An Overview of SRF
Shadi Mehrabi, MD
WHO IS THE SRF?

• All Academy-member Residents & Fellows (US & Intnl)
• Functions as an advisory board to AAO-HNS Board of Directors
  • Communicate issues to residents and fellows-in-training
  • Make recommendations to the AAO-HNS/F Boards of Directors
• SRF Governing Council
• SRF Delegates to Other Societies (AMA, ACS, ABOHNS, SUO, ENT-PAC, and more!)
• AAO-HNS Board of Governors Reps
2021: Janice Farlow / Shadi Mehrabi
2022: Shadi Mehrabi / Taylor Standiford
SRF ANNUAL SURVEY

Residents Tell Their Stories 2015-2019

The majority of Residents plan to pursue or have matched into Fellowship.

Over the five-year period, the number one reason for pursuing Fellowship is surgical cases, followed by the nature of clinical and medical problems.

The subspecialties of choice for Residents are consistently Head and Neck, Facial Plastics, and Pediatrics.

In the past five years, Residents averaged over $200,000 in debt.

Anticipated Practice Setting

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Subspecialty of Choice

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SRF OPPORTUNITIES AT A GLANCE

- CORE Research Grants
- Humanitarian Travel Grants
- Resident Leadership Travel Grants
- Board of Governors Spring Leadership Meeting
- Eisenberg Leadership Grant: *Advocating on Capitol Hill*
- SRF Governing Council Positions
- SRF Residency Representative Positions
- SRF Delegate Positions
- AAO Committee Memberships
- Reviewing Clinical Practice Guidelines
GETTING INVOLVED

• QR code to document detailing opportunities
• Email srf@entnet.org
• Social Media
  • Facebook: ENT.SRF
  • Instagram @ototrainees
  • Twitter @ototrainees
• Academy website
CULTIVATING INTERSECTIONAL MENTORSHIP

Janice L. Farlow, MD PhD
Fellow, Head & Neck
The Ohio State University

Shadi Mehrabi, MD
PGY2, University of Michigan

Brandon Esianor, MD
PGY5, Vanderbilt
Fellow 2023, Texas Children’s Hospital
MedEd, creator STAR-Oto

Tiffany Glazer, MD
Assistant Professor
Residency Program Director
Head and Neck Surgeon
University of Wisconsin

David J. Brown, MD
Associate Professor
Associate VP and Associate Dean
for Health Equity and Inclusion
University of Michigan
New Age Mentoring and Disruptive Innovation—Navigating the Uncharted With Vision, Purpose, and Equity

Shadi Ahmadmehrabi, MS; Janice L. Farlow, MD, PhD; Nneoma S. Wamkpah, MD; Brandon I. Esianor, MD; Michael J. Brenner, MD; Tulio A. Valdez, MD; Sonya Malekzadeh, MD; Carol R. Bradford, MD; Howard W. Francis, MD

“New age mentoring encompasses an active, structured, and inclusive approach.”
ALLYSHIP

Race
Ethnicity
Gender
Age
Culture
Religion
What does a successful mentoring relationship look like from a faculty or trainee perspective?

How do we balance the desire for identity concordance with the tax placed on specific faculty?

What is the role for systematic programs vs. organic mentoring relationships?
How does **discomfort** impact approachability and engagement of mentors and mentees?

How do you both **seek common ground** and capitalize on the **benefits of diversity** when mentoring across dimensions of identity?
BUILDING INSIGHT
Task: Reflect on your personal privilege.
Goal: To understand where gaps may exist for marginalized groups without the same level of opportunity you may have benefit from

REFINE YOUR MENTORSHIP STYLE
Task: Identity, acknowledge, and address your implicit bias
Goal: To create a safe and effective mentorship relationship

GETTING TO THE ROOM WHERE IT HAPPENS
Tasks: Place yourself in positions to serve as a mentor to learners of different backgrounds.
Goal: To adopt an ACTIVE mentorship approach and to display yourself as an ally/advocate
“Mentoring with vision, purpose, and equity requires intentional outreach and service to the mentee’s vision… Great progress can be made by individuals, and steadfast leadership matters deeply at the level of departments, institutions, and national societies.”