



MURIEL STEELE SOCIETY

APRIL 2022 EVENTS AND UPDATES

Dear Muriel Steele Society Members,

We hope everyone is enjoying more sunshine and the first glimpses of Spring! Last month was full of important events and celebrations.

In March, we observed **Equal Pay Day** (March 15th). Equal Pay Day is the symbolic day dedicated to raising awareness of the gender pay gap. In the United States, this date symbolizes how far into the year the average median woman must work (in addition to their earnings last year) in order to have earned what the average median man had earned the entire previous year. A recent [systematic review](#) examining gender disparity among American physicians concluded that men still earn \$20,000 more a year after salary adjustment.

Dr. Julie Ann Sosa, Chair of our Department of Surgery, shared some thoughts with us regarding this important day.



Julie Ann Sosa, MD, MA, FACS

Leon Goldman, MD Distinguished Professor of Surgery and
Chair, Department of Surgery
University of California San Francisco-UCSF



“The Equal Pay Act of 1963 made it illegal for employers to pay men more than women performing the same job; at that time, women made 59 cents to every dollar made by men. Fifty years later, the wage gap persists; **today, women on average make 82 cents for every dollar earned by men.** So better. **But not good enough by a very long way.**”

The wage gap is a reality for people of color as well as women, and it is especially pronounced for women of color. **But this is not a ‘women’s issue’**; unequal pay hurts families and the economy, especially as women now are more often than not the main income-earners for their households.

For me, this is personal on many levels. And it is real. At a prior job, after the fact, our family learned that we had been on the losing end of a salary gap that amounted to at least half a million dollars over a decade.

Our Department of Surgery and I are working hard to overcome this issue, and based on the data, we have made significant progress over the last four years. For sure, the pandemic set us back, as a salary freeze was enforced at UCSF. Analysis is complicated by considerations like specialty, rank, and practice setting. In the end, **it takes persistent work and advocacy nationally by policymakers and leaders in academic surgery, and local collaboration by the University and Health System to make this our collective goal.** There is more work to be done, and at UCSF Surgery, we are committed to making it a high priority for both our faculty and staff.”

We also observed **International Women's Day** (March 8th) with this year's campaign theme, **#BreakTheBias**.



Match Day was March 18th and it was so exciting! UCSF welcomed a new class of interns in General, Vascular, and Plastic Surgery.



Chelsie Anderson
UCSF



Lucia Calthorpe
UCSF



Paige-Ashley Campbell
Univ. Of Chicago



Maria Castro
UCSF



Caroline Erickson
Vanderbilt



Phoebe Miller
UCSF



Michael Ou
Johns Hopkins



Sabreea Parnell
Boston University



UCSF General
Surgery
Preliminary
Interns
2022-23



Mackenzie Boss
Brown



Jacqueline Chu
Ohio State



Eleanor Layfield
Univ. of Pennsylvania



Yusuke Nakagawa
Tulane



Camille Rogine
UCSF



Ryan Smith
Mount Sinai



Luke Wallace
Boston Univ.



Annie Wong-On-Wing
Univ. of Washington



Nancy Zhou
Johns Hopkins



Also on Match Day, the Division of Vascular Surgery welcomed a new Vascular Surgery Integrated Resident, Sowmya Mangipudi.



And, Plastic Surgery welcomed 3 new members of our UCSF Plastic and Reconstructive Surgery Family, Nusaiba Baker, Waverley He, and Alexander Murphy!



Congratulations to the students and their families. We are looking forward to getting to know everyone and working, learning, and celebrating together!



We would also like to congratulate **Mary (Kathryn) Abel**, who matched into Obstetrics & Gynecology at Brigham and Women's Hospital. Katy served on the MSS Medical Student council. Congrats, Katy!

The Department of Surgery has recently welcomed several new, outstanding women faculty members to our Department, including Drs. Amy Fiedler and Barbara Hamilton, who we spotlight below.

My favorite aspect(s) about being a woman in surgery is the fact that I am challenged intellectually, emotionally, and physically every day. Surgery, especially heart surgery, allows me to be a part of my patients lives at a time in which they are the most vulnerable. It is an incredible privilege to use my skills to restore quality of life and hope for the future to my patients.

Don't let anyone or anything discourage you from pursuing your passion. Just because you may currently not see many women in your chosen field, doesn't mean you can't be a trailblazer. Also, take time for yourself! Wellness is important.



Amy Fiedler, MD

Assistant Professor of Clinical Surgery



MURIEL STEELE SOCIETY



Barbara Hamilton, MD
Clinical Instructor of Surgery

My favorite aspect of being a woman in surgery is - how I have found a passion that requires all of my abilities and continuously pushes me to be better. Surgery requires clear communication, quick thinking, strong leadership, compassion, excellent technical skills, and a tremendous amount of hard work. Being a surgeon fully uses my brain, my physical stamina, and also my heart. To have found a career that is so much more than a job is an incredible privilege; what we get to do is amazing.

The advice I would give my younger self is probably the same advice I would give myself this morning - to remember that it is all parts of ourselves that make us the wonderful and unique surgeons that we are. While study and technical practice are crucial, dedicating time to your family and your own physical and mental wellness still come back around to make you a more balanced and strong surgeon.



MURIEL STEELE SOCIETY



Department
of Surgery



This month's **spotlight** is on **Dr. Sandy Feng**, a transplant surgeon, Professor of Surgery in the Division of Transplant Surgery, and Vice Chair for Research. Alice Tang, a UCSF medical student, interviewed Dr. Feng. To read our prior **MSS Spotlights**, check out the Spotlights page [here](#) on the MSS website.

Up Next! Please save the date for some very exciting events:

April 12 at 3pm - Academic Senate Division Meeting on Gender Equity

The Academic Senate welcomes Sherry Lansing and UC Davis Provost and Executive Vice Chancellor March Croughan for a special [Division meeting and roundtable discussion](#) on gender equity. The Division meeting and roundtable discussion will be held in **Cole Hall with a hybrid [Zoom webinar](#)**. Chancellor Sam Hawgood will be joining Regent Lansing and UCD EVCP Croughan for the roundtable discussion, which will be moderated by the Chairs of the Senate's committees on [Equal Opportunity](#) and [Faculty Welfare](#), Andreea Seritan and Lindsay Hampson, respectively. The roundtable discussion will focus on the following issues:

- Achievement relative to opportunity;
- Equitable faculty recruitment;

- Faculty retention;
- Gender equity in leadership;
- Microaggressions; &
- Allyship for gender equity

April 13 - **Department of Surgery Resident Research Day**

[Dr. Jenn Wajjee](#) (Director of the Center for Healthcare Outcomes and Policy at Michigan Medicine, Associate Professor of Plastic Surgery at the University of Michigan) will be our visiting professor. Register [here](#).

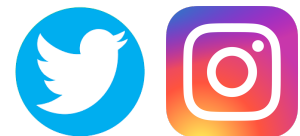
May 18 - **Department of Surgery Muriel Steele Society Grand Rounds**

featuring Dr. Erika Rangel

[Dr. Rangel](#) is a UCSF alum, a surgeon at Brigham and Women's Hospital in Boston, and an assistant professor of surgery at Harvard Medical School. She has done extensive work on motherhood during surgical training and practice. Check out [this](#) story from the New York Times about her work.

See below for this month's "**From MSS Members**" section. If you have anything you would like to feature (articles, advice, work photos/achievements, family/personal photos/achievements, etc) in this new section of our newsletters, please send an email to themurielsteelesociety@ucsf.edu.

Also, Check out our MSS Twitter (@UCSFMSS) and Instagram (@murielsteelesociety_ucsf).



Thanks for reading!

Your **MSS Communications Committee**

Muriel Steele Society Spotlight Series

Dr. Sandy Feng

Interview by Alice Tang

AT: What is one thing that you know now that you wish you had known during training?

SF: This question seems to be asked in a regretful way, but for me I had no idea how varied a career in surgery can be. I thought you saw patients, you do surgery, you do research --but I wasn't aware of all the opportunities that you will have over time. You are expected to participate in society work, serve on committees, give talks, and travel and visit people. As a medical student, you believe what you do in medical school is what you will do in your career, but a career in medicine and in surgery can really be taken in so many different directions. There are people who are MBAs who want to work in the administrative aspect of hospitals, there are people who might want to work and learn informatics, there are people who want to pursue more traditional pathways of research, but there are a lot of opportunities to be creative in a lot of different directions and that was a very pleasant surprise for me.

AT: What inspired you to pursue this pathway, and what helped you stay inspired during tough times?

SF: You have a commitment to doing what you love to do and all of the sacrifices you make willingly because you want to achieve your goals. You're not training in a vacuum, so it's very easy now to see other people like you doing what you're doing. But back then, I felt pretty isolated as a woman. For me, there's an inner competitiveness to say you know, in order to be here, you have to be not only good but better than everyone else, and that's a driving force: this sense that you have to prove yourself, you are not just the standard package but actually better.

AT: Any food or drinks you like outside of the hospital?

SF: I like all kinds of foods. One thing I am blessed with is that I don't have any allergies, I eat almost everything. I used to spend a lot of time cooking and baking, and I've actually transferred this hobby to my daughter who loves cooking and baking now. My daughter actually worked as a pie maker for a summer at a pie shop here in San Francisco. From a practical perspective, I have also largely transferred the cooking and baking responsibilities to my husband. One thing that is very underappreciated is the role of a supportive partner. My husband moved out to Boston with me for my residency. We got married two years into residency; back then, the divorce rate in the 4 -5 resident classes ahead of me was essentially 100% -everyone got divorced. Andy would drive me to work every morning (of the mornings I was not already at

work). Most of the time, I was going into work around 3:30-4 in the morning because back then, you had 20-25 patients to see before you started team rounds at 6 in the morning. He would shovel the show and give me door to door service, which allowed me to sleep 30 minutes more. You know, super supportive and even now, we work on planning menus but day to day he gets dinner on the table and I do way less than my share of all of the work. But as a result, or perhaps a reward, he's my daughter's best friend. These are some of the other types of sacrifices and arrangements that I made for my career. However, I really tried to be home every single day for dinner. This was part of quality time -up until Rebecca's bedtime. You can work again after your kid goes to sleep. I think the way that you organize your life and the people that are able to support you are so important in being able to work effectively, and these are choices you have to make.

AT: Is there something in your life you are proud about, either personally or professionally?

SF: What I am maybe the most proud of is that I don't think I've compromised professionally. I've been very lucky in working here at UCSF within the Division of Transplantation and I have been given a lot of freedom to pursue my personal interests which really lie in research as opposed to taking on a lot of extra roles that were not very meaningful to me. That is also part of the reason I've not left UCSF to be a division chief or department chair, because I really value doing the things that I care about. I think that there's literature, for example, that women don't tend to just pursue positions of authority or power because they understand the opportunity costs of their choices more. Often it comes with less time with kids, less time with family, or not being able to have children or a family. What I mean by I didn't compromise is that I wasn't swayed to do things other people valued. A message that I want to give is that you should be doing things that are really meaningful to you because everything you do, whether you're a man or a woman, really comes at the cost of you not doing something else, and if your dream and your ambition is to run a department great do that, but don't do that just because it seems like that's what other people do, and I think that's something that I've come to realize. I'm not saying I'm proud of it, per se, but I just came to realize that that's been part of my happiness. There will be things you have to do because everyone has to carry some of the weight, but don't choose to do things you don't need to pursue, unless you really are keen and committed.

AT: Do you have any advice for current aspiring surgeons?

SF: Yes, I have two ideas: One -Do not be afraid of the work. You know it is a lot of work, but everyone is a lifelong learner, and initially the learning curve is steep. You really learn through work, and the more you see, the more you do, the more you know. Second -Trust yourself. Push yourself to make decisions and come to conclusions, and test them out, ask questions. Surgery can be hierarchical, and historically you were not really encouraged to think and challenge, and one thing I learned from all the time I spent in science was that you're supposed to think and challenge. I think that it would be good for surgeons to have that type of scientific ethos where if you are thinking and wondering about something, then you should be encouraged to engage

and trust yourself and ask questions. Be confident in your choices – make them carefully but stick by them, and I think that it is just that trusting yourself is important.

The remainder of Dr. Feng's interview will be uploaded on our MSS website [here](#).



From MSS Members

Dr. Mika Varma and graduating chief resident and incoming Trauma fellow, **Dr. Caitlin Collins**, were recognized with UCSF Health Exceptional Physician Awards. Congratulations to our outstanding colleagues!

UCSF Surgery @UCSFSurgery · Feb 24

!! @UCSFHospitals announced the 2021-22 UCSF Health Exceptional Physician Award recipients. Three amazing individuals from the Department of Surgery Drs. Madhulika (Mika) Varma @mikavarma, Chris Freise, & Caitlin Collins @CRCollinsMD were among the 18 individuals selected !!

2021-22 UCSF Health Exceptional Physician Award Recipients

To Dr. Madhulika (Mika) Varma, Dr. Chris Freise, and Dr. Caitlin Collins, a sincere congratulations on this significant honor. As mentioned by Dr. Josh Aizer, your demonstration of our core values of PRIDE - Professionalism, Respect, Integrity, Diversity, and Excellence coupled with your hard work and dedication have not gone unnoticed. Thank you.

Congratulations

- The Department of Surgery

UCSF Department of Surgery



MJ @mochainmedicine · Mar 10

When your 8 hour joint case with Gyn + Urology is pure BLACK EXCELLENCE :
Gyn Res, Gyn Attending, Urology Attending, Urology Res. 🤗
[#whatadoctorlookslike](#) [#theORwaspoppin](#) [#playlistonpoint](#) [#blackexcellence](#)



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Dr. Maura Jones, a chief resident in OBGYN, posted about the amazing ALL BLACK surgeon team! Congratulations to Dr. Jones for her recent match to the University of North Carolina for Maternal Fetal Medicine.



Ian S Soriano MD @ISorianoMD · Mar 19

Congrats to @UCSFCancer @UCSFSurgery HPB research fellow Fernanda Hernandez on an excellent presentation at @SAGES_Updates on comparing outcomes between open, HAL and lap distal pancreatectomy

Dr. Fernanda Romero-Hernandez, a research fellow in the HPB Research Group in the Division of Surgical Oncology and new member of the MSS Executive Council, presented at SAGES.



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.

The Muriel Steele Society is dedicated to diversity, equity, and inclusion of colleagues, trainees, and learners at UCSF and beyond, who identify as women, transgender, and nonbinary in surgical fields. Our overarching goal is to advocate for a culture of belonging - free of bias and discrimination - that is focused on expanding the advancement of all genders and the broader LGBTQ+ community in surgery.

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.

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.

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) or Lucy Kornblith (Lucy.Kornblith@ucsf.edu) for more information.