



Sarah N. Bowe, MD, EdM

**Candidate for
Nominating Committee
Academic – seat one**

What experiences have you had that will allow you to identify a diverse set of candidates for Academy leadership?

What are the most important attributes you look for when nominating a member for leadership within the Academy?

My role as a Nominating Committee member is to propose a slate of candidates with “perspectives that represent the varying interests and concerns of the general membership,” in essence, diversity. Diversity is beneficial for groups that engage in complex decision-making, because greater expression of differing perspectives can lead to greater consideration of alternative solutions. The Academy has recognized the value of ensuring diversity regarding practice setting. I would expand upon these efforts, seeking individuals with diversity in such areas as (sub)specialty, geographic location, urbanicity/rurality, and program/practice size. Furthermore, I would approach candidates who have specifically demonstrated *commitment* to the Academy, *courage* in expressing dissenting perspectives, and *curiosity* as their guiding approach to listening.

Through my substantial involvement and leadership in the Academy, Society of University Otolaryngologists, and The Triological Society, as well as grassroots efforts, including Headmirror.com, I have developed a broad network of contacts across the country. Additionally, I have been an ardent supporter of social media, which allows individuals to easily connect with colleagues across geographic boundaries. It would be my honor to capitalize on these relationships, identify qualified underrepresented individuals within our specialty, champion them throughout the nomination process, and shape the future leadership of our Academy.

The role of a Nominating Committee member is to provide a slate of candidates to carry on the leadership of the Academy. This includes individuals with ‘perspectives that represent the varying interests and concerns of the general membership,’ in essence, diversity. Diversity can be conceptualized in different ways. Demographic diversity is associated with characteristics that are present at birth, such as sex, race, ethnicity, and nationality. Experiential diversity is based on education, life, and work experiences, which shape our thinking patterns and emotional responses over time. Demographic and experiential diversity have been shown to be beneficial for groups involved in complex decision-making. This arises not only because people who are different can bring diverse perspectives to the discussion, but also because the mere presence of evident differences reduces expectations of similarity, which subsequently improves the likelihood of expressing dissenting perspectives. Essentially, this greater expression of dissenting perspectives can lead to greater consideration of alternatives, enhancing the decision-making process. Therefore, my vision is to purposefully seek out qualified candidates with demographic and experiential diversity compared to those currently occupying leadership positions within the Academy.

While perhaps this may seem intuitive, the strategic direction of the Academy starts with the Nominating Committee. Over the past decade, my research efforts have been focused on assessing the residency match process. This work drew me to the field of industrial and organizational psychology and particularly personnel psychology, a subfield that deals with the recruitment, selection, and evaluation of personnel. One of the key principles that I have learned is the importance of intentionality when choosing the composition of the initial candidate pool, which starts with the nomination process. As a member of the Nominating Committee, I must submit at least two private practitioner and two academician nominees for each elected position. The Academy has clearly prioritized the importance of experiential diversity in relation to practice setting. Thus, I would expand upon these efforts to identify qualified individuals considering (sub)specialty, geographic location, urbanicity/rurality, and program/practice size. Furthermore, I would welcome the opportunity to share my own educational and research experiences from personnel psychology when participating in Nominating Committee activities, including the selection of candidates that will be included on the ballot.

Through my substantial involvement and leadership in the Academy, Society of University Otolaryngologists, and The Triological Society, as well as grassroots efforts, such as Headmirror.com, I have developed a broad network of contacts across the country. In addition, I have been an ardent supporter of social media, which allows individuals to connect with experts and peers across geographic boundaries in ways unimaginable just two decades ago. It would be my honor to capitalize on these relationships that I have built, to identify underrepresented qualified individuals from within our specialty, to champion them during the selection process, and to shape the future leadership of our Academy over the next three years.

CURRICULUM VITAE

Name: Sarah N Bowe

Current Employment:

Administrative

Vice Chair – Department of Surgery

Aug 2021-Present

Brooke Army Medical Center, JBSA-Ft Sam Houston, TX

Surgical Quality Officer

2020-Present

Brooke Army Medical Center, JBSA-Ft Sam Houston, TX

Apr

Clinical

Director of Pediatric Otolaryngology – Division of Otolaryngology-Head & Neck Surgery

2020-Present Brooke Army Medical Center, JBSA – Ft Sam Houston, TX

May

Place of Birth: Weymouth, MA

Education (include institutions, dates, degrees):

Masters in Education, Specialized Studies Program

May 2018

Harvard Graduate School of Education, Boston, MA

Doctor of Medicine (*Summa Cum Laude*)

2004-May 2008

Boston University School of Medicine, Boston, MA

Bachelor of Science, Biology (*Summa Cum Laude*)

2000-May 2004

University of Massachusetts-Amherst, Amherst, MA

Sep 2017-

Sep

Sep

Residency and Fellowship:

Pediatric Otolaryngology Fellowship

2016-Jun 2018

Massachusetts Eye & Ear Infirmary, Boston, MA

Otolaryngology Head & Neck Surgery Residency

2008-Jun 2013

The Ohio State University Wexner Medical Center, Columbus, OH

Jul

Jul

Specialty: Otolaryngology-Head & Neck Surgery (Sub-specialty – Pediatric Otolaryngology)

Licensure and Certification:

Texas Medical Board – Doctor of Medicine (Active)

2018-Feb 2024

American Board of Otolaryngology-Head & Neck Surgery – Diplomate

Jun 2014-Jun 2024

Dec

Previous Employment:

Administrative

Acting Chair – Department of Surgery

2021-Jul 2021

May

Brooke Army Medical Center, JBSA – Ft Sam Houston, TX
 Deputy Chair of Quality & Safety – Department of Surgery
 Apr 2020-Apr 2021

Brooke Army Medical Center, JBSA-Ft Sam Houston, TX
 Director of Surgical Simulation – Department of Medical Education
 2015-Jun 2016 Feb

Brooke Army Medical Center, JBSA – Ft Sam Houston, TX
Clinical
 Pediatric Otolaryngologist – Division of Otolaryngology-Head & Neck Surgery
 Aug 2018-Apr 2020

Brooke Army Medical Center, JBSA – Ft Sam Houston, TX
 Director of Otolaryngic Allergy – Division of Otolaryngology-Head & Neck Surgery
 2014-Jun 2016 Oct

Brooke Army Medical Center, JBSA – Ft Sam Houston, TX
 General Otolaryngologist – Division of Otolaryngology-Head & Neck Surgery
 2013-Jun 2016 Aug

Wilford Hall Ambulatory Surgical Center, JBSA – Lackland, TX
 General Otolaryngologist – Division of Otolaryngology-Head & Neck Surgery
 2013-Jun 2016 Aug

Brooke Army Medical Center, JBSA – Ft Sam Houston, TX
Memberships and Offices Held /Academy and other societies:
 American Academy of Otolaryngology-Head & Neck Surgery – Fellow
 2008-Present

Young Physicians Section – Member at Large
 2020 2019-

Section for Residents and Fellows – Member at Large
 2018 2017-

San Antonio Society of Otolaryngology
 2020 2013-

President
 2016 2015-

Vice President
 2015 2014-

Secretary/Treasurer
 2014 2013-

Honors/Awards:
Civilian
 American Academy of Otolaryngology-Head & Neck Surgery (AAO/HNS) Honor Award
 2020
 Otolaryngology-Head & Neck Surgery Journal – Star Reviewer Emeritus
 2019
 American Academy of Otolaryngology-Head & Neck Surgery (AAO/HNS) –
 2018
 Women in Otolaryngology Section Exemplary Senior Trainee Award
 Women in Otolaryngology Leadership Course Selectee
 2016

Robyn D. Howson Housestaff Humanism Award
2013

Military

U.S. Air Force Meritorious Service Medal
2021

U.S. Air Force Commendation Medal
2020

SAUSHEC Faculty Quality Improvement/Patient Safety Award
2020

U.S. Air Force Excellence in Clinical/Academic Teaching Distinction
2019

U.S. Air Force Meritorious Service Medal
2016

Military Health System Female Physician Leadership Course Selectee
2016

Community Service:

American Academy of Otolaryngology-Head & Neck Surgery

Member – Reg-ent Research Advisory Group 2022-
2027

Member – Patient Safety & Quality Improvement Committee
2018-2022

Member – Diversity and Inclusion Committee 2018-
2022

Member – Comprehensive Curriculum Task Force
2016-2018

Member – Simulation Education Committee
2016-2018

Member – Patient Safety & Quality Improvement Committee
2015-2017

Member – Allergy Asthma, & Immunology Committee 2015-
2016

Member – Women in Otolaryngology Communications Committee
2014-2017

American College of Surgeons

Member - NSQIP-P Pediatric Otolaryngology Specialty Advisory Council
2019-2022

Defense Health Agency

Chair – Surgical Quality & Safety Committee
2022-Present

Co-chair – Surgical Quality & Safety Committee 2021-
2022

Member – Surgical Services Clinical Community 2020-
Present

ENTtoday

Chair – Literature Review Committee 2021-
 Present
 Vice Chair – Literature Review Committee
 2019-2021

Otolaryngology-Head & Neck Surgery 2014-
 Present
 Editor-in-Chief Search Committee Member
 2021
 Associate Editor – Pediatric Otolaryngology
 2019-Present

Editorial Board Member 2015-
 Present

OTO Open 2016-
 Present

Associate Editor – Pediatric Otolaryngology
 2019-Present

Editorial Board Member 2016-
 Present

Society of University Otolaryngologists
 Member – Education Innovation Committee
 2019-2022

Regional/Local Hospital Participation:

Brooke Army Medical Center
 Member – Medical Staff Executive Committee 2020-
 Present

Member – Surgical Care Line Team Committee 2020-
 Present

Member – Process Improvement & Patient Safety Committee
 2020-2021

Chair – Enhanced Recovery After Surgery Committee
 2019-2020

Member – Credentials Committee
 2015-2016

San Antonio Uniformed Services Health Education Consortium (SAUSHEC)
 Member – Diversity, Equity, & Inclusion Subcommittee Chair Search Committee
 2021

Chair – Well-being Subcommittee
 2020-Present

Member – Graduate Medical Education Oversight Committee
 2020-Present

Member – Graduate Medical Education Committee
 2019-Present

Member – Clinical Competency Committee – Otolaryngology Residency Program 2018-
 Present

Member – Program Evaluation Committee – Otolaryngology Residency Program Present	2018-
Member – Well-being Subcommittee 2020	2018-
Member – Quality Improvement/Patient Safety Subcommittee 2020	2018-
Member – Simulation Subcommittee 2016	2015-
Member – Quality Improvement/Patient Safety Subcommittee 2016	2014-
Member – Graduate Medical Education Committee 2014-2016	
Member – Clinical Competency Committee – Otolaryngology Residency Program 2016	2013-
Member – Program Evaluation Committee – Otolaryngology Residency Program 2016	2013-

Summation of Published Works Within the Specialty: [publication category (#) and selected works]

Invited (5)

1. Pittman CA, Standiford TC, **Bowe SN**. Otolaryngology residency selection: are we doing it right? *Curr Opin Otolaryngol Head Neck Surg.* 2021; 29:517-525.
2. **Bowe SN**, Megwalu UC, Bergmark RW, et al. Moving beyond detection: charting a path to eliminate health care disparities in otolaryngology. *Otolaryngol Head Neck Surg.* 2022; 166:1013-1021.

Peer-reviewed (58)

1. **Bowe SN**, Laury AM, Gray ST. Improving otolaryngology residency selection using principles from personnel psychology. *Otolaryngol Head Neck Surg.* 2017; 156:981-984.
2. Ward M, Pingree C, Laury AM, **Bowe SN**. Applicant perspectives on the otolaryngology residency application process. *JAMA Otolaryngol Head Neck Surg.* 2017; 143:782-787.
3. **Bowe SN**. “Fit” has a broader meaning: recognizing the utility of person-environment fit theory in residency recruitment and selection. *J Grad Med Educ.* 2020; 12:637-638.
4. Mecham JC, Menapace DC, **Bowe SN**, Carlson ML. Recruitment and networking with social media for the otolaryngology match in the COVID-19 pandemic. *Otolaryngol Head Neck Surg.* 2021; 164: 545-546.

Non-peer-reviewed (4)

1. **Bowe SN**, Smith MM. Fostering wellness through intentionality and community. *AAO-HNS Bull.* 2021; 40:32-33.
2. **Bowe SN**. Letter from the editor: changing the otolaryngology landscape while keeping the end in mind. *ENTtoday.* 2022; 17:6.