



**2022 - 2023
ANNUAL REPORT**

2022 - 2023 Executive Council



Marybeth Hughes,
MD, FACS
President



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MD, FACS
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Immediate Past President



Marie Crandall,
MD, FACS
Past resident



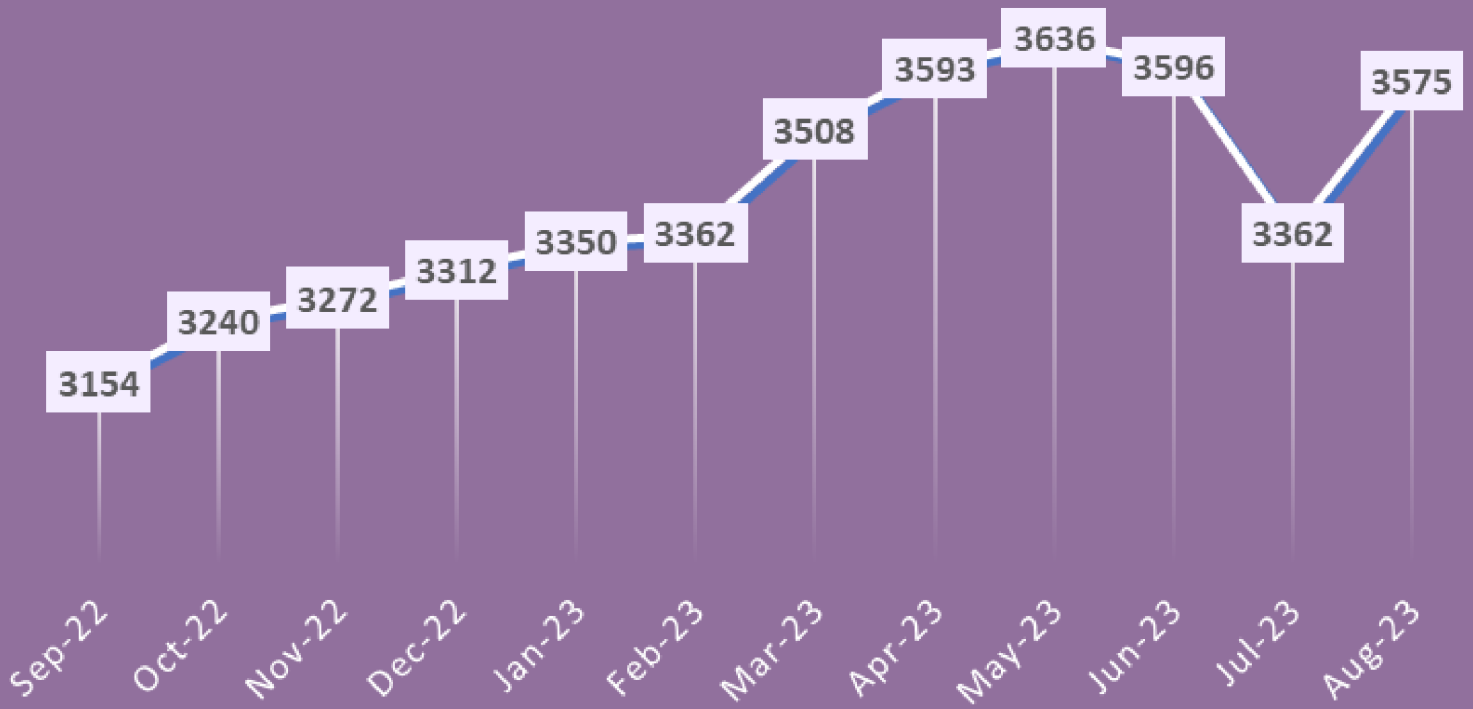
Susan Pories,
MD, FACS
ACS Governor



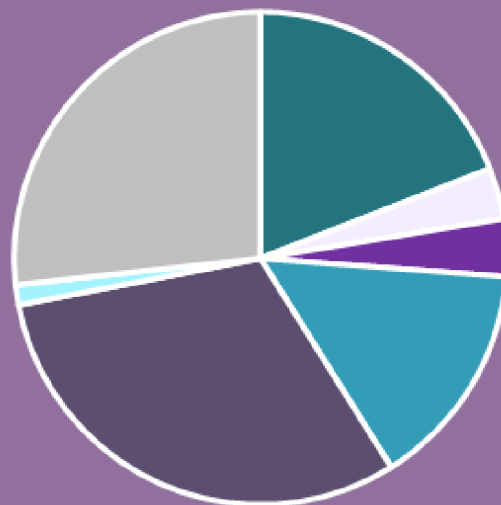
Nancy Gantt,
MD, FACS
AWS Foundation Chair

AWS Membership

TOTAL MEMBERS



Membership by Category



- Regular
- New Surgeon
- Student
- Institution / Resident
- Lifetime / Emeritus / Honorary
- Resident
- International / Associate

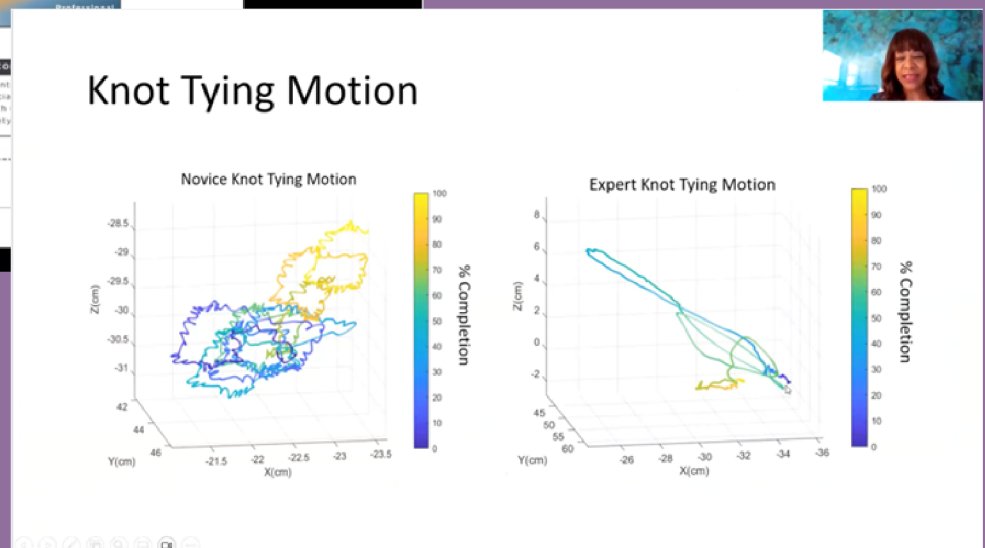
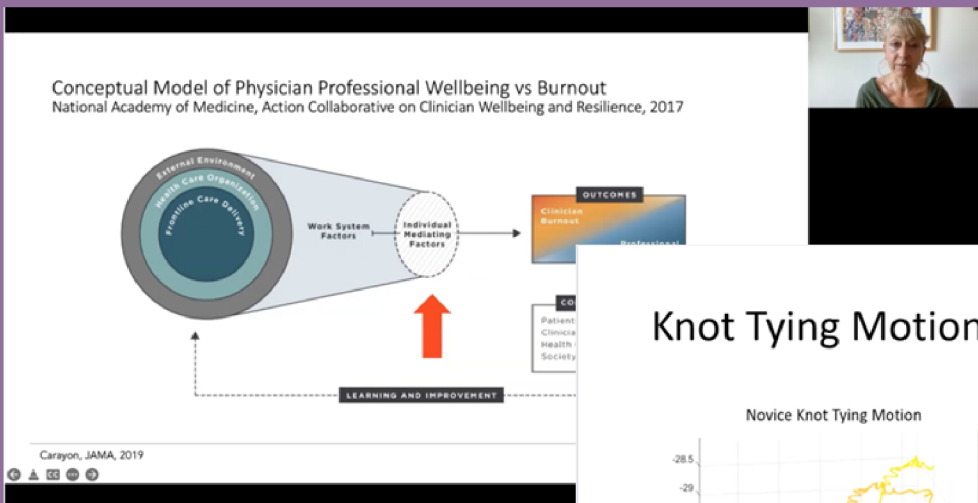
Clinical Practice Committee



**Monica Jain,
Chair**

The Clinical Practice Committee (CPC) assess the needs of and develops resources to support and promote women in all types of surgical practices, including academic, private, rural, and military. The CPC hosted the 2023 Surgeons Career and Leadership Professional Education Lecture Series (SCALPELS) summer seminar series. This program seeks to help women surgeons become leaders

who can maximize quality, efficiency, and efficacy in healthcare while reducing dissatisfaction and burnout. This summer's theme was Innovation in Surgery, including Innovations in Surgical Education, Innovation Commercialization, and Innovation Adoption. Each session was attended by up to 60 participants, with active and engaged viewers who truly benefitted from the expertise of our speakers and panelists. In addition, the CPC continued to run the AWS Coaching Program. We thank our 30 coaches for coaching 30 trainees, with excellent feedback from both coaches and coachees on how enriching, enjoyable, and enlightening it is to participate in this program. We have begun recruiting for the 2023-2024 AWS Coaching Program, with the first in-person training program for the year occurring during the AWS Annual Meeting. The CPC also updated the Digital Resource Library. Finally, the CPC continues to work to advance support for rural and military surgeons, including planned networking events at the AWS Annual Meeting and collaborations with other societies.



Communications Committee

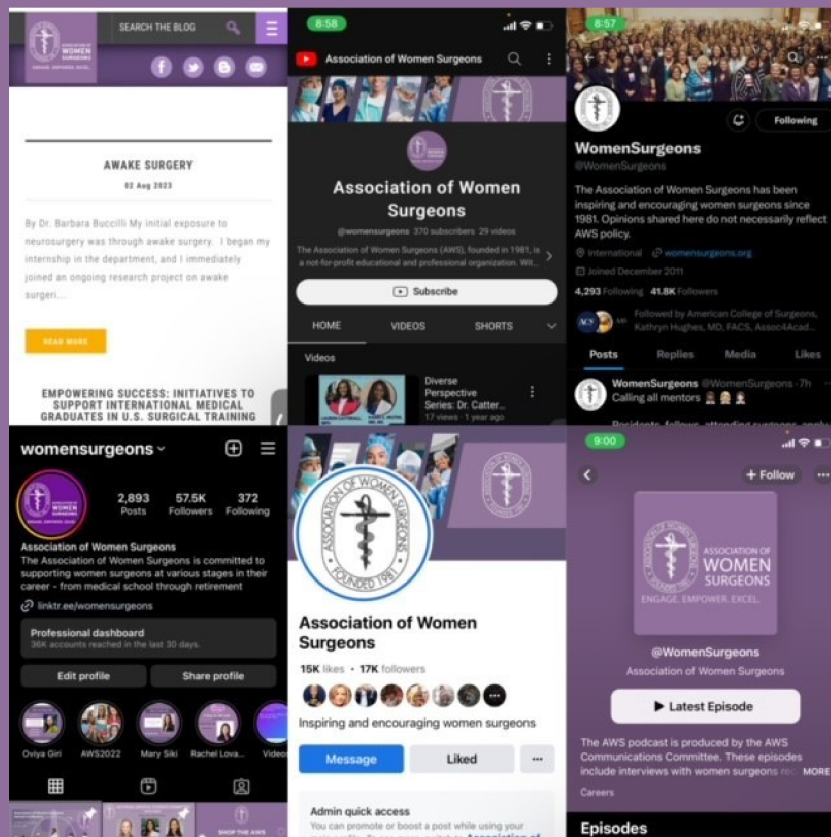


Danielle Henry,
Co-Chair



Rachel Lovano,
Co-Chair

The Communications Committee continues to engage members with unique content across all of its accounts including: Instagram, Twitter, Facebook, Blog, Podcast, LinkedIn and YouTube. The Instagram Committee had over 3k new followers, continued to celebrate diversity with the IG live interview series, new recurring posts with #morethanmedicine and #studentspotlightsunday. Instagram content continues to be shared to Facebook for our followers who prefer that platform. The Podcast was revived, with availability on both iTunes and Spotify. The medical students started a podcast with Knots and Thoughts, with content for the surgical clerkship, while the HeforShe committed commemorated allyship. The blog has entered its 10th year of publication and continues to provide a voice for our members to write about topics that are important to them. As Twitter transitioned to X, we continue to see engagement with our 41.8k followers and engagement in our Tweekchats. YouTube has 29 videos with 370 subscribers. LinkedIn presence continues. There is truly something for everyone on all of our platforms.



Grants & Fellowship Committee



**Leah Tatebe,
Chair**

One of the key missions of AWS is to inspire, encourage, and enable women surgeons to realize their professional and personal goals. In alignment with this mission, AWS created three programs: Signature Speaker Series, Shining Star Leadership Coaching Program, and Breaking the Glass Ceiling Leadership Development Program. Thank you to Intuitive for supporting these important programs!

The Signature Speaker Series develops and promotes women speakers on a national platform. This year's series included formal training by a renowned speaking coach, Patrick Combs, and slide creation expert, Brigette Callahan. Ten speakers were trained this year and are now being promoted for speaking opportunities through partner societies' program committees and leadership. The 2023 Signature Speakers are: Drs. Melissa Chang, Nicole Goulet, Caitlin Hicks, Kelsey Larson, Kathryn Martin, Maureen O'Shaughnessy, Chantal Reyna, Sarah Rodriguez, Minerva Romero Arenas, and Ming-Li Wang. The Signature Speakers database has been updated on the AWS website. It includes brief speaker bios, areas of interest and contact information for those wishing to invite them. Thank you to Intuitive for supporting this important program!

The Shining Star Leadership Coaching Program develops a leadership pipeline by providing junior women surgeons with leadership skills and/or aspirations with the necessary training and professional development to take their careers to the next level. The 2023-2024 AWS Shining Star Leadership Program will be working with Dr. Mamta Gautam over the next year. Congratulations to the ten participants selected: Drs. Annabelle Fonseca, Emily Faulks, Shannon Small, Sarah Popek, Taryne Imai, Natasha Hansraj, Sarah Faris, Lisa Marie Knowlton, Natasha Becker, and Brenessa Lindeman.

The Breaking the Glass Ceiling Program provides senior women surgeons an opportunity to develop their leadership skillset by subsidizing attendance at leadership programs. This year, we were able to support five outstanding women: Drs. Smruti Patel, Maria Altieri, Ming-Li Wang, Stephanie Bonne, and Esther Wu.

Finally, The Grants and Fellowship wishes to thank the Executive Council for providing funding for the 2023 cycle of the AWS Research Grant as we transition our industry support. We thank Ethicon for the 25+ years of support and are happy to announce that 3M will be funding the 2024 AWS Research Grant.



He For She Committee

**Emilia Diego,
Chair**

The HeForShe Committee was formed within AWS with the goal to promote male and female surgeons as allies in the pursuit of gender equity, by collating best gender equity practices and resources, and to curate tools to ensure a safe environment and best practices in mentoring and sponsoring Women surgeons, to recognize the importance of intersectionality and disseminate effective strategies to promote Gender Equity in Surgery.

To that end, the committee has accomplished several tasks over the last year, including the conclusion of a 6-part, virtual Cross-Mentoring Workshop that was co-moderated by an attending surgeon and trainee. With enough interest, there may be opportunities to make this a recurring workshop or an online resource/toolkit to interested members. In addition, a podcast series has been initiated as an opportunity to interview and pay tribute to a surgeon champion for a member of the AWS.

Podcast links

- <https://podtail.com/podcast/-womensurgeons/aws-heforshe-podcast-1-an-interview-with-aws-2022-/>
- <https://podtail.com/podcast/-womensurgeons/aws-heforshe-podcast-2-an-interview-with-aws-aosa-/>

EMILIA DIEGO, MD
Race/Ethnicity Differences
11/17/22 at 6:30pm ET

MARY MULCAHEY, MD
Gender Differences
12/5/22 at 6:30pm ET

CHANTAL REYNA, MD
Sexuality Differences
1/8/23 at 6:30pm ET

ASSOCIATION OF WOMEN SURGEONS
FOUNDED 1980

**AWS CROSS-MENTORSHIP
WORKSHOP SERIES**
Register: bit.ly/AWSCrossMentor

KEVIN PEI, MD
Ability/Disability
Differences
February 2023 at 6:30pm ET

MARIE CRANDALL, MD
Visibility & Intersectionality
of Differences
3/16/23 at 6:30pm ET

CHERRISSE BERRY, MD
Institutional Barriers to
DEI Efforts
4/13/23 at 6:30pm ET

Member Services Committee



**Gayle DiLalla,
Chair**

The Member Services Committee has continued to support our growing membership by implementing several original initiatives.

Our Institutional Member Subcommittee instituted new membership levels with access to a menu of additional benefits tailored to the individual needs of the Institution.

Our Recruitment Subcommittee is focused on recruiting the AWS Medical Student Chapter advisors as members. Updated membership brochures are available for both individual and institutional memberships.

Our website had been updated and the Website Subcommittee continues to provide feedback to ensure it is beneficial and user friendly.

Our Lapsed Member Subcommittee continues to reach out to those whose membership has lapsed and welcome back to our organization.

Gift memberships will soon be available. These make a wonderful way to celebrate a graduation or other milestone. A new initiative for small programs is under development finding ways to invite those members to network, share, and connect at the conference and beyond.

We look forward to welcoming members to our committee – please join us!

- AWS has more than 3,300 members spanning approximately 40 countries.
- Membership is open to surgeons and those interested in surgery, regardless of gender. AWS supports women surgeons and their allies nationally and internationally.
- AWS is interdisciplinary with representation across all surgical specialties from general surgery, to breast surgery, to ortho, to trauma, to neurosurgery.



Medical Student Committee



**Charlotte
Smith,
Chair**

Fostering a community intended to elevate female medical students is vital for not only increasing representation within surgery but also building and strengthening professional and interpersonal connections among the future generation of surgeons. The AWS National Medical Student Committee (NMSC) is a collaborative of 27 medical students from across the United States and five international regions, leading over 175 local AWS medical school clubs. Our main projects can be divided into the following categories:

Research and Resource Development

The National Medical Student Committee is excited to host the Starr Research Forum at the 2023 Annual Conference. Ten medical students, and ten residents and fellows will have the opportunity to present novel research pieces, providing scholarships for several UIM finalists. Outside of our research work, we produce a multitude of online resources for pre-medical and medical students, covering areas including getting involved with research and finding mentors. Please take a look at our newest resource, “Knots for Thoughts”, a podcast run by our committee dedicated to helping students succeed on their surgery clerkships, available on Spotify. Additionally, we are proud to announce the AWS Medical Student Journal Club, starting later this fall.

Mentorship and Diversity & Inclusion

One of the key goals of the NMSC is to create opportunities for medical students to find mentors with whom they can connect. We have recently launched the fourth round of our Dorothy Brown & Maria Garcia Sancho Surgical Mentoring Program. In addition, NMSC helps organize day-long events for local K12 students at the location of the annual AWS conference and also coordinates a virtual day-of-service for students around the country to gain exposure to surgery. We also are dedicated to promoting discussion related to Diversity and Inclusion, while providing space for our medical students to feel welcome and included within AWS. A popular project is our recurring Instagram Live series “Diverse Perspectives”, highlighting unique obstacles and triumphs of surgeons of various ethnicities at all stages of their careers. Keep an eye out for information regarding our Annual National Day of Service, partnering with URM high school students.

Medical Student Committee (cont.)

Fostering Local and Regional Communities

One of our primary goals is to expand the reach of AWS globally as well as strengthen the chapters that already exist. Local chapters at medical schools are a great resource for students to gather in person and form relationships with others within the institution that embody the mission of AWS. All chapters are in communication with regional representatives, who organize regional conferences that bring together many of these chapters and create local but accessible cohorts of AWS members. With this structure, the committee is able to strengthen relationships at the local and regional levels.

This year, our goal is to improve the resources available for new and existing chapters, and create opportunities for implementing some of our more successful national events/initiatives at the local level. In addition, we hope to foster innovative spaces to share ideas between chapters/regions and build upon each other's experiences.



Marie Crandall,
Chair

National Recognition Committee

The Association of Women Surgeons has developed a process for nominations. The AWS National Recognition Committee identifies and nominates women leaders in surgery that meet the requirements established for the ACS awards and leadership positions. A subcommittee meets several times annually to identify women surgeons for nomination. The subcommittee last met in January 2023. Eligible candidates are submitted to the full

committee for approval and the full committee is given the opportunity to put forth additional candidates. The letters of nomination are reviewed by the AWS Executive Committee before submission.

We finalized the candidates based on discussions with the candidates themselves, and perusing CVs for career highlights, particularly history of service to ACS.

Board of Regents (must be Canadian)

Janice Pasioka

President

Beth Sutton

President

Beth Sutton

First VP

Nancy Gantt

Publications Committee



**Chantal Reyna,
Chair**

The AWS Publications Committee held a “How to find a job” webinar and started its quarterly series “How to” webinars covering areas such as personal statements, case reports, book chapters, and more. These were well attended and recorded for participants. The 6th edition of the AWS Pocket Mentor has been completed and is now available to its membership for free in the Members Only section of the website and online for purchase in hardback. It also has 9 publications on pay equity, Healthy Family Initiatives for trainees (with Faculty Initiative nearing completion), mentorship and sponsorship, second victim syndrome, professionalism, and more. This was the second year of the AWS-SURGERY Reviewer Academy, chaired by Drs. Caitlin Hicks and Libby Weaver. A group of AWS mentors and mentees met over the past 12 months to engage in a formal peer review training program. The program included monthly didactic lectures, ongoing virtual activities, and 1:1 mentoring for 3 formal peer-reviewed manuscripts, including manuscripts submitted to the AWS-AJS Issue. A call for applications for next year’s mentor and mentee cohorts is forthcoming. The AJS editors (Caitlin Hicks, Jennifer Plichta, and Sophie Dream) and the newly appointed American Surgeon editor (Akiko Chiba) have been busy reviewing manuscripts. They reviewed 178 abstracts, with 60 invited for manuscript submissions and narrowed down the top manuscripts for presentation at the AWS National Conference 2023.

Resident & Fellows Committee



**Sadia Tasmin,
Chair**

The Resident and Fellow committee works to engage members and provide continuous communication and mentorship for our members across all phases of training. We currently hold meetings every two months and invite faculty members who can provide insight on various topics in training. We have had meetings ranging from intern success tips to contract negotiation. Additionally, we seek to fund interested members in attending the AWS conference in October as an opportunity to network further with

the organization. We work closely with the medical student group to provide mentorship and guidance as needed and participate in the medical student mentorship program already in place. We plan to assist in hosting a medical student and resident gathering at the conference this year. We have developed a fellowship application guide with resources for those applying to fellowship.

Outreach Committee



**Toni
Beninato,
Chair**

The Outreach committee is responsible for maintaining relationships with our various liaisons as well as coordinating projects between committees within AWS.

We have been very busy this year re-establishing relationships with our liaisons and their societies after the hiatus in joint visiting professorships and scholarships to attend meetings due to the pandemic. We selected a joint visiting professorship with SAAS as well as awarded a travel scholarship to a general surgery resident attending the SAAS annual meeting. We also selected a joint visiting professor with SBAS as well as helped select the site for the professorship. We also paired with SAAS, SBAS, LSS and AOSA to award travel scholarships to trainees to attend the AWS meeting this fall. Outreach committee also partnered with the executive committee to report on the various programs throughout AWS sponsored by the Intuitive Grant. We look forward to continuing to establish relationships both within and outside our society.



**Alexis Moren,
Liaison**

Society of Out Surgeons & Allies (AOSA)

The AOSA strives to collaborate with the AWS and spread awareness of equality and inclusivity and promote acceptance of LGBTQ+ surgeons. We aim to bridge gaps faced by persons within the surgical community and create an environment free of judgement and discrimination. We have spent the past year working closely with the AWS to build community and champion

our core values. By working closely with the AWS we have amplified our visibility as a minority group, created mentorship and an environment to learn and grow. This has been accomplished through multiple blog posts including a Pride series during the month of June, the HeforShe podcast, establishing a scholarship program, joint fund raising and many other collaborations.

Society of Asian Academic Surgeons (SAAS)



**Emily Keung,
Liaison**

It has been a great honor and delight to serve as the SAAS liaison to AWS these past 2 years! I'm looking forward to working with the incoming liaison to ensure a smooth and seamless transition and I am also looking forward to continuing to grow within and contribute to both organizations in the future!

The SAAS liaison to the AWS serves as bridge between the SAAS and AWS organizations, and facilitates initiatives and opportunities for the SAAS and AWS memberships.

The liaison's activities and responsibilities include the following:

- Attend the council meetings of both SAAS (twice a year) and AWS (quarterly) and submits updates on their activities prior to each council meeting.
- Coordinate between the scholarships, outreach, and communications committees of both AWS and SAAS as well as the leadership and management of both organizations to administer the joint SAAS-AWS awards
 - DEI award: support SAAS medical student to attend AWS annual meeting, administered/selected by the AWS scholarships committee, with approval by SAAS scholarships committee chair and SAAS leadership
 - SAAS-AWS resident travel award: support resident AWS member to the SAAS annual meeting, administered/selected by the SAAS scholarships committee, with approval by the AWS scholarship committee and outreach committee chairs
- Coordinate/communicate with liaisons to AWS from other affinity organizations (including Latino Surgical Society and Society of Black Academic Surgeons)
- Organize blog pieces for the AWS blog for Asian-American Pacific Islander month (May)
- Participate in the Women in Surgery session at the SAAS annual meeting.
- Promote SAAS-AWS allyship and SAAS at opportunities via social media, at ACS table, at AWS table at ACS, etc.

Doing a few other things as an AWS member but I view it as outside my role as the SAAS liaison.

- I mentor the AWS medical students and their annual mentorship program.
- Organizing a new AWS webinar series this year "Building Academic Foundations" for senior residents and fellows



Stephanie Bonne,
MD
Women In Surgery



Patricia Martinez
Quinones, MD, PhD
Resident & Associate



Catherine Velopulos,
MD, MHS, FACS
AAS



Amy Vertrees,
MD, FACS
ACS General Surgery



Emily Keung,
MD, FACS
SAAS



Alexis Moren,
MD, MPH, FACS
AOSA



Susana Vargas-Pinto,
MD, FACS
LSS



Cassandra White,
MD, FACS
SBAS

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Association of Women Surgeons Annual Conference

October 21-23, 2023
Boston, MA



Bringing it Back to You

2023 Conference Chair Sponsors

The Association of Women Surgeons (AWS) is grateful for the ongoing partnership of institutions that support our mission to empower women surgeons, residents, and medical students to reach their personal and professional goals. We would like to thank the surgical faculty, departments, and institutions who have already committed to generously support our organization this fall:

DIAMOND SPONSOR

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- [Wexner Medical Center at the Ohio State University](#), Timothy M Pawlik, MD, PHD, MPH
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- [Southern Illinois University School of Medicine](#), Michael Neumeister, MD, FACS
- [University of Maryland School of Medicine](#), Kimberly M Lumpkins, MD, MBA
- [University of Mississippi Medical Center](#), Christopher Anderson, MD
- [University of Nebraska Medical Center](#), David Mercer, MD
-

2023 Diversity, Equity, Inclusivity Travel Awardees



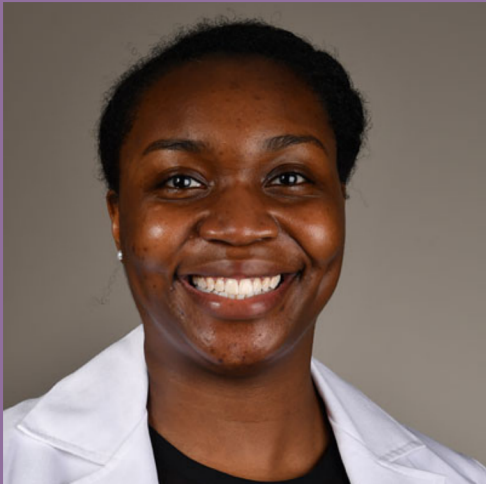
Denise Nemeth, MS
AWS - LSS DEI Awardee



Gopika SenthilKumar
AWS - SAAS DEI Awardee



Natalie Correa, MD
AWS - LSS DEI Awardee



Mokunfayo Fajemisin, MD
AWS - SBAS DEI Awardee



ASSOCIATION OF
WOMEN
SURGEONS

ENGAGE. EMPOWER. EXCEL.



Rithika Ginpupalli, MS
AWS - AOSA DEI Awardee



Barbara Buccilli, MD
AWS - AOSA DEI Awardee

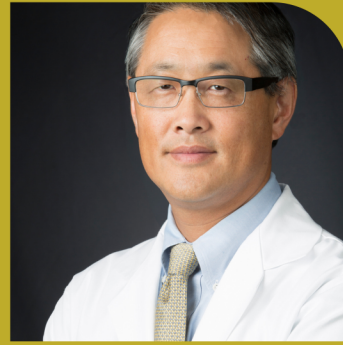


Isabel Dos Santos Marques, MD
AWS - SBAS DEI Awardee

2023 AWS Foundation Award Recipients



Dr. Nina Starr
Braunwald Award:
Omaida C. Velazquez, MD, FACS



Past Presidents
Honorary Member
Award:
Herb Chen, MD, FACS



Dr. Charles W. Putnam
Distinguished
Member Award:
Gilbert R. Upchurch, MD, FACS



Dr. Hilary Sanfey
Outstanding Resident
Award:
Katharine E. Caldwell, MD, MSCI



Dr. Sally Abston
Association of
Women Surgeons
Distinguished
Member Award:
Helen Krontiras, MD



Dr. Hilary Sanfey
Outstanding Resident
Award:
Nichole Starr, MD, MPH



Dr. Olga Jonasson
Distinguished
Member Award:
Lygia, Stewart, MD



Dr. Patricia Numann
Medical Student
Award:
Amber Sheth, MD, MPH