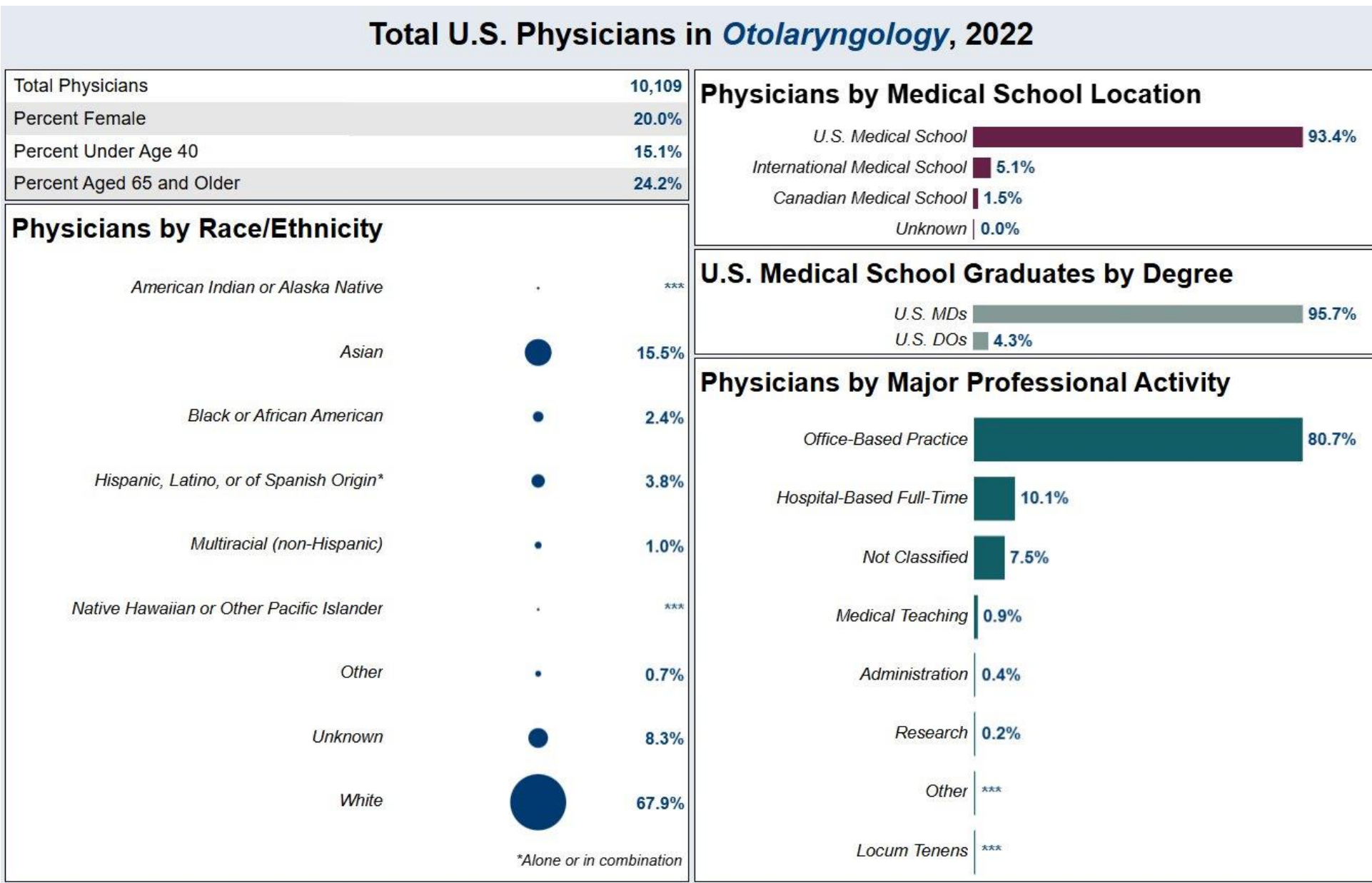


## Background

Otolaryngology surgeon-scientists are essential for advancing otolaryngology, yet only 0.2% identifying research as their primary focus. Women remain underrepresented and face unique challenges, including disparities in academic rank, funding, and publications. Understanding these disparities is vital to fostering a diverse and robust workforce.



**Figure1** AAMC 2022 Report: Otolaryngology workforce

## Methods

We identified NIH-funded OHNS faculty as of September 2024 using the NIH RePORTER database. We examined time to initial R01-equivalent funding and grant diversity by degree types (MD, PhD, or dual-degree). A survey was administered to the MD faculty to evaluate their training experiences, research productivity, and funding mechanisms.

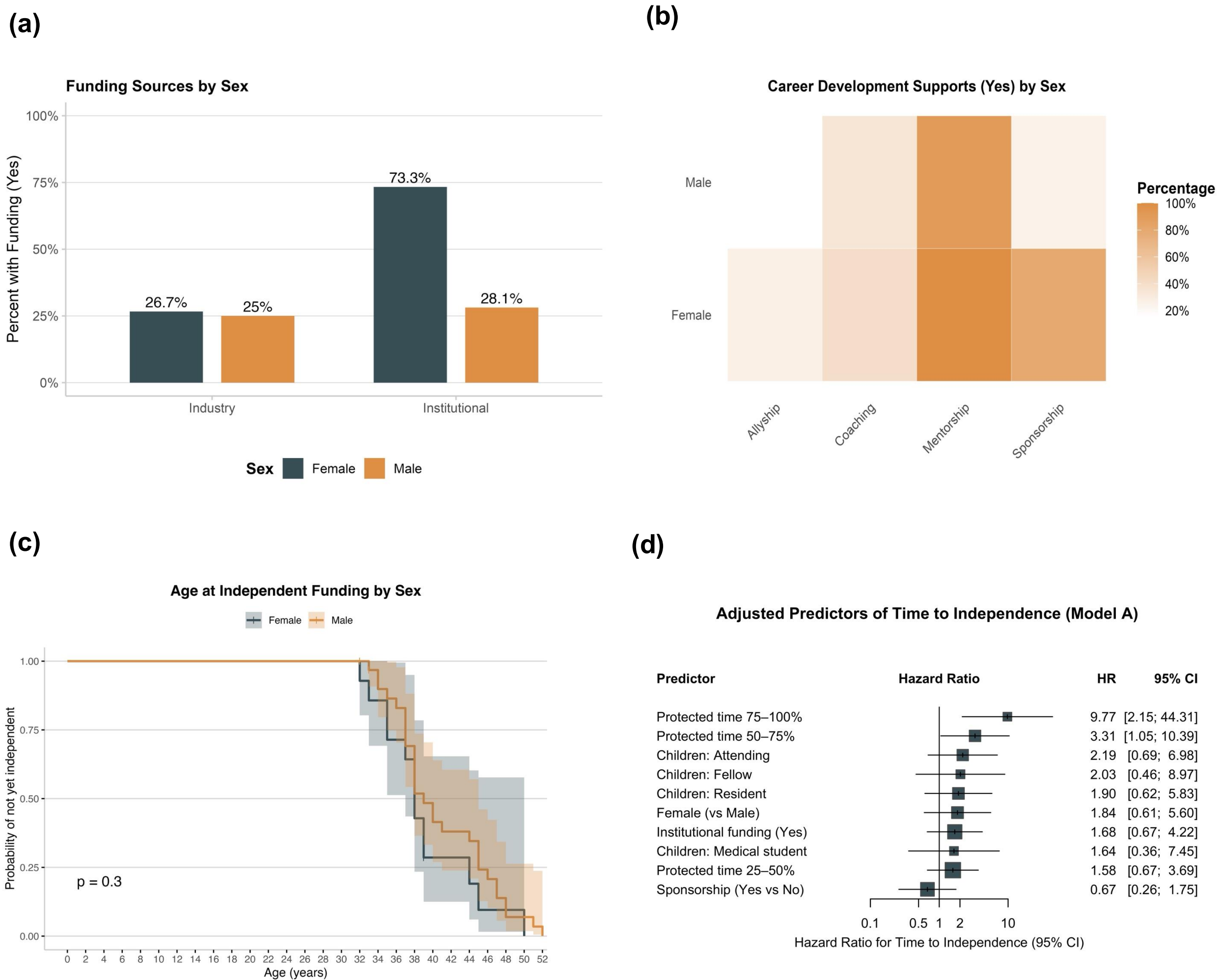
## References

[1] Kosaraju N, Keating DP, Kim GS, Moore LS, Stankovic KM. Promoting Surgeon-Scientists in Otolaryngology—Head and Neck Surgery—From Bench to Bedside. JAMA Otolaryngology—Head & Neck Surgery 2023; 149:1140

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## Results



**Figure 2** Survey responses analysis of NIH-funded otolaryngologists: (a) funding sources by sex, (b) career development supports, (c) Kaplan–Meier curves of age at independent funding, (d) adjusted predictors of time to independence (Cox regression).

## Conclusion

This study highlights persistent gender disparities in research productivity, family timing, and career development supports among otolaryngology surgeon-scientists. Women achieve similar ranks and funding ages as men but remain underrepresented and rely more heavily on institutional support. Protected research time emerged as a key predictor of independence, underscoring the need for policies that ensure equitable funding, mentorship, and protected time to foster a diverse, sustainable workforce.