graduates for each medical school by gender and race/ethnicity.
https://services.aamc.org/Publications/index.cfm?fuseaction=Product.displayForm&prd_id=213&cfid=1&cftoken=6876A7B5-08D5-4D6C-A59FA142F5664B7A

Missing Persons: Minorities in the Health Professions. Durham, NC: Duke University School of Medicine, Sullivan Commission on Diversity in the Healthcare Workforce, 2004.
Report of a commission established to make policy recommendations for systemic change to address the scarcity of minorities in health professions. Presents 37 separate recommendations.
<http://www.jointcenter.org/healthpolicy/docs/SullivanExecutiveSummary.pdf>

A Race/Ethnic Comparison of Career Attainments in Healthcare Management: 2002. Chicago: American College of Healthcare Executives, 2002.
Updates data from surveys conducted in 1992 and 1997 to compare the career attainments of health care executives in various race/ethnic groups.
<http://www.ache.org/pubs/research/RaceEthnicStudy2002.pdf>

Smedley, B. D., Butler, A. S., and Bristow, L. R., eds. *In the Nation's Compelling Interest: Ensuring Diversity in the Health Care Workforce.* Washington, DC: National Academies Press, 2004.
Institute of Medicine report explores the benefits of greater racial and ethnic diversity in the health professionals workforce and

identifies institutional and policy-level mechanisms to implement strategies that address current disparities.

<http://www.nap.edu/openbook.php?isbn=030909125X>

Smith, M. N. *Diversity and Discrimination in Healthcare: Results of a National Physician Survey*. Washington, DC: Association of American Medical Colleges, 2007.

Examines data related to the prevalence of perceived workplace discrimination personally experienced and witnessed by practicing physicians.

<https://www.aamc.org/workforce/pwrc07/2007annualmtgpdfs/panelh/nunez%20smith.pdf>

Articles

Acosta, D., and Olsen, P. Meeting the needs of regional minority groups: the University of Washington's programs to increase the American Indian and Alaskan native physician workforce. *Academic Medicine*. 81(10):863-870, Oct. 2006.

Agho, A., Baldwin, A., and Selig, S. Trend analysis of minority student enrollment in graduate health management education programs: implications for the field. *Journal of Health Administration Education*. 21(1):91-101, Winter 2004.

Agrawal, J., Vlaicu, S., and Carrasquillo, O. Progress and pitfalls in underrepresented minority recruitment: perspectives from the medical schools. *Journal of the National Medical Association*. 97(9):1226-1231, Sept. 2005.

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