



# Racial and Ethnic Disparities Among Burn Surgery Leadership



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## Introduction

Underrepresentation of racial and ethnic minorities has persisted in medicine, despite the healthcare benefits that accompany a more diversified workforce. Patterns of minority group disparities have been well-documented in general and plastic surgery, but they have not yet been evaluated in burn surgery. It is predicted that racial and ethnic disparities exist in burn surgery leadership and may be more severe than other surgical subspecialties.

## Aims

The aim of this study is to evaluate current minority group disparities among burn surgery leadership.

## Methods

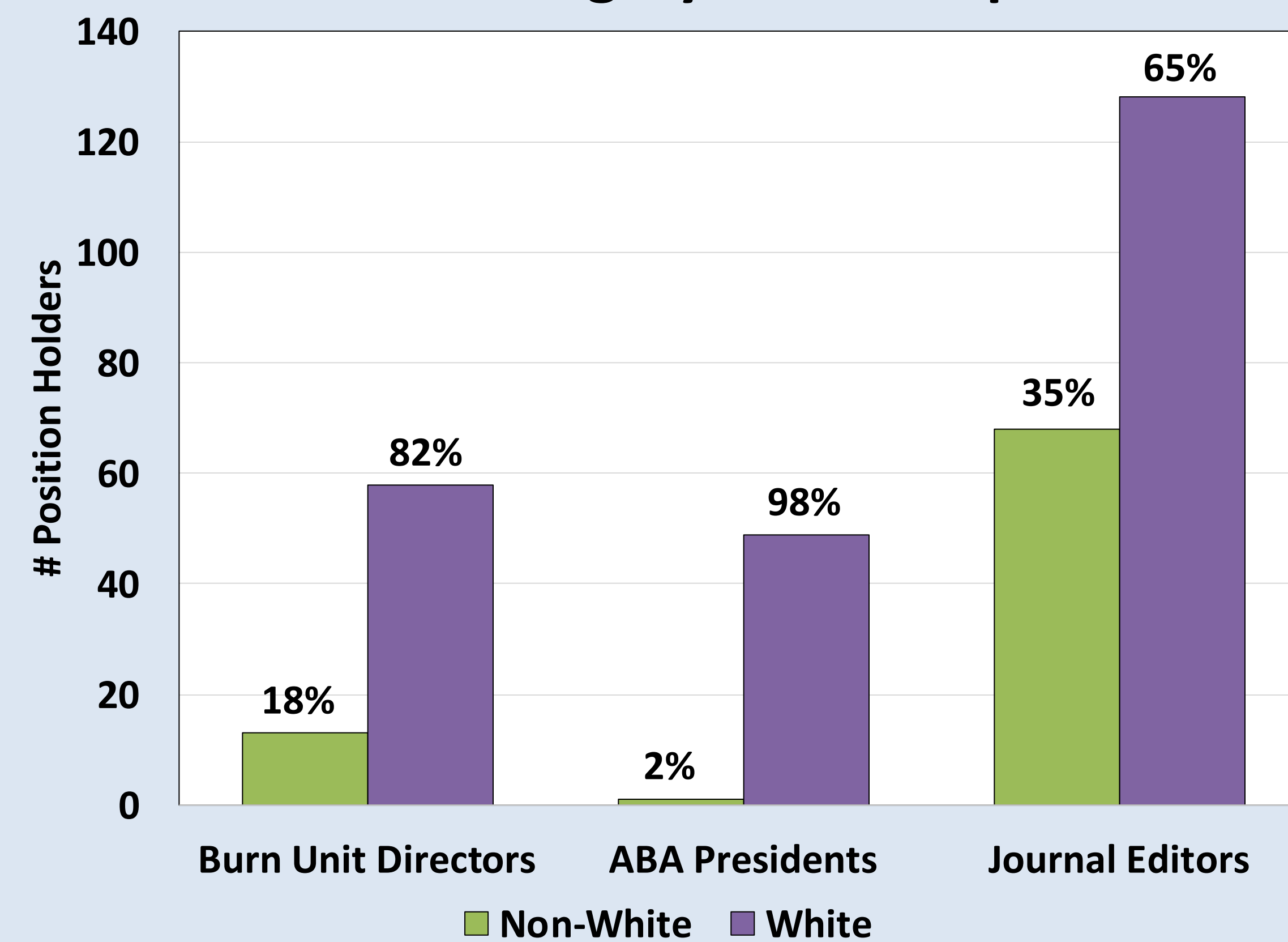
A cross-sectional analysis was performed. Burn surgeons included were directors of American Burn Association (ABA)-verified burn centers in the U.S. (n=71), past presidents of the ABA (n=50), and editors for the Journal of Burn Care & Research, Burns, Burns & Trauma, Annals of Burns & Fire Disasters, and the International Journal of Burns and Trauma (n=197). Surgeons were compared based on factors including age, gender, training, academic rank, and H-index using Chi-square analysis.

## Conclusions

Racial and ethnic disparities exist in burn surgery. Because minority burn surgeons are younger and more likely be at junior academic appointments, it is possible that the observed disparities will improve in future years. However, programs should be initiated in burn surgery that address the implicit biases of burn surgeons and increase mentorship opportunities for underrepresented minorities.

## Results

### Race Representation Among Burn Surgery Leadership



### Qualifications of Burn Unit Directors

Characteristic	Non-White (N = 13)	White (N = 58)
Residency Graduation Year	2002.8 (±6.3)	1996.3 (±8.4)
Total # of Advanced Degrees	0.2 (±0.4)	0.1 (±0.3)
Total # of Fellowships (per person)	1.0 (±0.7)	0.9 (±0.6)
Fellowship Graduation Year	2003.5 (±8.1)	2000.1 (±8.9)
Proportion with Any Fellowship	0.8 (±0.4)	0.7 (±0.4)
Age	49.1 (±7.3)	55.8 (±8.3)
H-Index	9.5 (±11.1)	17.4 (±16.3)

#### Significant Differences (Non-White vs. White):

- ✓ Residency Graduation Year (2002.8 vs. 1996.3, p = 0.006)
- ✓ Age (49.1 vs. 55.8, p = 0.009)
- ✓ H-index (9.5 vs. 17.4, p = 0.05)

#### No Significant Differences (Non-White vs. White):

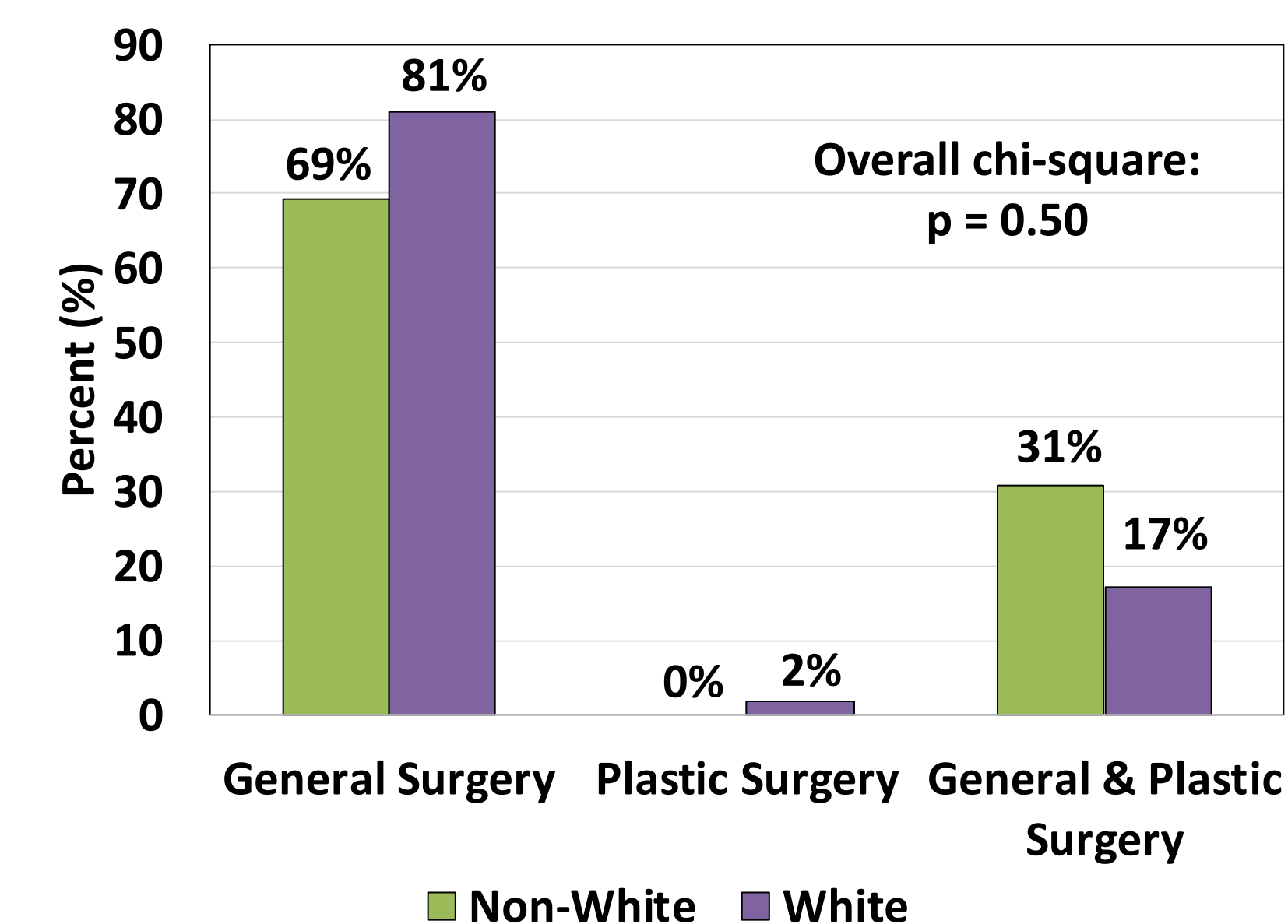
- ✗ Number of Advanced Degrees (0.2 vs. 0.1, p = 0.3)
- ✗ Number of Fellowships (1.0 vs. 0.9, p = 0.8)
- ✗ Fellowship Graduation Year (2003.5 vs. 2000.1, p = 0.3)
- ✗ Proportion with Fellowship (0.8 vs. 0.8, p = 0.9)

### Comparison of Burn Unit Directors' Demographics to National Average

Race	Burn Unit Directors n (%)	U.S. National Census* (%)	% Change from U.S. Average
White	58 (81.7)	(76.6)	+5.1%
Non-White	13 (18.3)	(23.4)	-5.1%
Asian	10 (14.1)	(5.8)	+8.3%
Black	1 (1.4)	(13.4)	-12.0%
Hispanic	2 (2.8)	(18.1)	-15.3%

\* 2018 U.S. Census Records

### Burn Unit Directors' Training Background



### Academic Level of Burn Unit Directors

