



# Impact of ENT Mentorship Program on Women Applying to Otolaryngology- Head and Neck Surgery

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## Background

- Women make up more than 50% of medical students across the country, and approximately 34% of otolaryngology residents<sup>1,2</sup>
- Mentorship models positively impact exposure to otolaryngology<sup>3</sup>
- The ENT Mentorship Program (MP) provides junior medical students with early clinical exposure.
- OSU ENT MP is in its 8<sup>th</sup> year and has had over 76 participants during this time

## Objectives

- Examine trends of women participation in the ENT Mentorship Program over an 8-year period
- Describe the trends of women applying to otolaryngology at an institution with a formal mentorship program



## Methodology

### Study Design:

- Retrospective Review
- Program participation from 2015-2022 was stratified by graduating class and otolaryngology applicants during this time were also collected
- Qualitative data included female participants, female mentors, and female matched students as well as overall program participation.

## Results

- Of the 76 participants, 50% have been women, ranging from 38-64% with no linear trend
- Number of women matching into ENT has overall increased after institution of the program
- 60% of women who matched into ENT completed the MP
- Average of 2 female mentors a year
- There was female URM representation on mentee and mentor level

## Discussion

- There was an increase in female applicants starting with the first MP cohort, though direct relation cannot be drawn
- While medical school admission was always close to 50%, the increase in ENT applicants could be due to a greater impact of mentorship on women
- There was representation of URM participants, though it could not be accurately assessed due to lack of demographic surveys

## Next Steps:

- Prospective analysis to assess further diversity, equity, and inclusion initiatives in mentorship programs
- Expanding current post-participation surveys to include the impact diversity in the department had on experience

## References

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