



## Women in IR News

Spring 2023

### SIR23PHX WIR section programming

Burnout has been a popular topic of discussion among medical professionals for many years and was discussed heavily at the Women in IR symposium at SIR 2023. Jeffrey Forris Beecham Chick, MD, MPH, presented preliminary data regarding burnout rates amongst interventional radiologists. Through a survey, it was found that 72% of interventional radiologists in the United States have experienced burnout. Currently leading as the number one specialty for burnout, interventional radiology is followed by emergency medicine at 60%.

In addition to these new alarming statistics, Maria del Pilar Bayona Molano, MD, FSIR, relayed that women in medicine are 2.4 times more likely to experience burnout than male physicians, likely due to stereotypes and microaggressions in the workplace. As these are not only factors that affect women, underrepresented minorities in medicine are also at an increased risk for experiencing burnout. This rate of burnout has a series of consequences that affect the presence of women in medicine, including a decreased likelihood of being promoted to leadership positions, higher rates of depression, and lower job satisfaction.

In light of this new data, it is as important as ever to discuss ways to combat it. Dr. Molano and Dr. Chick both presented tangible methods to fight burnout in the workplace. The first, and probably most significant, contributor to burnout is the number of hours worked. Physicians working 80 hours or more per week are 7 times more likely to report burnout. Studies have shown that less call shifts per month and less weekly hours worked significantly decreases the risk of burnout. A second major contributor to burnout is microaggressions and biases in the workplace. One method presented to combat this is to create strategies within the department to address microaggressions and actively create a culture where colleagues are encouraged to learn from the differences about each other.

Molly Pasque, MS4, and Meghan Clark, MD, PGY-5

### SIR Annual Scientific Meeting WIR Luncheon

The WIR networking luncheon was a major success as students, residents and seasoned faculty came together for the annual SIR networking event. The session started by awarding Shellie C. Josephs, MD, FSIR, from Stanford University the Women in IR Champion Award. Next, Dawn E. Ellison, MD, an ER physician and professional coach with experience in crucial conversations, gave a well-received presentation on personal identity and navigating difficult situations in the workplace. The session concluded with a group discussion about the challenges we all may face in our careers.

Kaila Redifer, MD PGY-6

### SIR Foundation Women's Research Mentorship Grant

SIR Foundation announced the new Women's Research Mentorship Grant, during the SIR Foundation awards ceremony at SIR 2023 on Monday, March 6. This exciting new grant, developed in collaboration with the WIR section, supports and highlights a woman performing IR research and expands the pipeline for medical students or residents to learn about IR research. This grant provides up to \$25,000 for a length of 1 year for a faculty researcher paired with a student or trainee researcher. Applications for the first cycle open April 1. Please visit [sirfoundation.org](http://sirfoundation.org) for more information and to apply.

### Shellie C. Josephs, MD, FSIR



Shellie C. Josephs, MD, FSIR, winner of this year's Women in IR Champion Award, obtained her medical degree and completed her radiology residency at University of Texas Southwestern, followed by an IR fellowship at UT San Antonio. She practiced adult IR for several years in private practice and on faculty at UT Southwestern prior to pursuing a pediatric radiology fellowship in 2011, after which she became division chief of Pediatric IR at UT Southwestern, where she brought adult interventional practices into the pediatrics division. She currently practices pediatric IR at Stanford University. She was heavily influenced by Helen C. Redman, MD, and Bart L. Dolmatch, MD, FSIR. She loves pediatric IR because children are very resilient and she finds joy in helping children and their families, saying, "It's such a privilege to

be invited into patients' families as they grow up." Moreover, interdisciplinary relationships are easy to develop because the focus is always on how to best take care of the patient, and the pathologies are interesting and intellectually challenging. She has particular interest in vascular malformations and post-transplant interventions. She draws inspiration in the next generation of IRs who express motivation and strong sense of direction to make the field more equitable for women in IR and admires those who work to increase access to care in underprivileged settings. When asked what advice she would give her younger self, she said, "Choosing your work partners is as important to your mental health as choosing your spouse." She also encourages junior IRs to create support networks so that they can excel personally and professionally, saying, "You can pursue any career you want to, but you can't do it without help." Outside of work, she enjoys cooking, traveling, hiking and spending time with her husband and three adult children.

Dhara Kinariwala, MD PGY-6

### Upcoming events

April 4, 2023: SIR Virtual Angio Club

April 24, 2023: Dream Big Book Club, "The Financially Intelligent Physician"

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