

Our Mission

Women in Anesthesiology (WIA) is an organization devoted to the professional development of women physician anesthesiologists. Through both an informal and formal all-physician network, we support the recruitment, retention and job satisfaction of women in anesthesiology.



NEWSLETTER

Fall * 2021

WIA

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President's Corner



Dear WIA Supporters,

There is so much exciting news to announce, I don't know where to begin! Just last month, we were able to sponsor our first in-person get-together since the start of the pandemic. We enjoyed a lovely, informal WIA social event at *Anesthesiology 2021* in San Diego (thanks to the extraordinary planning of Dr. Kristin Ligda). It was refreshing and fun to see friends, old and new! We were even blessed with a visit by ASA leadership: Dr. Beverly Philip, Dr. Mary Dale Peterson, and CEO Paul Pomeranz. We are grateful for their attendance, conversations of support, and interest in our organization's mission. Much of WIA's advocacy works alongside ASA (and our shared members' commitment to projects involving both organizations), but the separate structures allows us to approach and complete work in different, yet coordinated, manners. We look forward to the opportunity to continue to partner with ASA, and other





Promotions/Highlights

YouTube channel -

Women of Impact in Anesthesiology

- ◆ Allison Fernandez, MD, MBA is a pediatric anesthesiologist, pain medicine physician, clinical researcher, mother, wife, and the creator/host of a series of video interviews entitled 'Women of Impact in Anesthesiology.'
- ◆ In Allison's words: "I started feeling burnout and unfulfilled by my academic career. I began to seek out other female anesthesiologists to learn how they overcame and flourished in the burden of such a busy career. Through these conversations I found hope and guidance."
- ◆ Her interviews highlight women leaders in anesthesiology such as: Dr. Linda Mason, Dr. Jane Fitch, Dr. Mary Dale Peterson, Dr. Beverly Philip, Dr. Cynthia Wong, Dr. Roberta Hines and Dr. Collen Koch, just to name a few.
- ◆ These women discuss their experience with leadership development, mentoring, gender bias, work-life balance and much more. Through their unique experiences, they provide insight and advice that is pertinent to anesthesiologists at any point in their career.

anesthesiology societies, in the future. I fully believe that collaborating in a committed fashion can only strengthen our commitment to women anesthesiologists.

Our virtual Annual Meeting, chaired by Dr. Jenny Pennycuff, was one of the most inspiring conferences I've had the chance to attend in years! Dr. Gunisha Kaur gave a powerful and

impactful talk on *Global Health and Human Rights in Anesthesiology*. Many attendees noted that the lecture truly challenged their perspective. Two excellent workshops were presented at the Annual Meeting: *Digital Scholarship* by Dr. Ed Mariano, and *Public Speaking* by Eda Roth. Each talk was full of high quality tips for success. If you didn't get a chance to attend the meeting virtually, you can still get CME by watching the recordings online. Please visit our website for more details.

I am excited to announce WIA's upcoming plans! First, our Speaker Series is returning in January 2022: "*WIA Beyond*." Dr. Kristin Ligda has planned a fantastic lineup of speakers that you won't want to miss. Next, we will be hosting a 2-day CME event in March 2023! This is a first for our organization and we will need your help in putting it together. Last, we have a whole host of amazing new volunteers and new leadership to announce: Dr. Kristin Ligda as President-Elect, Dr. Leena Mathew and Dr. Annery Garcia-Marcinkiewicz as Board Members At-Large, Dr. Lisa Weiss as Assistant Treasurer, Dr. Yelena Spitzer as Chapter Liaison, and Claudia Mort as Junior Chapter Liaison. WIA is in the process of recruiting an Annual Meeting Chair. We are also always looking for new volunteers for our committees: event planning, social media, awards, bylaws, fundraising, newsletter, and website.

Submit an interest form at <https://www.womeninanesesthesiology.org/wia-forms/> or

email info@womeninanesesthesiology.org if you



interested!

Thank you always for your support,

Elizabeth B Malinzak, MD, FASA
President, Women in Anesthesiology, LLC

Greetings from the Newsletter Committee



Promotions/Highlights, con't.

YouTube channel -

Women of Impact in Anesthesiology

- ◆ Link to the website: <https://www.asahq.org/education-and-career/women-of-impact>
- ◆ The videos are also available on YouTube: https://www.youtube.com/channel/UCanswQHUV4aCT-QYBCqr_IQ
- ◆ What an amazing idea and we can't wait to see some of the interviews. Awesome job, Dr. Fernandez!

Robin Magnani, MD

- ◆ Recently promoted to CCMO of the Appalachian Regional Hospital's (ARH) Cumberland Valley Region, spanning 3 hospitals. Dr. Magnani is also a physician life coach who primarily works with female physicians. Way to go Dr. Magnani!

Dr. Ellen Basile, DO

- ◆ Received the Gender Equity Champion Award during the Medical College of Georgia's Women's Career Development Symposium. Thank you for your efforts in advancing women in the speciality Dr. Basile!

As the year comes to a close, we can't help but reflect on the events of the past year. We immediately think of how these experiences have impacted our friends and family, this country and the world. The pandemic has challenged us personally, and professionally, in ways we could not imagine. As difficult as it has been, these experiences have changed us for the better. The experiences have brought healthcare professionals together. Physicians have a renewed respect for the different medical specialties and what we can each bring to the table in caring for patients in a collaborative manner. The pandemic has also brought women professionals together. Surveys and other anecdotal evidence show that women professionals have had to balance the majority of family burdens, as well as professional burdens, in the wake of lockdowns and school closures.

As we move into the holiday season where we celebrate many cultures, we are thankful/grateful for:

- ◆ Our family and friends, and their well-being.
- ◆ The opportunity to take care of patients in the most vulnerable times in their lives.
- ◆ Other women in anesthesiology who support each other, through organizations like WIA.
- ◆ Being able to resume some in-person at events, like





Historical Highlight

Isabella Herb, MD



- ◆ Dr. Herb, the first woman physician anesthesiologist, obtained her MD in 1892 from Northwestern University Woman's Medical School in Chicago.
- ◆ She completed a 1-yr internship at Mary Thompson Hospital for Women and Children, and then served as a dispensary physician and superintendent.
- ◆ After working 3 years as an anesthetist at Augustana Hospital, in 1899 she was appointed as the first physician anesthetist to work with Dr. Charles Mayo at the Mayo Clinic.
- ◆ In 1909, she became the chief anesthetist at Presbyterian Hospital and Rush Medical College.
- ◆ Throughout her career, she taught and published prolifically, becoming one of the most vocal proponents of physician-driven anesthesia care.

Anesthesiology 2021.

- ◆ Covid vaccines EUA- for (almost) all ages!

As the new year approaches we are hopeful:

- ◆ That our country can come together to resolve differences and move forward in a more equitable direction.
- ◆ That healthcare providers will get a much needed break - both physically and mentally.

- ◆ That people who have not had access to mental health resources, or have not been able to ask for help, will get the help they need - without hesitation or fear of judgement.
- ◆ That people will continue to speak up on climate issues and spur a change in thinking and action.
- ◆ That we can continue to do our part to make this world a better place for our children (and all future generations) to grow up.

Happy Holidays!

Lisa Weiss, MD and Amanda Kirzner MD (Newsletter Committee)
Heidi Tavel, MD (Chief Editor)
Leena Mathew, MD (Communications Chair)

Annual Meeting - Update



On October 23, 2021 we held our virtual Annual Meeting. We chose to use the theme "**With Our Voice, We Rise**". This theme reflected what we have gone through throughout the pandemic. Together, we have witnessed some of the darkest times in recent history. We have used our voices to speak up against unequal pay, social injustice, workplace equity, proper PPE, and COVID safety. Our voices did not disappoint. We were able to make progress in all





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**Historical Highlight,
 con't.**

- ✦ She believed in the didactic and educational expansion of anesthesia through rigorous training. In her articles, she explicated the legal responsibilities of surgeons and anesthesiologists AND maintained that only trained physicians should be responsible for the selection and delivery of the anesthetic; " the surgeon's only responsibility regarding an anesthetic is choosing a competent physician to administer it".
- ✦ This work paved the way for physician training programs in anesthesia. She was active in several academic society organizations, advocating for the specialty.
- ✦ In her words: "it is a travesty that according to law no one but a licensed physician is allowed to prescribe drugs or perform the slightest operation, but persons with absolutely no training are administering anesthetics without hindrance ".
- ✦ She believed that it is the legal responsibility of an anesthesiologist to demonstrate qualification as a physician and the ability to administer anesthesia according to (standard of care) recognized methods.

of these areas! The speakers for this annual meeting were chosen in order to help us grow and use our voices for good. Our lecture series for this meeting featured Dr. Gunisha Kaur - who spoke about *Human Rights and Anesthesiology*. She left us with the feeling that every anesthesiologist can influence change, both medically and socially. Dr. Edward Mariano spoke about *Developing a Digital Presence & Putting it to Good Use*.

Dr. Mariano was able to give our audience tools to promote themselves on social media. He also reminded us that what we post online can send strong messages beyond the hospital walls. Finally, Eda Roth spoke about *Good Presenting: Creating and Delivering Clear Messages*. Ms. Roth demonstrated several ways to improve both public speaking and presentations.

The live turnout for our virtual meeting was phenomenal. If you were not able to attend in real-time, its not too late ti view the recordings as durable CME on the WIA website!

Jenny Pennycuff, MD (Annual Meeting Chair)

Research Chair - Update



We have a few modifications for the upcoming professional database and we are hoping to have this ready to go and accessible to everyone in the next couple of weeks.

We are excited to announce our upcoming webinar. Stay tuned!

- ✦ *What: "How to publish that paper"*
- ✦ *When: January (tentative 1/14/22).*
- ✦ *Who: 3 speakers who are editors of TOP journals.*

Annery Garcia-Marcinkiewicz, MD (Research Chair)
Lisa Rong, MD (Research Chair)



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Historical Highlight, con't.

- ◆ After devoting 45 years to the practice of anesthesiology, Dr. Herb retired as a full Professor.
- ◆ After her death in 1943, her obituary in A&A referred to her as a "pioneer anesthetist and Dean of the women physicians in the specialty"

<https://journals.lww.com/anesthesia-analgesia/fulltext/1995/03000>

Volunteer Opportunities

- ◆ **WIA is looking for members who would like to volunteer in the following areas:**
- ◆ Annual Meeting Chair, Event Planning Committee, Social Media Committee, Bylaws Committee, Awards Committee, Newsletter and Website Contributors, Fundraising.
- ◆ Please contact WIA with your area of interest! We look forward to hearing from you!

Blog Feature: Our members speak!

The Imposter Versus The Real Dr. King

Nicole M. King, MD



We all know that girl. The one who lives inside of us. She is always there. Sometimes small. Sometimes big. Sometimes squashed underneath recent successes and circumstantial wins... sometimes standing on top of all we have achieved threatening to take it all away.

We know she is not real. We know she doesn't deserve to take up space inside of us... but she is still there. She has seen us when no one else is there... when we look in the mirror and question how it is that we got here... to now... from there... back there... so long ago. She both holds us back and motivates us to do more. She has served her purpose, but eventually, she must sit down. Because we all need to sit down occasionally.

And it's best if she takes a very long seat so that we can see who we really are...out here...as others see us...where we are perfectly imperfect and yet perfectly placed to stand as an example for the next girl...who is sitting there listening to the one who is telling her she isn't enough. Because she is...just as I am and so are all of you...which is why I am going to take you through a day in the life of the imposter me versus the real Dr. King.

Ugh I feel like I don't belong. Everyone still knows I'm new here and part time and they all probably hate me because I was that "email girl" from New York.

"Nicole, a resident asked me who to contact about COVID questions. I told them to speak with you as you are the COVID expert around here and that you would help them out." (Anesthesiologist Colleague).



Blog Feature, con't.

I hope I'm nice enough to people. I know sometimes I can come off aggressively and be demanding.

"Good morning, Doc. So good to see you today, how are you doing?" (Custodial staff in pre-op).

Oh goodness, I know this resident probably thought I was intimidating in the ICU (because I am), I sure hope he enjoyed working with me in the operating room...I should ask him when we debrief the day

"There isn't anything to improve on Dr. King, I love working with you." (Junior resident)

Ugh they think this is stupid. I thought this was going to be great but it's kind of a mess and maybe I am just going to fail at this too...

"This was great. I'm so glad you have brought simulation here to us and we are focusing on such an important topic." (L and D nurse)

I have failed to launch. My academic career is dead in the water. Nothing I have done in the past and in the Navy matters here. Can I really keep doing this?

"I can't believe you are only 40!!! You've accomplished so much that I can't imagine doing." (Unexpected message from a Navy nurse colleague)

And it goes on and on....and on. I just can't shake her. I want her to sit down, but she always gets back up. And as much as that is frustrating and occasionally damaging, I mean, she is me....and well I'm pretty good at getting back up as well.

That girl is me. And I am her. Just as she is you and you are her.

So maybe she has a purpose. And in that purpose, your purpose and my purpose are realized. We are here to allow her to propel us upwards, while also untethering ourselves from her fears and her past failures. Because those fears and failures have brought you to right now. Here. Where even on your worst day...you are bringing joy to others. You are teaching, doctoring, mothering, mentoring, motivating and inspiring. Even if she doesn't admit it...she is proud of you too. So be proud of yourself. You deserve it.

About the author: Nicole M. King, MD is a critical care anesthesiologist at the University of Cincinnati. She is currently getting her Executive Masters in Clinical Quality, Patient Safety and Leadership at Georgetown University. She has spent the past year battling COVID, fighting for innovation and advocacy in medicine, and trying to find her why while being a wife and mother. She is tired but committed to medicine and the future.



Blog Feature: Our members speak!

Part-time Gratitude/Full-time Love

Bronwyn Cooper, MD

With the days darkening earlier, the first thing I do when I get home is turn on as many lights as will give me that warm feeling of safety and clarity. It is in this home of mine that I usually think of gratitude and resilience – of how I got here. There is a part of my life I am particularly grateful for – the ability to work part-time in the specialty I have grown to love – Anesthesiology.



It's been almost twenty-four years since I gave birth to my first child, my oldest daughter. The story starts with me not knowing what to expect when expecting, as is the case with most first-time mothers. Once she was in my arms, all I knew was that it was the right thing to withdraw from a very prestigious fellowship. I was to have gone back to training after two years as a junior attending in a very well-established semi-private, semi-academic group practice. The thought of going back to sixty-plus-hour weeks while having a six-month-old to care for the first time, was too overwhelming and didn't feel right. In fact, at that time, I made the decision to not return to Anesthesiology at all. In my heart, I could not find a way to be both Anesthesiologist and mother. My maternity leave stretched into six, seven months. And being a full-time mother did not get any easier. I was still racked with doubts, but at least I was present 24/7 for my daughter. Being a mother, to me, at that time, seemed incompatible with working in a profession that demanded competency, professionalism, dedication and compassion. My daughter, being totally dependent for her every need on me, needed me to be happy, energetic, capable, present and all-loving. I just didn't have enough to give to both.

It was not an easy decision that I made lightly. I had worked my whole adult life to study pre-med, get into medical school, get through medical school, internship and residency to become a successful attending; the only in my class to find a real job in those tough times. My boss and I started with the group at the same time. I had a lot of respect for him, so when he proposed that I come back to work part-time, three days a week, the best I could do was tell him I would put a lot of thought into it, but I needed more time with my daughter. He said very paternally, "Sure, whenever you are ready."

Three months later, I started my three days a week as Anesthesiologist, four days a week as caretaker/mother. But wasn't I a mother seven days a week? I was lucky: with a supportive husband, excellent daycare, we managed feedings, drop offs, pick-ups, dinner, bath-time, story-time and bedtime, and all again the next day. I was there for her first words, her first steps, her babbling at play-time and most of her milestones. I felt I was doing my best at both. Before long, I told my husband and my boss, that I loved being an Anesthesiologist and a mother.

Working two part-time jobs, however, often felt like I was working two full-time jobs and since I wasn't in hours, I sometimes felt that I was doing neither well. I usually make pros/cons lists, but I had made this decision from a gut feeling with encouragement from my husband and my boss. All decisions have costs and benefits.



Blog Feature, con't.

For me, the main reward was that I could do both and be the person I was meant to be. The invaluable time with my daughter was also a great reward as well as giving her me instead of a full-time nanny or daycare. My worlds collided those weekends that I was on call and my husband brought my daughter and dinner to the hospital where she would squeal when she saw me in scrubs and played with my stethoscope (pre-COVID). The costs, however, were real.

I missed out in becoming a partner in my group. This translated into less money, less benefits as well as less prestige. I was more than sometimes worried that my skills might suffer, missing the bigger, longer cases in the setting of less clinical time. But, as I mentioned earlier, I felt at times, that I was doing neither job well: that I actually had two full-time jobs. The happy turn of the story is that I kept putting one foot in front of the other, continuously being grounded by my daughter's well-adjustments and ever-changing needs throughout the years. I was able to be appointed Director of OB Anesthesia and Bariatrics and make significant contributions. In my next job (part-time) at an academic medical center, I was appointed Director of Quality Improvement.

These titles and opportunities to lead in areas that I am passionate about, never would have happened if my boss hadn't reached out on a limb and offered me part-time status at a time before it had been a viable option. I would have quit medicine and the specialty I love. The days at home, often more exhausting than the days in the hospital, have been a winding path of motherhood towards a path of happy, well-adjusted, confident, healthy grown daughters (I had another daughter four years after the first) successful in their jobs, relationships and lives. Being both an anesthesiologist and a mother simultaneously, I believe, led them both to have strong moral compasses and the knowledge that their parents could be successful at work and in the home, having few regrets. For me, it was the right decision. For others, other decisions may be the right ones. I am still happy to be working part-time for new reasons in Medical Education and writing. This is just one story. Resilience and gratitude have helped me through the hardest of times. Winter is coming; the lights are on; the nest is now empty.

About the Author: Bronwyn Cooper, MD is a practicing anesthesiologist at University of Massachusetts Memorial Medical Center and an Associate Professor of Anesthesiology and Perioperative Medicine at UMass Chan Medical School. Her interests lie in OB Anesthesia, Patient Safety and Quality Improvement, and Capstone Co-Leader for medical students. She has a MEd from Northeastern and a Certificate in Narrative Medicine from Columbia. She is interested in interviewing and writing about women in anesthesiology and the choices they make, both personal and career. She can be reached at bronwyn.cooper@gmail.com

Welcome!

- ✦ Welcome medical student Diana Le to WIA's social media team who brings her graphic design background to the creation of beautiful images such as...

