

# WIA – Women In Anesthesiology

## WIA – Newsletter

10/2019, Issue 2

Women In Anesthesiology  
200 West Arbor Drive, MC 8770, San Diego, CA 92103  
[www.womeninanesesthesiology.org](http://www.womeninanesesthesiology.org)



### 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.

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### Message from the President

Amy Schultz Pearson, MD



Greetings, Women in Anesthesiology supporters!

We hope you are all gearing up for a landmark American Society of Anesthesiologists conference in Orlando next month. Women in Anesthesiology is once again hosting its Annual Meeting the day before ASA kicks off, October 18, 2019 at Pointe Orlando. The board anticipates that this will be one of our largest and most impactful conferences yet. Here's why:

\*We have already sold 2/3 of our WIA annual meeting tickets as of September 24. This blows last year's record out of the water. If you haven't yet, sign up today!

<https://www.womeninanesesthesiology.org/events/>

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# WIA – Women In Anesthesiology

*Message from the President (continued)*

\*This year's speakers are rising stars in diversity and gender within healthcare. Drs. Njathi, Warner, and O'Brien from the Mayo Clinic have taken their microaggressions talk to multiple departments and conferences, including #GRIT2018. This entertaining plenary will challenge your preconceived notions on microaggressions and give you new tools to optimize your workplace interactions.

Here's a sneak peek at their talk: <https://www.stitcher.com/podcast/mayo-clinic-talks/mayo-talks/e/62309543>

\*We are all about networking, networking, networking. Enjoy a fiesta dinner and open bar (planned by board member Kristin Ligda, MD) while connecting with other members on topics you care about, such as professional advancement, work-life balance, managing harassment and inequity, or starting your own WIA chapter (special thanks to board members Corinna Yu, MD and Jessica Sumski, MD).

\*All pre-registered attendees will receive free conference swag, and we will have exclusive Eddie Bauer zip up fleeces available for purchase in multiple colors (thanks to immediate past president Rekha Chandrabose, MD). If you can't make it, WIA has new online clothing and merchandise stores for you here (special thanks to Destiny Feng Er Chau, MD): <https://www.womeninanesesthesiology.org/wia-store/>

\*We will be announcing **open Board slots** and honoring special recipients of the WIA Champion Award and Distinguished Service Award – want to find out who will win? Want to learn how to get more involved in WIA leadership? Join us!

\*One of my favorite things about this conference is that “doctor” badge buddies will be available. Coming from an institution without them to an institution with them, I can't tell you what a noticeable change it's been. As women physicians, especially women anesthesiologists, being appropriately identified within the healthcare team is important for patient safety, teamwork, and career satisfaction.



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# WIA – Women In Anesthesiology

*Message from the President (continued)*

All of this hard work couldn't be possible without the help of our communications team, especially Board Members Elizabeth Malinzak, MD and Marjorie Stiegler, MD, as well as Destiny Feng Er Chau, MD, Wiebke Ackermann, MD, Barb Rogers, MD, and SarahBeth Hartlage, MD. If you'd like to help on the day of the conference, send us an email at [info@womeninanesesthesiology.org](mailto:info@womeninanesesthesiology.org).

We can't wait to see you in less than a month!

In service,

Amy Pearson, MD  
President, Women in Anesthesiology

# WIA – Women In Anesthesiology

## Board of Directors Update

Elizabeth B. Malinzak, MD

Here is the recent update from the WIA Board of Directors, which meets every other month.

· Annual Meeting 2019: This year's WIA Annual Meeting will be on Friday evening, October 18, 2019 at Pointe Orlando. Pointe Orlando is a convenient location to the Orlando Convention Center, where ASA is headquartered. The keynote speakers are Dr. Catherine Njathi-Ori, Dr. Erin O'Brien, and Dr. Nafisseh Warner, who will be speaking on the topic of microaggressions in the workplace. In addition, there will be plenty of time for networking and fun. Mark your calendars and be sure to arrange your travel plans so you can attend that evening. You don't want to miss it! Register at [www.womeninanesesthesiology.org](http://www.womeninanesesthesiology.org).

- Newsletter: We released our first newsletter this summer and are excited to release this second edition. Our goal with the newsletter is to allow our members to contribute to the organization and applaud the achievements of women anesthesiologists. We welcome any ideas or contributions for the newsletter, including previously published articles and resources. We celebrate creativity! If you interested, please email [womeninanesesthesiology.news@gmail.com](mailto:womeninanesesthesiology.news@gmail.com).

-Speaker and chair recommendations: we are working to develop lists of female anesthesiologists who should be recommended for Chair positions or speaker/panelists for large meetings. Please submit your names to us at [info@womeninanesesthesiology.org](mailto:info@womeninanesesthesiology.org).

· Bylaws: As our organization grows, we are updating our Bylaws to reflect the needs of the membership. As we tackle new projects and issues, we are addressing new questions and revising our formal bylaws will allow us to reach our full potential. This includes succession planning and timing of Board selections. If you are interested in being a part of the WIA organization, we anticipate future new opportunities on our Board and committees.

· Chapters: The WIA Board is in awe of the phenomenal work many of you are doing in local, state, and organizational chapters. We have added a formal toolkit on our website to assist you with starting a WIA chapter, so check it out. Additionally, one of our Board members, Corinna Yu, will be presenting a poster on her work with developing WIA chapters at ASA this year.

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# WIA – Women In Anesthesiology

## *Board of Directors Update (continued)*

-Website and Social Media: We are working to increase our visibility to our members through the new website design (see separate article) and our social media sites, including Twitter and Facebook.

· Membership: WIA is a nonprofit organization that continues to grow each year. We have new membership levels for attendings, trainees, and supporting members, but we also rely on donations and volunteer time. Please consider making your donation today at [womeninanesesthesiology.org](http://womeninanesesthesiology.org).

If you would like to be involved with any of the above initiatives or have new ideas, please email [info@womeninanesesthesiology.org](mailto:info@womeninanesesthesiology.org) so we can connect you with the appropriate Board member. The Board of Directors' number one goal is to help women anesthesiologists succeed. We are grateful for your support and your dedication.

Elizabeth B. Malinzak, MD

Communications Chair

# WIA – Women In Anesthesiology

## Women In Anesthesiology annual Conference 2019

WIA Supporters,

The Women in Anesthesiology Annual Conference is a month away!

Don't miss:

- A fantastic trio of speakers discussing microaggressions
- Dinner, drinks, and networking
- Exclusive WIA 2019 fleeces only available on-site
- WIA swag for preregistered attendees

All genders are welcome, but space is limited with only 50 spots left, so register today at <https://www.womeninanesesthesiology.org> (detailed registration info below\*\*).

- If you are already registered, please pass along this email to your group/institution and encourage others to attend.

A couple notes:

- We are looking for some motivated trainees and junior attendings to assist with on-site tasks-please email [info@womeninanesesthesiology.org](mailto:info@womeninanesesthesiology.org) if interested.
- If you have any announcements for the meeting (there will not be open mic announcements this year), please also email a 100 word or less statement to [info@womeninanesesthesiology.org](mailto:info@womeninanesesthesiology.org).

See you in Orlando! #WIANes2019

\*\*Info for registration:

- If you are a WIA member, login before adding a ticket to your cart. If your membership fee is due, you will have to pay that before adding a Member ticket to your cart.
- If you are not a WIA member, please consider joining and adding a donation. WIA is a volunteer-only organization so all your money goes to programming and organization costs. When you join as a member, you do have to upload a photo for credentials verification, so be aware it takes an extra step.

*Please see the Flyer on page 7*

## Women In Anesthesiology

OCTOBER 18, 2019 ANNUAL CONFERENCE ORLANDO

### *Microaggression in the Workplace: Identify, Effects, Address*



**CATHERINE W. NJATHI-ORI, MD**

*Assistant Professor of  
Anesthesiology*

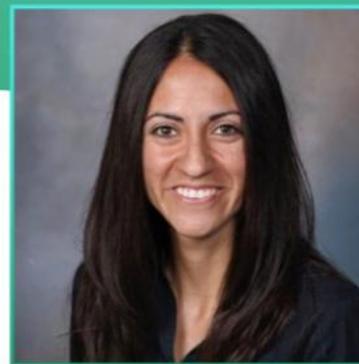
*Perioperative Medicine and  
Anesthesiology,  
Mayo Clinic, Rochester, MN*



**ERIN K. O'BRIEN, MD**

*Assistant Professor of  
Otorhinolaryngology*

*Department of  
Otorhinolaryngology,  
Mayo Clinic, Rochester, MN*



**NAFISSEH S. WARNER, MD**

*Assistant Professor of  
Anesthesiology*

*Perioperative Medicine and  
Anesthesiology,  
Mayo Clinic, Rochester, MN*

#### PRE-REGISTRATION

[www.womeninanesesthesiology.org](http://www.womeninanesesthesiology.org)  
On-site registration accepted as  
space permits.

#### MAIN EVENT ORLANDO @ POINTE ORLANDO

9101 International Drive  
Suite 1032  
Orlando, FL 32819



#### CONFERENCE SCHEDULE

6:30-7:00pm - Announcements  
7:00-7:30pm - WIA Organization  
7:30-9:00pm - Keynote Speakers  
9:00-10:00pm - Networking

[womeninanesesthesiology.org](http://womeninanesesthesiology.org)   
[info@womeninanesesthesiology.org](mailto:info@womeninanesesthesiology.org) 



 @womenMDinanesth  
 /womeninanesesthesiology

## Ad Hoc Committee on Women in Anesthesia

Barbara Rogers, MD

Wiebke Ackermann, MD

### WHAT'S HAPPENING? "WOMAN AROUND TOWN"

From the ASA Monitor; Linda B. Hertzberg, MD, FASA. Chair, Ad-Hoc Committee on Woman in Anesthesia has an article in the ASA Monitor September 2019. It describes how the committee was formed in response to member driven demands. The committee was appointed mid-2016 at the request of then ASA president Daniel Cole and has been re-appointed each year since. The committee has been busy with educational, networking, mentoring and component society initiatives. Please use this link to read the article:

<https://monitor.pubs.asahq.org/article.aspx?articleid=2748854>

Barbara Rogers and Wiebke Ackermann

Newsletter Subcommittee Co-Chairs

# WIA – Women In Anesthesiology

## Accomplishments/Highlights

-- Kathleen Wild: Clinical Educator of the Year at Edward Via College of Osteopathic Medicine

-- Stephanie Jones: Chair of 2020 ASA Educational Track Subcommittee on Fundamentals of Anesthesiology, Editor of 8th edition of Stoelting's Anesthesia and Co-Existing Disease with Roberta Hines

-- Leena Mathew: Castle Connolly America's Best Doctors (2015-2019), New York Magazine Best Doctors (2015-2019), Exceptional Woman in Medicine (2018, 2019), ASA Pain Medicine Committee Member, Created an annual Pain Medicine CME program in its 3rd year!

-- Tiffany Moon: promoted to Associate Professor, in Dallas Magazine's Best of Doctors Issues, received 2 new clinical trial grants >\$200K

-- Barb Meinecke: Wisconsin Society of Anesthesiologists Region 1 Director

-- Lynn Rusy: Visiting Professor at 2019 Pediatric Palliative Oncology Symposium at St. Jude's Children's Research Hospital in Memphis, TN

-- Doris Haracker: Incoming Vice President of Indiana Society of Anesthesiologists (currently Secretary/Treasurer), promoted to Full Professor

-- Christine Doyle: President of California Society of Anesthesiologists

-- Rita Agarwal: President of the Society for Pediatric Pain Medicine, Immediate Past President American Academy of Pediatrics Section on Anesthesiology and Pain Medicine, AAP Representative to AMA National Pain Task Force

-- Alicia Warlick: ASRA Social Media Committee, starting a campaign for visualization of women in regional anesthesia

-- Rupa Dainer: Chief of Surgery in her multi-specialty group, ABA Board of Directors

-- Marjorie Stiegler: Coach for Association of Women Surgeons Signature Speaker Series

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# WIA – Women In Anesthesiology

## *Accomplishments/Highlights (continued)*

-- Angela Edwards: Directed AHA Heart and Stroke Walk 2019 for Winston Salem, NC, SPAQI President, Co-Director of Perioperative Medicine Summit with Jeanna Viola and Bobbie Swietzer, creating Wake Forest Women in Leadership blog with Aarti Sarwal

-- Elizabeth Rebello: Chair of Texas Medical Association Section on Women in Medicine

-- Elizabeth Malinzak is now the Director of Medical Student Education for Duke Department of Anesthesiology and Grace McCarthy is the Assistant Director of Medical Student Education.

-- Sasha Shillcutt organized another successful Brave Enough conference this September: <https://www.becomebraveenough.com/>. She is a full Professor.

-- Susan Moeschler MD, associate prof, co-chaired Mayo GRIT2019 with Anjali Bhagra (IM)

-- Amy Pearson will chair ASRA in fall 2022

-- Julie Marshall at University of Missouri Health Care: promotion to Vice Chair of Anesthesiology

-- Harriet Hopf is the incoming Board Chair for FAER

## -- ASA presenters:

Leena Matthew, Anita Gupta, Himani Bhatt, and Meghan Lane-Fall #womanel: Opioid Free Anesthesia: Is it Possible? On 10/22 7:45am-8:45am in W311GH

Amy Vinson, Tracy Straker, Elizabeth Malinzak, Zachary Deutsch: Pragmatic Well-being Panel, on 10/19 1:30pm-2:30pm in W311GH

Elizabeth Malinzak: I Don't Do Kids!: Managing Pediatric Disease in the Adult Patient RCL, on 10/21 10:45-11:45am in W304EFGH

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# WIA – Women In Anesthesiology

## *Accomplishments/Highlights (continued)*

-- ABA Honors Women in Medicine Month by recognizing the following female anesthesiologists on their blog, Facebook page, Twitter, and Instagram):

Jessica Jameson (nominated by Renee Umbderstock)  
Lynn Knox (nominated by Beth Teegarden)  
Shachi Patel (nominated by Yogan Patel)  
Alla Koorn (nominated by Dmitry Mironov)  
Susan Nicolson (nominated by Aruna Nathan)  
Stephanie Byerly (nominated by Tiffany Moon)  
Rita Agarwal (nominated by Scott Markowitz)  
Rekha Chandrabose (nominated by Amy Pearson)  
Amanda Burden (nominated by Talia Ben-Jacob)  
Concetta Lupa (nominated by Susie Martinelli)  
Harriet Hopf (nominated by Talmage Egan)  
Tiffany Moon (nominated by Stephanie Byerly)  
Erin Sullivan (nominated by Lavinia Kolarczyk)  
Nicole Pelly (nominated by Renee Umbdenstock)  
Renee Caswell (nominated by Christopher Wie)  
Cynthia Wong (nominated by Karolyn Fox-Dahl)  
Mary Perdue (nominated by Michelle Zillber)  
Lisgelia Santana-Rojas (nominated by Mohammed Souissi)  
Meg Rosenblatt (nominated by Yan Lai)  
Julie Niezgoda (nominated by P. Castro)  
Lynne Maxwell (nominated by S. Black, K. Sullivan, and M. Parikh)  
Anuradha Patel (nominated by G. Lawson)  
Louise Warner (nominated by D. Warner)  
Jennifer Maziad (nominated by E. Dudley)  
Lauren Cornella (nominated by C. Guthrie)  
Lara Zador (nominated by M. Lewis)  
Beth Teegarden (nominated by J. Pennycuff)  
Mary Njoku (nominated by Amira Mohammed Siyam)  
M. Jane Matjasko (nominated by Dawn Dillman)  
Hanni Chenna (nominated by Josh Campbell)  
Cathy Page (nominated by Mobolaji Olurinde)

# WIA – Women In Anesthesiology

## Website Overhaul

Elizabeth B. Malinzak, MD

We are thrilled to showcase our new website at [www.womeninanesthesiology.org](http://www.womeninanesthesiology.org)!

With the assistance of Bandon Systems, we have improved and reorganized the previous website, and we will continue to add to the website over the next year. The membership registration process has been re-vamped to include membership levels for attendings (\$50/year), trainees (\$30/year), and supporting members (\$50/year), as well as the option for a recurring donation. As a nonprofit organization, we rely on donations and volunteers, so please consider making a donation in addition to your membership. Of note, after membership registration, there is a verification process in order to receive access to the members-only portion of the website, where we plan to include additional perks as our website and membership base grows. Be on the lookout for an email after your registration that gives instructions on how to complete the verification.

Additionally, you can register for the annual meeting on the website and shop at our TWO online stores. As the fall approaches, it is a great time to purchase a comfy WIA fleece or coffee mug, or a gift for a colleague. The website is also host to many resources of interest, including news, articles, toolkits, and archived newsletters, which have been reorganized so that it is easier to find and access this information. There is a separate section on how to start a local or regional WIA chapter, so we encourage you to check this out.

Many thanks to Dr. Destiny Chau, who spearheaded the effort to redesign the website as the head of the website subcommittee. The subcommittee also included Dr. Alina Hulsey, Dr. Amanda Xi, Tristan Pearson, Dr. Minh Tran, Dr. Amita Sethi, Dr. Rekha Chandrabose, and Dr. Amy Pearson. This group worked quickly to accomplish this huge task, and we are incredibly grateful for their time and dedication to WIA!

# WIA – Women In Anesthesiology

## Chapter Corner

Spotlight on UPenn and Indiana



**Corinna J. Yu, MD, FASA**  
WIA Chapter Liaison

**Dr. Emily Gordon** started local chapter **WIA-UPenn** due to a paucity of senior women in their department and the need to develop greater mentorship. They organized several activities including a meet and greet, a panel discussion on work-life integration, a negotiation workshop, a session with faculty affairs on academic promotion, and a session on time management. It took 6-8 hours of time to plan each event, but the benefit was increasing communication and awareness amongst male and female members in the department, including residents and faculty. She received help from **Dr. Meghan Lane-Fall** and **Dr. Elizabeth Valentine**, and her efforts have spread to Children's Hospital of Philadelphia to include **Dr. Stephanie Black**. Attendance at various events, some which included men and some which were exclusive to women, have varied from 10-60 people. Future goals include involving more medical campuses in the Philadelphia area and bringing in outside speakers into the department. As far as advice for other chapters, Dr. Gordon suggests engaging leadership teams, maintaining confidentiality during discussions so people can speak freely, and organizing a variety of events to reach as many people as possible!

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# WIA – Women In Anesthesiology

*Chapter corner – Spotlight on UPenn and Indiana (continued)*

**WIA-Indiana** hosted its second statewide Women in Anesthesiology conference through the Indiana Society of Anesthesiologists. Current WIA president **Dr. Amy Pearson** spoke on “Millennials in Medicine” alongside **Dr. Talia Ben-Jacob** who encouraged the group on mentorship. **Dr. Laura Dew** discussed challenges in private practice and leadership, and **Dr. Rita Fleming**, an obstetrician and Indiana State Representative, gave advice on political advocacy and medicine. We also learned about financial asset protection and had opportunities for mentorship during lunch. Attendees included men, women, students, residents, and attendings from private practice and academics. Survey results from the first and second statewide Women in Anesthesiology conferences in Indiana will be presented by **Dr. Corinna Yu** at the ASA Annual Meeting from October 19th-21st at the Scientific and Educational Exhibits. Please stop by the booth to show your support!

Please email [dr.corinna.yu@gmail.com](mailto:dr.corinna.yu@gmail.com) if you are interested in starting a new chapter! There are local, city, state, and affiliate chapters of Women in Anesthesiology. More information available at [www.womeninanesesthesiology.org](http://www.womeninanesesthesiology.org) under “Community,” “Starting a WIA Chapter.”



# WIA – Women In Anesthesiology

## More Than One

WIA is joining forces with **Brave Enough** to support **More Than One**, a mission to include #morethanone woman where decisions are being made. Sign the pledge below or in person at #WIANes19!



What is the *More Than One* movement by Brave Enough?

It is a mission based on *one singular* action to increase ethical leadership and improved practices for us all.

If you want to make a difference in your environment:

Assure there is **more than one** woman included where decisions are being made.

Invite **more than one** woman to sit the table.

Interview **more than one** woman candidate.

Ask **more than one** woman to speak on the panel.

Recruit **more than one** woman into leadership positions.

<https://www.becomebraveenough.com/more-than-one>

# WIA – Women In Anesthesiology

## ASA annual meeting – Sessions pertaining to WIA

Saturday, October 19

Time	Location	Session/Title	Speakers/Lead Author	Type
10:00am-4:00pm	WA3	Wellness for Anesthesia Providers	Kristin M. Bevil, Kristopher Schroeder	Scientific and Educational Exhibit
10:00am-4:00pm	WA3	Statewide Women in Anesthesiology Conference Impact	Corinna J. Yu MD	Scientific and Educational Exhibit
1:15pm-2:45pm	W312C	The Association Between Gender Equity and Federal Funding Among Faculty at Academic Medical Schools	Meredith Whitacre, MD	Young Investigator Abstract
1:30pm-2:30pm	W207BC	Addressing Disruptive Behavior in the Workplace	Sergey Pisklakov MD	PBLD
1:30pm-2:30pm	W311GH	Snap Talk: Pragmatic Well-being: Doing Something About It! -Forming a Peer Support Network: Questions You Need to Answer -Leadership Qualities to Promote Well-being -Scheduling dilemmas and solutions for physician empowerment -Management of Work-home conflict	Amy E. Vinson MD, Tracey Straker MD MPH MS FASA, Zachary B. Deutch MD, Elizabeth B. Malinzak MD	Panel
2:45pm-3:15pm	WA2-Area C	Monitoring Resident Wellness and Their Work Life Balance	Michael Wajda MD	History and Education Abstract
3:00pm-4:30pm	W2016ABC	Female Authorship in Anesthesiology in 2010-2018: A Bibliometric Study	Lisa Rong, MD	Featured Abstract
3:00pm-4:30pm	W2016ABC	Gender Differences in Academic Productivity and Research Funding Among Adult Critical Care Program Directors	Terrie Vasilopoulous PhD	Featured Abstract
3:00pm-4:30pm	W2016ABC	The Association Between Gender Equity and Federal Funding Among Faculty at Academic Medical Schools	Elizabeth B. Malinzak, MD	Featured Abstract

# WIA – Women In Anesthesiology

Sunday, October 20

Time	Location	Session	Speakers/Lead Author	Type
7:45am-8:45 am	W304CD	A Woman's Pain in a Man's World: Is Private Pain Practice Suited for a Woman? -Practice Options and Implications for the Pain Physician Mom -Starting Your Own Private Pain Practice...A Few Tips to Take the Pain Away!!	Lalitha V. Sundararaman, MD Janet D. Peral, MD	Point Counterpoint
9:00am-1:00pm	WA3	Wellness for Anesthesia Providers	Kristin M. Bevil, Kristopher Schroeder	Scientific and Educational Exhibits
9:00am-1:00pm	WA3	Statewide Women in Anesthesiology Conference Impact	Corinna J. Yu MD	Scientific and Educational Exhibits
10:00am-12:00pm	W303ABC	ESA Panel: What Can Be Learned for Perioperative Medicine from Clinical Trial in Europe -Gender Diversity and Leadership in European Anesthesiology: Results of an ESA Survey	Idit Matot, MD	Special Session
4:00pm-5:00pm	W303ABC	Women in Medicine: Glass Ceilings, Sticky Floors and Everything In Between	Maya Hastie MD	Session

# WIA – Women In Anesthesiology

Monday, Oct 21

Time	Location	Session	Speakers/Lead Author	Type
9:00am-1:00pm	WA3	Wellness for Anesthesia Providers	Kristin M. Bevil, Kristopher Schroeder	Scientific and Educational Exhibit
9:00am-1:00pm	WA3	Statewide Women in Anesthesiology Conference Impact	Corinna J. Yu MD	Scientific and Educational Exhibit
9:30am-10:30am	W311GH	Snap Talk: Pearls for Women— Advancement in Career and Leadership -Sponsorship and Mentorship in Academic Medicine -Transitioning from Training to Faculty -Successful Negotiation into Leadership in Advocacy -Mid-Career Faculty: Transitioning to the Next Level -Senior Faculty: Giving Back and Moving Forward	Tracey Straker MD MPH MS FASA, Iyabo Muse MD, Vilma Joseph MD MPH FASA, Alexandria Bastien, MD, Ingrid Fitz James MD	Panel
9:30am-10:30am	W104AB	Harassment and Violence in the OR: Real Threat/Imagined? A Strengths-based Approach to Managing and Responding Effectively -Con: Harassment and Violence in the OR are a non-issue -Gender Equity -Violence Prevention -Systems Thinking	Asha Padmanabhan MD FASA, Sarah Rebstock MD PhD, Ellen D. Lewis, PhD, William Liley MBBS, Anne Stephens PhD	Point Counterpoint
10:00pm-11:00am	Hyatt Celebration 8	Physician Wellbeing Ad-Hoc Committee	Ronald Harter MD FASA	Committee Meeting
10:45am-11:45am	W207BC	Addressing Disruptive Behavior in the Workplace	Sergey Pisklakov MD	PBLD
10:45am-11:45am	W415B Valencia	Mind the Gap—Women in Critical Care Medicine -Women in Critical Care Medicine: Past, Present, and Future -Leading in the ICU: Embracing Diversity and Dealing with Gender Imbalances	Miguel Cobas MD, Dorothea S. Rosenberger MD, Ebony Jade Hilton Buchholz MD	Panel
1:15 pm-2:15pm	W311EF	Compensation Trends in Anesthesiology: A Report on the ASA Survey	Linda Hertzberg MD FASA, Thomas Miller PhD MBA	Panel

# WIA – Women In Anesthesiology

1:15pm-2:15pm	W415B Valencia	IARS: Diversity of Talent: Effectively Leading a Multigenerational Workforce in the 21 <sup>st</sup> Century -Workplace Diversity Beyond Gender and Race: The Power of the Multigenerational Workforce -Phenotypes of the Multigenerational Workforce: Key Features to Recognize when Building Multigenerational Teams -Multigenerational Team Members: Case Examples on Management Strategies Leading to Success	Colleen Koch MBA MD MS FASA, Kevin K. Tremper, MD PhD FACA, Aman Mahajan MD PhD, Michael A Gropper MD PhD	Featured Session
3:00pm-4:30pm	Hyatt Blue Spring I/II	Women in Anesthesia Ad Hoc Committee Meeting	Linda Hertzberg MD FASA	Committee Meeting
3:00pm-5:00pm	Hyatt Celebration 3	Ad Hoc Committee on Physician Wellbeing Task Force	Lynda Wells, MD FCAI FRCA	Committee Meeting
3:30pm-4:00pm	WA2-Area A	Hospital Provided Spiritual Care and Its Impact on Well-being in Graduate Medical Trainees	Jonathan Bond DO MPH	History and Education Abstract
3:30pm-4:00pm	WA2-Area A	Wellness Education for Anesthesia Residents: Using Stress Management and Resiliency Training Program	Ricardo Maturana MD	History and Education Abstract
3:45pm	W320 Chapin Theater	Let's Get Well! Implementing Resident Wellness from a Program Director, Chair, and GME/DIO Perspective	Manuel C. Vallejo DMD MD, Robert R Gaiser MD FASA, Mark I Zakowski MD FASA, Mark T Keegan MD	Panel

# WIA – Women In Anesthesiology

Tuesday October 22

Time	Location	Session	Speakers	Type
7:45am-8:45am	W311EF	Developing Your Portfolio and Curriculum Vitae: Preparation for Professional Advancement	Kristin Ondecko Ligda MD FASA, Wendy Bernstein MD MBA FASA, George Williams MD FASA FCCP	Panel
9:00am-12:00pm	W208ABC	When the Rules are Fair, but the Game Isn't: A Look at the Intersectionality of Race, Ethnicity, and Gender in the Workplace	Alexandra Lewis MD, Alice A. Coombs MD, John Butterworth MD, Cindy Ku MD, Odinakachukwu A. Ehie MD, Surangama Sharma MD	Interactive Tutorial
1:00pm-2:30pm	W312C	Female Authorship in Anesthesiology in 2010-2018: A Bibliometric Study	Lisa Rong MD	History and Education Abstract
1:00pm-2:30pm	W312C	Gender Differences in Academic Productivity and Research Funding Among Adult Critical Care Program Directors	Terrie Vasilopoulos PhD	History and Education Abstract
1:00pm-4:00pm	W209ABC	Women Don't Ask: Boost your Confidence and Hone your Negotiating Skills	Sara Lashever PhD, Anna M. Allred MD	Interactive Tutorial
3:30pm-4:30pm	W315AB	Snap Talk: Breaking into Leadership with the Women of Regional Anesthesia and Pain Medicine -Mentoring and Sponsoring Relationships -Ladder Mentoring -Incorporating Research Into Your Career -Finding Support In and Out of Your Department	Dalia Elmofty MD, Meg Rosenblatt MD FASA, Amber Brooks MD, Nafisseh Warner MD, Andrea Nicol MD	Panel