

## Women in Orthopaedic Fellowships: How Does the OTA Do?

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**Purpose:** The American Academy of Orthopaedic Surgeons (AAOS) has made a concerted effort to increase diversity in the field. Currently, 15% of orthopaedic residents are females. Most residents are completing advanced training in orthopaedics, and the number of applicants to orthopaedic fellowships often exceeds the number of available positions. With the current emphasis on increasing diversity, especially in terms of gender, the purposes of this study are to report subspecialty selection for females as well as fellowship match rate for female trauma applicants over the past 5 years.

**Methods:** Three organizations currently run the nine fellowship matches in orthopaedic surgery. The hand match is through the National Resident Matching Program and includes orthopaedic, general, and plastic surgery residents. The American Shoulder and Elbow Society (ASES) administers its own match. Trauma, foot and ankle, pediatrics, spine, sports, and adult reconstruction / tumor use the San Francisco Match (SF Match). We reviewed all applicants who submitted rank lists as well as which applicants matched in all subspecialties through the SF Match and ASES from 2010 to 2014.  $\chi^2$  analysis was used to compare the values between gender for match rate and subspecialty for all data. Significance was set at  $P < 0.05$ .

**Results:** Our results indicate that females represent 9% (38/441) of all trauma fellowship applicants and 11% (37/345) of all matched trauma fellowship applicants. The match rate for trauma was 97% (37/38) for females and 76% (308/403) for males. In the past 5 years, all females applying for a trauma fellowship matched except one. Overall, the female applicants to the orthopaedic fellowships we evaluated had a higher chance of fellowship matching compared with males (females: 320/335 [96%]; males: 2696/3325 [81%];  $P < 0.001$ ). When evaluating total number of women matching in each subspecialty, pediatric orthopaedic surgery had the highest percentage of females who matched (44%), followed by foot and ankle (17%), shoulder (12%), trauma (12%), sports (11%), adult reconstruction / tumor (6%), and spine (4%).

**Conclusion:** We found that females match at a higher rate than males in orthopaedic trauma fellowship training. For trauma, there was only one female who did not match over the 5-year period. The overall match rate for females is significantly higher than males in orthopaedic fellowships. The OTA has made an effort over the past 10 years to offer females interested in trauma both mentoring and networking with the Kathryn Cramer Luncheon, among other opportunities. This can be a model for other societies in the recruitment of females in fellowship training.