



# MURIEL STEELE SOCIETY

## NOVEMBER 2021 EVENTS AND UPDATES

Dear Muriel Steele Society Members,

We hope everyone had a wonderful, spooky Halloween filled with your favorite treats (or tricks!).

Congratulations to all who presented at the **American College of Surgeons Clinical Congress** and the **Association of Women Surgeons Annual Meeting** these past two weeks. Thank you to **Connie Zhou** and **Katie Barnes** from our **medical student and programming committees** for compiling a list of UCSF presentations. The content will be available online for the next several months - we encourage you all to go back and watch the talks you may have missed!

Last month, we hosted a **Job Negotiation Panel**. Thank you to **Dr. Ava Yap** for organizing, and thank you to **Dr. Julie Ann Sosa, Dr. Rachel Yang, Dr. Amanda Mueller,** and **Dr. Nicholas Webster** for their insights and wisdom. We look forward to hosting similar events in the future.



We want to again highlight the **UCSF Women Physician-Scientists Supergroup (WPSS)**. WPSS was created to address issues finding/supporting post-doctoral/post-

graduate physician-scientist trainees at pre-faculty stages as they attempt to get a K-grant and get to faculty positions. WPSS seeks to address pressure points that stretch women physician-scientists, particularly during research career transitions (getting K grant, K-to-R transition). After a year of mostly advocacy and establishing the initial group, they are working in smaller groups to get to know each other and mentor/network in both directions. The emphasis is on building cross-departmental relationships and getting to know how to help each other, and how the group can be a part of broader efforts to increase successful outcomes for women physician-scientists. Now with a [website](#), WPSS hopes to give clinical fellows, graduate trainees and postdocs looking for labs and/or physician-scientist mentors a touchstone to find people in their chosen clinical or research fields. If you are a clinical fellow/post-graduate research trainee or faculty member interested in joining, please refer to the [WPSS membership form](#).

We have some very exciting MSS events in the next two months!

- The Muriel Steele Society **Medical Student Committee** is excited to co-host a **Surgical Mentorship Meet-and-Greet** with the **Surgery Interest Group** on **November 29th** from **5-7 PM at Parnassus**. This will be a great opportunity for first and second-year medical students to meet faculty in-person for the first time since COVID! Dinner will be served. **Any faculty interested in attending can reach out to Erin Isaza (erin.isaza@ucsf.edu)**, and students can look out for an RSVP to the event coming soon.
- The Muriel Steele Society **Medical Student Committee** will be hosting a **Medical Student Potluck and Suturing Social** on **Tuesday December 7th** from **7-9pm** at the home of Anya Greenberg and Cameron Niven. This will be a fantastic opportunity for medical students from all years to meet and connect with fellow medical students interested in surgery -- and to practice basic suturing and knot tying skills! Student leads for the event are **Anya Greenberg, Natalie Kucirek**, and **Cameron Niven**. Further information and opportunity to RSVP for the event will be distributed to medical students this week by Natalie Kucirek.
- This year's **MSS Virtual Holiday Party** will be held on **Tuesday, December 21st** from **7-8 PM**. Please join us via [Zoom](#) for an informal event. Have your holiday decor in the background! Stay tuned for a calendar invite.

We are so excited to share a brand new spotlight featuring **Dr. Sanziana Roman**, an endocrine surgeon here at UCSF. Dr. Roman was interviewed by medical student **Anya Greenberg**. To read our prior **MSS Spotlights**, the interviews are uploaded [here](#) on the MSS website.

Starting this month, we will be including a new section in our newsletter, “**From MSS Members**”. We will feature articles, videos, and resources suggested by our Muriel Steele Society members. This month, **Dr. Carter Lebares** has shared the **Don’t Be That Guy** [campaign](#) by the Scotland police. The campaign includes a video in which several men describe actions often passed off as insignificant but that women might find threatening or intimidating. The campaign calls on men to look at their own attitudes and behaviors towards women. If you have anything you would like to feature in this new section of our newsletters, please send an email [themurielsteelesociety@ucsf.edu](mailto:themurielsteelesociety@ucsf.edu).

Thanks for reading!

Your **MSS Communications Committee**

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### **Muriel Steele Society Spotlight Series**

Dr. Sanziana Roman

Interview by Anya Greenberg

**Anya Greenberg, MS4:** Thank you for joining me today. To start, I'd like to ask, what are you most proud of professionally or personally?

**Dr. Sanziana Roman:** I'm lucky enough to be proud of a lot! Now that I've been doing this [surgery] for a while, and I realize the hardships that we all go through, and the different things that life throws at us, I'm proud that I've overcome a lot of them and am in my current position. I am proud that I have felt like being able to trust myself in making decisions that ultimately have served me well, and that I've been able to overcome the sense of impostor syndrome. In my heart, I know that I want to do the right thing, so even if I made a mistake, I know I tried to use the best information available to me at the time. It has taken me a long time to get here, but once I've been able to accept this over the years, I feel that I have become a better, kinder, and more patient person, and I am proud of that.

**Anya:** You mentioned mentors. Can you elaborate on mentorship and the role that mentorship has played in your path as both a mentee and a mentor?

**Dr. Roman:** We all have many mentors in many forms. If you think about it, when you were growing up, you may have really liked a teacher and looked up to them and

thought they were really smart. Maybe, you wanted to take more classes with that teacher and be in their presence or be like them. I think that innate drive to look up to somebody who seems to know it all or have it all together is very helpful. So, that concept of mentee/mentor is just part of who we are as humans.

In terms of being a mentor, a lot of us may want to share the knowledge or experience gained over time with others. For me, I think that that is a very natural tendency. There are different mentee/mentor relationships. If the mentoring relationship has genuine trust and expectations are set, then it could be very mutually beneficial. No mentor is going to be perfect. There's no Yoda. People are talented at one thing or they have experience in one thing or two things but not in everything. So, I think it's helpful to gauge what somebody can teach you and not expect other things from them. Then you won't be disappointed if they can't give it to you and you can seek wisdom from someone else who may be able to fill that area. Having multiple mentors is actually quite good.

For me, professionally, I can say hands down that the reason I am who I am today professionally is because of one person: Dr. Barbara Kinder. She is retired now, but she is an endocrine surgeon. She was the first woman to graduate from Yale School of Medicine, the first woman to graduate from the Yale surgical residency, and the first woman president of the American Association of Endocrine Surgeons. She has so many firsts because she is really an amazing trailblazer and on the cutting edge of leadership and phenomenal women in surgery. She is my model for the perfect mentor. She embodies giving without asking for anything in return, and having absolutely no sense of competition. In fact, she always wanted her mentees to do better than she ever could. That makes her happy. I've written about her as a mentor, and, actually, I have a publication coming in the World Journal of Surgery about her as part of a series on inspirational women surgeons from around the world. I really speak widely and often about her because she's amazing.

**Anya:** Along your trajectory, what would you say is the best piece of advice that you got?

**Dr. Roman:** That's very tough. In all honesty, the best advice was the advice I gave myself, which was to not listen to negative people. I have gotten advice like "don't do this" or "this will hurt you" in relation to various things about which I felt very strongly. I decided to do what I truly wanted to do, and I think that was the right thing for me.

**Anya:** How did you get the strength to go against advice that you were given? What enabled the bravery?

**Dr. Roman:** This goes back to what I mentioned before about things of which I'm most proud: when I make a decision that feels true to myself, and that decision is made with an ethical conscience, then it is the right thing to do, even if it's not the politically correct thing. If you trust yourself to stay balanced and honest, if you feel that your decisions are the right ones for you, then you actually start trusting yourself more and more; even if you make a mistake, you can be kind to yourself and forgive.



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The Muriel Steele Society is an inclusive community dedicated to inspiring, supporting, and promoting women surgeons so they can thrive at all stages of their careers. We will be hosting events throughout the year to foster a strong community of allies and to achieve the goal of continued excellence at UCSF.

All women surgeons or medical students interested in surgery are included in the society but we recognize that some women may have been inadvertently left out of these emails. Please forward to anyone who you think might like to be included in the MSS. If you are interested in membership, please email us at [themurielsteelesociety@ucsf.edu](mailto:themurielsteelesociety@ucsf.edu).

For more information about the Muriel Steele Society, please visit our [website](#) or follow us on [Twitter](#).

See what's coming up next on the [Muriel Steele Society's calendar of events](#).

Have an opportunity or event that you'd like to share with the MSS membership? Email us at [themurielsteelesociety@ucsf.edu](mailto:themurielsteelesociety@ucsf.edu).

Want to become more involved with the Muriel Steele Society? We especially welcome women in other surgical departments to join our Executive Council! Email co-chairs Mika Varma ([mika.varma@ucsf.edu](mailto:mika.varma@ucsf.edu)) or Lucy Kornblith ([Lucy.Kornblith@ucsf.edu](mailto:Lucy.Kornblith@ucsf.edu)) for more information.