

Plastic and Reconstructive Surgery Faculty in 99 Accredited US Residency Training Programs

Individuals from particular ethnic groups have been historically underrepresented in medicine (UIM) in the United States...



...including in plastic and reconstructive surgery (PRS)



How can we create a more inclusive environment in academic medicine?

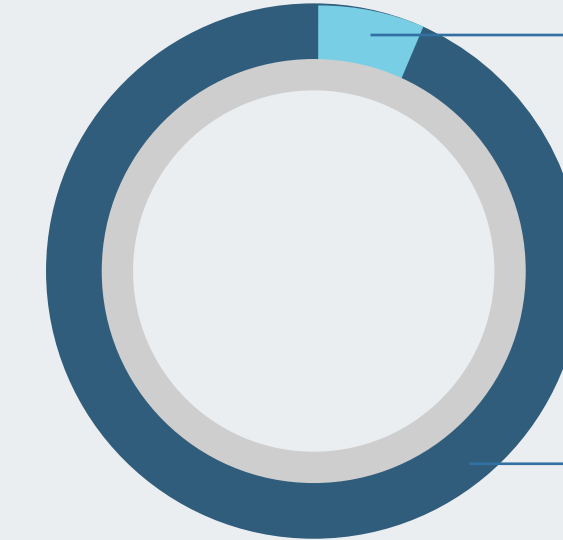
PRS faculty in all 99 United States residency training programs (n = 949)



PRS faculty



Cross-sectional analysis



5.4%

UIM faculty

Non-UIM faculty

94.6%



UIM faculty

VS



Non-UIM faculty



Similar training characteristics



Achieve equal scholastic success



Equally successful career outcomes

Strongest predictors of career outcomes



h-index



Years in practice

Increased representation of UIM faculty in academic PRS can reduce inequalities in access to care, bolster research efforts, and create a more societally reflective cosmetic surgery workforce