



The Impact of Sponsorship, Mentorship, and Role Modeling Among URiM Otolaryngologists

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Introduction

- As the population of the United States becomes increasingly diverse, it is imperative that efforts are made so that the medical workforce reflects the communities they serve.
- Greater diversity in the physician workforce results in improved patient care, better advocacy, and inclusive learning environments.
- Otolaryngology continues to be one of the least diverse medical specialties in the United States. In 2021-2022 the Accreditation Council for Graduate Medical Education reported that only 3.7% of otolaryngology residents were black and 6.7% were Hispanic.

But why?

- Barriers to the field include standardized test scores and research productivity, both of which African American medical students have less success in when compared to non-minority medical students
- Mentorship may help overcome these barriers; however, the definition of mentorship has been inconsistent with variable utility. The literature fail to recognize other pathways that may benefit underrepresented in medicine (URiM) medical students interested in pursuing otolaryngology such as sponsorship and role modeling.
- The purpose of this study is to determine the impact of sponsorship, mentorship, and role modeling on URiM otolaryngologists.

Sponsor	Experienced colleague who advocates for opportunities and advancements of a less experienced colleague
Mentor	Experienced or trusted advisor; focused on personal and professional development
Role Model	Simply a person looked to by another as an example to be imitated

Table 1. Definition of sponsor, mentor, and role model



Figure 1. Diversity in healthcare is significant and impacts patients, colleagues, and trainees

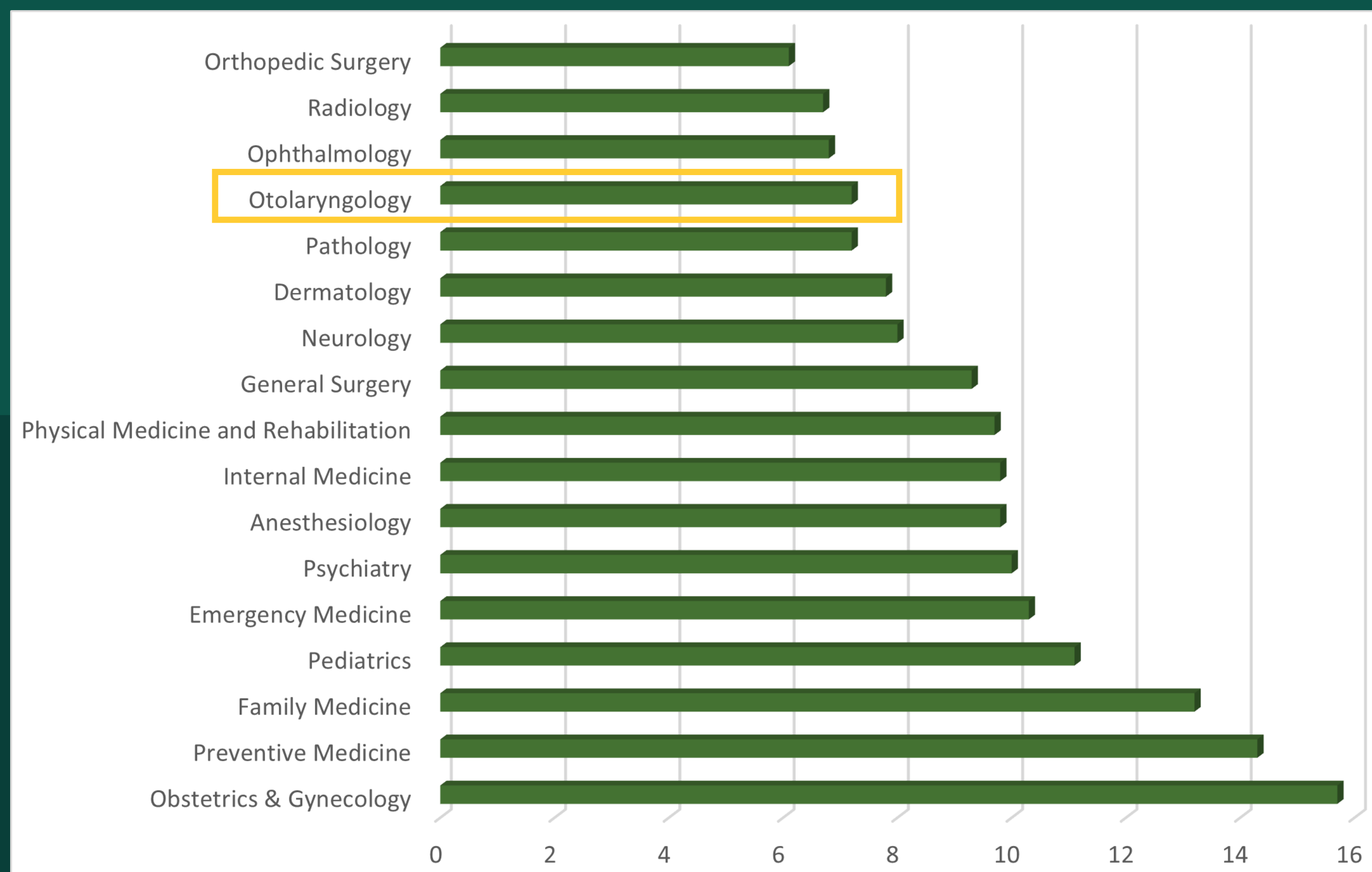


Figure 2. Percentage of underrepresented minority (URiM) faculty in clinical departments at United States medical schools

Methods

- Internet based survey will be sent to URiM otolaryngologists who will be identified via the Harry Barnes Medical Society, a medical society dedicated to promoting diversity in otolaryngology.
- URiM is defined by the American Association of Medical Colleges as African Americans, Mexican Americans, Native Americans (that is, American Indians, Alaska Natives, and Native Hawaiians), and mainland Puerto Ricans.
- Data will be collected via Qualtrics



Outcomes of Interest

- Perceived impact of sponsorship, mentorship, and role modeling among URiM otolaryngologists
- To further characterize these relationships regarding timing, gender- and race-concordance.

Results of this study will further guide curriculum development in the recruitment, retention, and empowerment of URiM otolaryngologists.

References

