

# **Maximizing the Female Potential North American Perspective**

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# **COI Disclosure Information**

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Editorial Position- JSES- Associate Editor for  
Basic Science

# Leesa Galatz, MD

- Raised in Las Vegas, Nevada
- University of California, Berkeley
- George Washington University School of Medicine
- Intern, Residency
- University of Pennsylvania, Philadelphia
  - Shoulder and Elbow Surgery



**Leesa M. Galatz, MD**

# Leesa Galatz, MD

- David Finlay, MD
- Ryan Finlay, MD

Passion for horses...







**Leesa M. Galatz, MD**

# Leesa Galatz, MD

- Washington University
  - 16 years
- Mount Sinai Health System
  - First woman chair of orthopedic program
  - First woman Chair of Orthopedic Department in a Health System- 7 hospitals

# North American Perspective

- We don't have this figured out.
- Lucy Sanders- Women in Technology
- Sheryl Sandberg- CEO of Facebook
- <5% of CEO's are women
- <10% of Orthopedic Surgeons are women



# Official Message

## Government and Universities

- ??
- Typical maternity leave-12 weeks
- Residents in hospitals-6 weeks
- Compare to Canada and Europe- little time
- Bad thing??? I'm not sure...

# Dual Career Marriage

- Academics and community practice
  - Schedule of vascular surgeon
- Child care
- Logistical challenge
  - Logistical nightmare- faculty meetings, committees

# Call Responsibility

- Real simple- I didn't take call
  - His fellowship year
  - I advanced out of call eventually
  - One of our greatest challenges

# Demands on a Surgeon

- Time in the morning
- The 3:30 PM anxiety hour...
- Dinner-someone please decide!!

# My Personal Experience

## Struggles

- First year in practice
- First year of Ryan's life
  - Brought me to the edge...
  - Sleep deprivation
- Support
  - Family
  - Work – I never asked, no one really asked me
  - Mistake?
  - AAMC- definitely different than other fields of medicine



# My Personal Experience

- Why me?
  - Grit
  - Never tried to compete with men other than academically and surgically
  - My family
    - Horses-anything is possible with hard work
    - Expectations

# Thoughts

- Women are not broken
- Men are not evil
- Unconscious bias
  - Both men and women
  - Children vs Shoulder!!!!
  - CV study-Heidi Roiken
  - Advanced placement test- gender

# Thoughts

- Your partner in life

You can't help who you fall in love with, but if you choose to partner with someone who expects a traditional relationship, It will derail

# Thoughts

- How I organize my life
  - Work
  - Play
  - Family
  - Never perfect



# Women in Science

Change the way you see yourself!

MLK

JFK

This is how women will attain  
leadership roles



# Mentoring

- Women don't need women mentors
  - My opinion
- Inspirational moments
  - Dad in the barn
  - Getting my fellowship
  - Getting my first grant
  - RHG- complications
  - Not cheerleading, just letting me into the circle

# conclusions

- Every Monday morning, how can I make this perfect
- I never make it
- With children-no good time
  - It gets easier
- Inspire
- Unconscious bias

Thank you



**Leesa M. Galatz, MD**