



New Otolaryngology-Head & Neck Surgery Mentorship Program for Pre-Clinical Wake Forest Medical Students

Presenter

Hari Kota, MS4, Department of Otolaryngology-Head & Neck Surgery

Collaborating Author

Eric M. Kraus M.D., M.S., F.A.C.S., Department of Otolaryngology-Head & Neck Surgery

Problem Statement

Otolaryngology-Head and Neck Surgery (Oto-HNS) is not a very diverse specialty, as only 30% of Otolaryngologists are women, men comprise 92% of professors, and African Americans comprise only 2.3% of all otolaryngologists; Students from underrepresented backgrounds may overlook Oto-HNS as a potential career path, further perpetuating the lack of diversity.

Study Design

- Two first year WF MD students from diverse backgrounds will be selected to participate in a six-week immersive program with the Oto-HNS department, where they will spend time observing, working with faculty and residents in different settings, and being paired with a faculty mentor to guide them throughout the program, their clinical years, residency applications, and beyond
- Each week, they will observe a different sub-specialty:
 - Otology/Neurotology, Pediatric Oto-HNS, Head & Neck Oncology
 - Nasal/Sinus, Laryngology, Facial Plastics Cosmetics/Trauma
 - Observe in clinic & in the operating room
 - Several days will observe audiology, speech pathology, vestibular
 - Round with residents, attend Grand Rounds & medical student lectures

Evaluation Plan & Conclusion

- **Evaluation plan:** Students will complete questionnaires regarding their interest in Oto-HNS before and after the program and will be followed longitudinally through their Match Day, and beyond, to determine the impact of the program on their career choices compared to non-participating students
- **Summary:** We hope to expose under-represented students to the field of Oto-HNS **early** in their medical career while providing them with knowledge support, networking, and mentorship opportunities in order to succeed in whatever field they choose to pursue.

Questions for Discussion

- *What quantitative metrics can be used to measure diversity?*
- *How to quantify the value and importance of mentorship?*

References

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