

(Coffee and light refreshments will be available)

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.

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SESSION D: ATTENDING & FELLOWS (AWS COLLABORATION)

Career Progression and Advancing to Leadership: Building Your Path Forward

Building a Career with Intention

- Understanding where you are and where you want to go
- Developing a recognizable niche
- Promotion versus simply being productive
- Building visibility and measurable impact
- Moving from participation to leadership
- Mentorship versus sponsorship
- Choosing opportunities strategically

Scenario 1: Doing Everything and Advancing Nowhere

- Promotion
- Career focus
- Building a portfolio that demonstrates impact

Scenario 2: The Opportunity That Sounds Like Leadership

- Early leadership
- Authority
- Resources and recognition
- Translating responsibility into advancement

Scenario 3: Too Many Good Opportunities

- Strategic career choices
- Visibility
- Professional organizations
- Sponsorship
- Saying no

Scenario 4: Ready for the Next Step but No One is Asking

Moving from accomplished faculty member to formal leadership

My Next Three Moves

- My professional identity: What do I want to be known for?
- My next advancement goal: Promotion, program leadership, society leadership, division leadership, or another role?
- My biggest current gap: Experience, scholarship, visibility, sponsorship, leadership experience, or another need?

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SESSION E: ARNPs & PAs

Advancing Your Career: The Path to PA or NP

Welcome: Your Career Starts Before Graduation

- Introduce PA and NP pathways
- How decisions during school can shape future opportunities

Stand Out Before You Graduate

- GPA, clinical experience, leadership, research, volunteering, shadowing, networking, certifications, mentorship
- Building a strong CV

The Road to Advanced Practice: PA & NP

- Competitive positions, prerequisites, clinical experience, applications, interviews, recommendations
- What admissions committees and employers look for

Choosing Your Path in Surgery: PA vs. NP in the OR

- Compare PA and NP training, scope, OR responsibilities, first-assist opportunities
- Surgical career options to help attendees determine which path fits their goals

Ask the People Who Decide

- Interactive Q&A with admissions faculty, recruiters
- Practicing PAs/NPs

Your Next Move: Finding Your Place in Surgery

- What draws you to an APP career in surgery?
- Panelists share advice for choosing a pathway and taking the next step

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 (AWS COLLABORATION) <i>Difficult Conversations and Negotiation: Navigating the Conversations that Shape your Career</i>	
	How to Approach a Negotiation or Difficult Conversation Negotiating Your First Faculty Job Promotion, Recognition, and Advancement Difficult Colleagues, Partners, and Trainees Negotiating Workload, Resources, and Boundaries Managing Up and Negotiating with Leadership

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ARNPs & PAs <i>The Future of Practice: Innovation, AI & the Evolving Role of the APP</i>	
	AI at the Bedside: Tool, Teammate or Threat? • How AI may change: - Documentation - Clinical decision support - Patient education - Workflow - Provider responsibility The Evolving Surgical Team: Where Do PAs and NPs Fit? • PA vs NP roles, surgical teams, perioperative care, scope, collaboration • Where advanced practice is expanding Beyond the OR: Extending the Surgical Team • Pre-op evaluation, postoperative follow-up, clinics and other models where APPs extend physician capacity Smarter Patient Selection, Better Outcomes • How technology, data, risk stratification and APP-led care models can influence: - Patient selection - Safety - Efficiency - Outcomes Beyond the OR: Pre-Op Optimization & Wellness Clinics • How PA/NP-led pre-op and wellness clinics can improve surgical readiness through weight management and overall health optimization • Explore opportunities for growth, autonomy, scope of practice, and accountability
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

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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 Pre-Med ► Medical Student ► Resident ► Fellow/Early Career ► Attending ► Surgical/Innovation Leader • What do you think surgery will look like when you reach the next stage of your career?

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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 ➤ Fellow ➤ Early Career Surgeon ➤ Mid-Career Surgeon ➤ Senior Surgeon/Leader</i> • What changed your career trajectory that you never expected?

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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 Pre-Med > Medical Student > Resident > Fellow > Attending > Senior Leader • 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
12:45 PM - 1:45 PM	WIS FASHION SHOW: THE SURGEON'S CLOSET From the OR to the Boardroom <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 Pre-Med > Medical Student > Resident > Early Career Surgeon > Established Surgeon > Global Surgery Leader • What does the future of surgery look like from where you stand?

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2:30 PM - 3:30 PM	PLENARY 6: WORK, FAMILY & LIFE Can We Really Have It All?
	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
3:30 PM - 4:15 PM	PLENARY 7: FAMILY PLANNING Your Life, Your Timeline
	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/Fellowshi • 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."

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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 One Journey. Every Stage. One Community.

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