

DAY 1 • Friday, February 5

10:00 AM – 6:30 PM	REGISTRATION & INFORMATION
10:00 AM – 9:00 PM	Exhibits
11:00 AM - 1:00 PM	WORKSHOP SESSIONS
SESSION A: PRE-MED STUDENTS <i>Becoming the Next Generation: Purpose, Resilience, and Innovation in Surgery</i>	
	How to Tell Your Story and Stand Out • How to be memorable without sounding rehearsed • Common interview mistakes • Interview strategy, MMI preparation, and behavioral questions Defining the Path <i>The Road to Medical School: Competition, Cost, and Confidence</i> • Creating a compelling narrative through research, clinical experience, service, and leadership • Using AI responsibly for brainstorming/editing without losing your authentic voice • Managing rejection
SESSION B: MEDICAL STUDENTS <i>Shaping the Surgical Future: Skill, Balance, and Belonging</i>	
	Ask a Program Director • What makes an ideal residency applicant? • How are programs using AI/data in recruitment • What is the biggest mistake applicants can make? The Rank List • Program culture, fellowship placement and finding the right fit • Family/parental support • Operative autonomy and more applicants should ask
SESSION C: RESIDENT & FELLOWS <i>Leading from the Middle: Teams, Feedback & Advocacy</i>	
	Build Your Financial and Personal Resilience • Choosing the right job and negotiating your contract. • A practical mini-bootcamp covering contracts, benefits, debt management, burnout prevention, and boundary setting. • Strategies for sustaining work-life balance and protecting personal relationships throughout demanding years of surgical training. Architect Your Career & Shape OR Culture • Develop a “mentor lattice” by building relationships with mentors, sponsors, and career advocates. • Learn how to address bias, amplify women’s voices, and create more inclusive operating-room cultures. • Define your next career move and create an action plan for building a lasting professional legacy.

Agenda is subject to change.

SESSION D: ATTENDINGS & FELLOWS

Difficult Conversations and Negotiation: A Practical Workshop for Early-Career Surgeons

Negotiation Fundamentals

- Negotiation Strategies – Learning how to frame difficult conversations and advocate for yourself
- **CASE 1** The First Job – Knowing what you bring to the table and what you can ask for

Navigating Difficult Conversations

- **CASE 2** The Intimidating Colleague – Addressing undermining behavior and power dynamics
- **CASE 3** I'm Doing the Job, But I Don't Have the Title – Negotiating recognition, authority, resources, and compensation
- **CASE 4** Disagreeing With Your Chief – Managing up, advocating effectively, and knowing when to compromise or escalate

Interactive Practice

- Case-Based Discussion – Small-group discussion and role-play
- Faculty Debrief – Practical strategies and lessons from experienced surgeons

SESSION E: ARNPS & PAS

Expanding Surgical Excellence: Advanced Practice, Teamwork, and Leadership

1:00 PM – 1:15 PM

Break with Exhibitors / Networking

1:15 PM – 3:30 PM

PARALLEL SESSIONS

PRE-MED STUDENTS

From Aspirations to Acceptance: The Pre-Med Pathway

Building Your Application

- Mastering the MCAT – Evidence-based strategies for success
- Building a Competitive Application – Balancing academics and volunteering
- Research and Shadowing – Gaining meaningful experiences
- Socioeconomic Barriers in Medicine – Overcoming challenges

Standing Out in an AI-Driven Application Era

- Using AI responsibly in application preparation
- Building an authentic personal narrative
- What should – and should not – be generated by AI

Personal Growth and Advocacy

- Confidence Building and Managing Imposter Syndrome
- Mentorship Matters – How to reach out and find guidance
- Early Advocacy – Engaging in gender equity and community health
- Q&A Panel – All Faculty

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RESIDENT & FELLOWS <i>Building Blocks to Success After Surgical Training</i>	
	The Trainee as Surgical Leader • Define your professional identity as you transition from learner to trusted team member. • Build confidence in speaking up, advocating for patients, and contributing to a positive operating-room culture. Leadership and Sustainability • Leading Under Pressure – Confidence in high-stress settings • Financial Wellness – Managing debt and planning for the future • Recognizing Burnout – Protecting your mental and physical health Career Advancement and Advocacy • Navigating Bias and Inequality – Advocating for fairness • Transitioning to Fellowship – Preparing for the next chapter • Collaborating with NPs and PAs – Strengthening partnerships • Q&A Panel – All Faculty
ATTENDINGS & FELLOWS <i>Launching Your Faculty Career: Growth, Promotion, and Leadership</i>	
	Transitioning From Fellow to Faculty • From Fellow to Faculty – Building confidence, supervising trainees, and making the final call • Building Your Clinical Practice – Growing referrals, developing a niche, and building your reputation • Finding Your “Thing” – Developing a clinical, research, education, innovation, or QI niche Career Advancement and Promotion • Promotion: Start Early – Understanding expectations, documenting accomplishments, and building your portfolio • Building a National Reputation – Choosing societies, committees, talks, and collaborations strategically • Making Your Work Count – Aligning your activities with your long-term career goals Leadership and Influence • Early Leadership – Leading programs, projects, and teams without needing a formal title • Leading With Confidence – Developing your leadership style and influencing effectively • Q&A Panel – All Faculty
3:30 PM – 3:45 PM	Break with Exhibitors / Networking

3:45 PM – 5:00 PM	THE HUMAN SIDE OF SURGERY
	How to Handle the Stress of the Job • Burnout vs. normal exhaustion • Imposter syndrome and professional identity • The courage to ask for help and setting boundaries • Relationships outside of medicine Balancing the Physical and the Mental • Avoiding varicose after a long day • Restoring form, function, confidence and identity • How much exercise can you really handle? When You Look Good, You Feel Good • What Effect Does Social Media And Modern Beauty Culture Place On Female Surgeons? • Looking Your Best At Every Age: From Skincare, To Injectables, To Surgery • Aesthetic Intelligence: Making The Right Choices For A Natural, Youthful Appearance
5:00 PM – 6:30 PM	POSTER SESSION
6:30 PM - 9:00 PM	Welcome Reception with Exhibitors

Agenda is subject to change.

DAY 2 • Saturday, February 6

7:00 AM - 5:45 PM	Registration & Information
7:00 AM - 4:30 PM	Exhibits
7:00 AM - 8:00 AM	Breakfast with Exhibitors
8:00–8:30 AM	Welcome & Opening Remarks: Women in Surgery Opening Dance <i>A high-energy opening to celebrate the women who have paved the way, the women currently leading, and the women who will shape the future.</i>
8:30 AM – 9:15 AM	PLENARY 1: WHERE ARE WE GOING? <i>The Future of Surgery: Can Technology Alleviate Gender Bias?</i>
	CORE IDEA AI, Robotics, Digital Surgery, Telesurgery, Automation, Humanoid Robotics - A look at where surgery is today and where it is heading. TOPICS • Artificial Intelligence in the Operating Room • AI-Assisted Decision-Making • Computer Vision and Surgical Navigation • Robotic and Autonomous Surgery • Telesurgery and Telepresence • Remote Surgical Mentorship • Humanoid Robotics • The Future of Surgical Training • Will technology help reduce barriers for women in surgery? • What will the surgeon of 2040 actually look like? THE PIPELINE PANEL <i>Pre-Med ► Medical Student ► Resident ► Fellow/Early Career ► Attending ► Surgical/Innovation Leader</i> • What do you think surgery will look like when you reach the next stage of your career?
9:15 AM – 10:00 AM	PLENARY 2 THE NEW SURGEON <i>Who Will We Need to Be in the Future?</i>
	CORE IDEA The Skills, Mindset & Identity of the Future Surgeon - If technology is changing surgery, what does that mean for the person sitting behind the technology? TOPICS • What skills will matter in the next 20 years? • Technical Skill vs. Technological Literacy • AI Literacy for Surgeons • Communication and Emotional Intelligence Leadership • Adaptability • Innovation and Entrepreneurship • Critical Thinking • Patient Relationships in an Increasingly Digital OR What should students and trainees be learning now? PIPELINE PANEL <i>Medical Student ► Resident ► Fellow ► Early Career ► Attending ► Leader</i> • What skill do you think you need to develop right now? (premed, med student, resident perspective) • What skill do you wish you had developed earlier?
10:00 AM - 10:15 AM	Break with Exhibitors / Networking

10:15 AM - 11:00 AM	PLENARY 3: CAREER SESSION <i>The Surgical Career Pendulum</i>
	CORE IDEA: How Your Career Changes as Your Life Changes: Residency → Fellowship → First Job → Leadership → Reinvention. A candid discussion about the fact that a surgical career is not a straight line. TOPICS: • Choosing Academic vs. Private/Community Practice • Changing Specialties or Career Direction • Geographic Moves • Dual-Career Relationships • Leadership Opportunities • Part-Time/Flexible Practice • Burnout and Career Sustainability • Taking Time Away • Returning to Practice • Changing Priorities Throughout Your Career • What does success look like at different stages? PANEL <i>Resident</i> ➤ <i>Fellow</i> ➤ <i>Early Career Surgeon</i> ➤ <i>Mid-Career Surgeon</i> ➤ <i>Senior Surgeon/Leader</i> • What changed your career trajectory that you never expected?
11:00 AM - 11:45 AM	PLENARY 4: MENTORSHIP & SPONSORSHIP <i>Sending the Elevator Down"</i>
	CORE IDEA Mentorship, sponsorship, building the women behind you - Mentor Me. Sponsor Me. Open the Door. A multigenerational conversation about how women move forward and how they bring others with them TOPICS: • Finding the Right Mentor • Building Meaningful Mentor Relationships • Peer Mentorship • Sponsorship vs. Mentorship • How to ask someone to sponsor you? • How sponsors advocate for you when you're not in the room? • Creating Opportunities for Women Behind You • Paying Opportunities Forward • Building a Culture Where Women Actively Support Other Women PIPELINE PANEL <i>Pre-Med</i> ➤ <i>Medical Student</i> ➤ <i>Resident</i> ➤ <i>Fellow</i> ➤ <i>Attending</i> ➤ <i>Senior Leader</i> • Who opened a door for you? • What door are you going to open for the woman coming behind you?
11:45 AM - 12:45 PM	Lunch with Exhibitors / Networking

Agenda is subject to change.

12:45 PM –1:45 PM	WIS FASHION SHOW: THE SURGEON'S CLOSET <i>From the OR to the Boardroom</i> <i>A fun, interactive fashion show focused on professional identity and confidence at every stage of a surgical career.</i>
1:45 PM - 2:30 PM	PLENARY 5: GLOBAL PERSPECTIVE <i>Surgery Without Borders</i>
	CORE IDEA The global future of women in surgery, from the local OR to the global operating room. A broader look at what surgery means across countries, healthcare systems, cultures, and resources. TOPICS • Global Access to Surgical Care • Women Surgeons Around the World • Surgical Workforce Disparities • Technology as a Tool for Global Surgery • Telesurgery and Remote Mentorship • Training Across Borders • Humanitarian Surgery • What the U.S. can learn from other healthcare systems? • How women can participate in global surgical leadership? MULTIGENERATIONAL / GLOBAL PANEL <i>Pre-Med ► Medical Student ► Resident ► Early Career Surgeon ► Established Surgeon ► Global Surgery Leader</i> • What does the future of surgery look like from where you stand?"
2:30 PM - 3:30 PM	PLENARY 6: WORK, FAMILY & LIFE <i>Can We Really Have It All?</i>
	CORE IDEA Relationships, marriage, motherhood & the surgical career. Building a life alongside a surgical career TOPICS • Dating During Training • Marriage and Partnership • Dual-Career Relationships • Children During Residency/Fellowship • Pregnancy During Trainin • Breastfeeding • Childcare • Partner Support • Career Sacrifices • Career Flexibility • Redefining "Having It All" PIPELINE PANEL <i>What did you wish someone had told you at your stage?</i> Pre-Med: Thinking About Future Family Planning Medical Student: Navigating Relationships and Career Goals Resident: Dating, Marriage, Pregnancy and/or Early Family Life Early-Career Surgeon: Young Children and Establishing a Practice Established Surgeon: Balancing an Established Career and Family Senior Surgeon/Leader: Reflecting on Decades of Choices"
4:15 PM - 4:30 PM	Break with Exhibitors / Networking

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3:30 PM - 4:15 PM	PLENARY 7: FAMILY PLANNING <i>Your Life, Your Timeline</i>
	CORE IDEA Fertility, family planning & motherhood in surgery, there is no single timeline. A candid and practical discussion about family planning for women pursuing surgery. TOPICS: • Fertility and Reproductive Planning • Fertility Preservation • Egg Freezing • Pregnancy During Medical Training • Pregnancy During Residency/Fellowship • Parental Leave • Returning to Surgery After Pregnancy • Breastfeeding • Choosing When, and Whether, to Have Children • Finding Supportive Training Programs and Employers • Navigating Family Planning Conversations During Interviews PANEL Medical Student ➤ Resident ➤ Early-Career Surgeon ➤ Established Surgeon ➤ Reproductive/Fertility Expert The goal is not to tell women what timeline to follow it is to give women the information to make their own choices."
4:30 PM - 5:15 PM	PLENARY 8: Women Who Built Something <i>From Surgeon to Innovator, Founder, CEO & Leader ~ From Surgical Problem to Surgical Solution</i>
	CORE IDEA A celebration of women who didn't simply practice within the system—they changed it. TOPICS • Surgical Innovation • Medical Devices • Robotics • AI • Entrepreneurship • Startups • Industry • Research Commercialization • Building a Company • Becoming a CEO • Institutional Leadership • Creating Your Own Opportunities • Taking a Surgical Idea from Concept ➤ Implementation FINAL MULTIGENERATIONAL PANEL Pre-Med ➤ Medical Student ➤ Resident ➤ Fellow ➤ Early Career ➤ Attending ➤ Founder/CEO/Surgical Leader • What is one decision that changed the direction of your career? • What would you build if you knew you couldn't fail?
5:15 PM - 5:45 PM	Closing Remarks: The Future is Ours to Build <i>One Journey. Every Stage. One Community.</i>

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