



SOCIETY OF UNIVERSITY OTOLARYNGOLOGISTS – HEAD AND NECK SURGEONS

633 N. Saint Clair St.

Chicago, IL 60611

Phone: 312-202-5674

Fax: 312-268-6280

Email: suo@facs.org

Dear Dean,

We're writing to you as members of the Society of University Otolaryngologists' (SUO) Gender Disparities in Academic Otolaryngology Committee. The SUO is comprised of faculty from all academic Otolaryngology institutions. It strives to improve diversity, issues of gender disparity. We wish to bring to your attention that there is a significant disparity in gender and under-represented minorities in academic appointments to professor and Department Chair. Female and under-represented minorities currently hold less than 5% of Department Chair positions! The SUO is committed to strategies to provide opportunities for advancement.

We'd like to ask that you institute or continue to support the policy that for every senior leadership position, minority candidates would be interviewed. Perhaps you remember that in 2003, the National Football League recognized that while the majority of players were minorities, there were no coaches or senior leadership that reflected that diversity. Although no quotas or preferences for hiring were allowed, the recognition that interviewing minority candidates for the position improve likelihood of hiring a minority candidate. Within four years the number of minority coaches increased from 6 to 22%.

To that end, the SUO would like to strongly encourage the Chair of Otolaryngology/Head and Neck Search Committee at your institution commit to interviewing female and/or underrepresented minority candidates for the Chair of Otolaryngology position. Often times, search firms are enlisted to help with the process and may not be aware of these issues in our field.

As a specialty, Otolaryngology is committed to increasing the diversity in academic leadership positions. Members of the Committee that have signed their names below are willing to discuss potential recommendations.

Sincerely,

Kathleen Yaremchuk, MD
Chair, Gender Disparities Committee

Marion Couch, MD

Judith Lieu, MD

Hilary Brodie, MD
President, Society of University Otolaryngologists

Jean Anderson Eloy, MD

Eban Rosenthal, MD

Jeffrey Bumpous, MD

Stacey Gray, MD

VyVy Young, MD