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Nota di contenuto	Building a Creative Culture / Michael W. Mulholland -- Women in Surgery / Dawn Coleman and Dana A. Telem -- Underrepresented Minorities in Surgery / Erika Adams Newman and David J. Brown -- Unconscious Bias / Samir K. Gadepalli, Erin E. Perrone, and Erika Adams Newman -- Faculty Recruitment / Erika Adams Newman and David J. Brown -- Mentorship and Sponsorship / Jennifer F. Waljee -- Leadership Development / Justin B. Dimick -- Innovation and Entrepreneurship in Surgery : Creating a Culture for Success / Mark S. Cohen -- Outreach, Global Health, and Working Beyond Boundaries / Megan Johnson, Mark G. Shrime, and Krishnan Raghavendran -- Research Development / Amir A. Ghaferi, Peter K. Henke, and Marina Pasca di Magliano -- Outreach Before Medical School / Jason Hall, Miles B. Cahill, and Jennifer F. Tseng -- The Preclinical Years / Michael Englesbe and Christopher J. Sonnenday -- The Clerkship Experience / Rishindra M. Reddy -- Diversity Outreach / Marion C. W. Henry and Erika Adams Newman -- The Fourth Year / Rian M. Hasson, Andrea B. Wolffing, and Sandra L. Wong -- Sustaining a Creative Residency Culture / Joceline V. Vu, Calista M. Harbaugh, Kyle H. Sheetz, Arielle E. Kanters, and Sarah P. Shubeck -- Teaching by Residents During Contemporary Surgical Training / Patrick Georgoff and Paul G. Gauger

-- Contemporary Delivery of Surgical Education / Gurjit Sandhu, Gifty Kwakye, and Rebecca Minter -- Teaching in the Operating Room / Brian George -- Pre-and Postoperative Teaching / Clifford S. Cho and Hari Nathan Conte -- Academic Development as a Component of Surgical Training / Lesly A. Dossett -- Alumni Relationships / Thomas William Wakefield

Sommario/riassunto

"Allows any school of medicine to learn and benefit from a program that is setting the standard and making progress in this vital area of today's medical education. Familiarizes readers with each category of the Michigan Promise program: Environment, Achievement, Recruitment, Leadership, Innovation and Outreach. Chapters are written by professors at the University of Michigan as well as nationally known experts and cover developing faculty, medical students, and residents. Covers topics such as building an open and inclusive environment for faculty, mentoring and sponsorship, leadership and research development, outreach and global health, attracting talented medical students, developing talent in residents, and much more. Incorporates clear, easy-to-understand images that employ elements of the visual abstract, a method of disseminating scientific research now adopted by dozens of medical and scientific journals and institutions. Issues of diversity, equity, and inclusion are of utmost importance in today's medical schools, and the University of Michigan is at the forefront of effecting change in this key area of medical education. Drs. Michael Mulholland and Erika Adams Newman and the Department of Surgery at the University of Michigan School of Medicine developed the Michigan Promise with the goal of achieving better results and assisting other schools of medicine to make progress in this area, as well. The Diversity Promise: Success in Academic Surgery and Medicine Through Diversity, Equity, and Inclusion discusses the structure and implementation of this innovative program-information that is easily transferable to any department in a school of medicine"--
