

ARGHAVAN SALLES, M.D., Ph.D

EDUCATION

- Minimally Invasive Surgery Fellowship, Washington University, completed June 2016
- Stanford Health Care General Surgery Residency, completed June 2015
- Stanford University School of Education, Ph.D., June 2014
“Performance and health in surgical residency: exploring the roles of gender, stereotype threat, and values affirmation”
- Stanford University School of Medicine, M.D., June 2006
- University of Southern California, B.S. Biomedical Engineering, B.A. French May 2002
Semester Abroad in Paris, France

SELECTED RESEARCH SUPPORT

- The Stemmler Fund, 2020
 - Study titled, “Impact of gender bias on surgical technical skill assessment and machine learning models for automated skill assessment” (\$150,000)
 - Using AI to show the impact of gender bias on the assessment of technical skills of trainees
 - Funding declined due to external circumstances
- CRICO Grant, 2020
 - Study titled, “Smart Appropriate Response Training (SmART)” (\$200,000)
 - Designing educational modules to help trainees learn how to respond to sexual harassment
- AMA Foundation Joan F. Giambalvo Fund for the Advancement of Women Program grant recipient, 2018 (\$10,000)
 - Study titled, “Assessing Bias in Medical Student Clerkship Evaluations”
- Health Career Collaborative Grant recipient, 2018 (\$1,500)
 - To support a local chapter of the Health Career Collaborative founded by the Surgery Interest Group with my support
- Clayman Institute for Gender Dissertation Fellowship (\$7,000), awarded to 7 students per year for research related to gender, 2010
- Stanford Interdisciplinary Graduate Fellowship (\$130,000), awarded to 17 graduate students per year for interdisciplinary research, 2010
- Stanford University School of Education Dissertation Support Grant (\$5,000), awarded to graduate students to support their dissertation research, 2010
- Vice Provost for Graduate Education Diversity Dissertation Research Opportunity grant (\$6,000), awarded to students whose dissertation research focuses on issues related to diversity, 2010
- Advanced Residency Training at Stanford Fellowship for Ph.D. studies (\$435,000), awarded to one or two residents per year, 2008
- Trustee Scholarship (\$170,000), full-tuition scholarship for undergraduate education, 1998

SELECTED EDITORIAL RESPONSIBILITIES**• Reviewer for the following journals:**

2019-present *JAMA Network Open*
2016-present *Annals of Surgery*
2016-present *American Journal of Surgery*
2015-present *Journal of Graduate Medical Education*
2016-present *Proceedings of the National Academy of Sciences*
2018-present *Journal of Surgical Research*
2019-present *Journal of Surgical Education*

OTHER RELEVANT EXPERIENCE**• Consulting Work**

- GoldaTech: company borne out of the Garment District, works to make PPE during the COVID pandemic
- Intuitive Surgical
- Intuitive Foundation
- Bill & Melinda Gates Foundation
- Medscape

• Founder, #ShareTheMicNowMed

- Founded this to amplify the voices of Black women physicians, help grow their platforms, and increase their influence on social media
- Paired Black women physicians with non-Black women physicians with large social media accounts; Black women then took over these accounts to share their thoughts and experiences with a broad and new audience
- Oversaw graphic design and dissemination of the campaign
- Spin-offs include a group of men similarly amplifying Black men

• Advisor, Women in Medicine Symposium

- Women in Medicine is a national organization dedicated to supporting women in healthcare
- Activities include an annual conference, webinars, media interviews, and other advocacy efforts
- Women in Medicine aims to support trainees and independent practitioners to achieve their goals

• Former Founder, TIME'S UP Healthcare

- An official affiliate of TIME'S UP Now
- This initiative fights against gender inequity and harassment in healthcare
- Involved with media and research efforts of the organization

• Former Advisor, 500 Women in Medicine

- 500 Women in Medicine is associated with 500 Women Scientists
- This initiative helps journalists and conference organizers identify women experts
- The overarching goal is to increase the visibility of women in medicine
- Recipient of the Liberman Graduate Center Trailblazer Award
- Finalist for the LaunchCode Moonshot Award
- **Board Member, Academic Women’s Network**
 - One of 8 members advocating for women faculty within the Washington University School of Medicine
 - Organize programming for women faculty

CERTIFICATION AND LICENSURE

- Certified, American Board of Surgery (2016)
- Certified, American Board of Obesity Medicine (2019)
- Active California medical license
- Fellow of the American College of Surgeons
- Fellow of the American Society for Metabolic and Bariatric Surgery

SELECTED AWARDS AND HONORS

- John A. Benson, Jr. MD Professionalism Article Prize for “Estimating Implicit and Explicit Gender Bias Among Healthcare Professionals and Surgeons,” Awarded by the American Board of Internal Medicine Foundation 2020
- Exceptional Mentor Award, American Medical Women’s Association, 2019
- Honorable mention, #IStandWithHer Award from the Women in Medicine Summit for serving as a role model for women in medicine, 2019
- Paper chosen as a Landmark Paper in Surgery, 2019, by the Association of Women Surgeons (for Gerull, K.M. *, Wahba, B.M. *, Goldin, L.M., Mcallister, J., Wright, A., Cochran, A., **Salles, A.** Representation of women in speaking roles at surgical conferences. *American Journal of Surgery*, in press.)
- Paper chosen as one of top four surgical education papers of the year, 2016, by Journal of Graduate Medical Education (for **Salles, A.**, Mueller, C.L., & Cohen, G.L. (2016). A values affirmation intervention for improvement of female surgical residents’ surgical performance. *Journal of Graduate Medical Education*, 8(3): 378-383.)
- Gregory Feldman Award for Excellence in Teaching, Mentorship, and Service, 2015
 - Awarded annually to one resident, by the residency program for teaching, mentorship, and service

- Abstract chosen as one of top ten abstracts presented at Surgical Education Week, 2013

RECENT INVITED LECTURES

- **National/International**

1. From Bystander to Upstander: Standing up to Microaggressions (virtual). Mt. Sinai School of Medicine. 2021.
2. Panelist (virtual). Physician Fertility: A Call to Action. American Medical Women's Association Infertility Summit. 2021.
3. Improving Healthcare Delivery by Diversifying the Workforce (virtual). Visiting Professor, Surgical Education and Resident Research Day, University of Iowa. 2021.
4. Panelist (virtual). COVID-19: The Perfect Inequity Storm. Millennium Management LLC. 2021.
5. While Building Your Career, Don't Forget to Build Your Family (virtual). UCSF International Women's Day celebration. 2021.
6. Panelist (virtual). The Pandemic at One Year: A Race Between Vaccines and Variants. 2021.
7. Stereotypes and Judgements: Fundamentals. Keynote speaker, Society of Thoracic Radiology (virtual). 2021.
8. State of Womxn in Medicine. Institute of Medical Humanities, University of Texas Medical Branch (virtual). 2021.
9. Guest speaker (virtual). Feminist Inquiries. Consortium for Graduate Studies in Gender, Culture, Women, Sexuality, Massachusetts Institute of Technology. 2021.
10. Co-Moderator (virtual). Re-Visioning Your Practice. American Society for Metabolic and Bariatric Surgery. 2021.
11. Gender Inequities in Medicine, Keynote for Society of Women in Urology (virtual). 2021.
12. COVID's Impact on Well-being for Women. Society of Women in Urology (virtual). 2021.

SELECTED RECENT PUBLICATIONS

*indicates mentee author

1. Gerull, K.M.,* Salles, A., Porter, S.E., & Braman, J.P. (2021). Strategies for recruiting and retaining women and minorities in orthopaedics: AOA Critical Issues Symposium. *Journal of Bone and Joint Surgery*, in press.
2. Gerull, K.M.,* Parameswaran, P., Jeffe, D.B., Salles, A. Cipriano, C.A. (2021). Does medical students' sense of belonging affect their interest in orthopaedic surgery careers? A qualitative investigation. *Clinical Orthopaedics and Related Research*, in press.
3. Torres, M.B.* and Salles, A. (2021). Microaggressions, Intersectionality, and Criminality. *JAMA Surgery*, in press.

4. Manne-Goehler, J., Krakower, D., Marcelin, J.R., **Salles, A.**, del Rio, C., Stead, W. (2020). Peering through the looking glass: A mixed methods study of faculty perceptions of gender barriers to academic advancement in infectious diseases. *Journal of Infectious Diseases*, 222(6):S528-S534.
5. **Salles, A.**, Choo, E.K. (2020). The Queen Bee phenomenon: A consequence of the hive. *The Lancet*, 325(453):940.
6. Pendleton, K.M., & **Salles, A.** (2020). Maternity leave: Not just a challenge for trainees. *Academic Medicine*, 95(4):489.
7. Gerull, K.M.* , Wahba, B.M.* , Goldin, L.M., Mcallister, J., Wright, A., Cochran, A., **Salles, A.** (2020). Representation of women in speaking roles at surgical conferences. *American Journal of Surgery*, 220(1):20-26.

SELECTED MEDIA

Writing

- Published in The Cancer Letter, June 2021, [Let's Stop Passing the Buck on Sexual Harassment in Academic Medicine](#), with Shikha Jain and Vineet Arora.
- Published in Medscape, March 2021, [Battle of the Sexes: Who Gives Better Medical Care](#)
- Published in The Clayman Institute for Gender Research, January 2021, [COVID Has Worsened Gender Disparities, Especially for Women of Color. Here's What We Can Do Now To Turn The Tide.](#)
- Published in Scientific American, July 2020, [Why Doctors are Posing in Swimwear on Social Media.](#) Co-authored with Rena Malik.
- Published in Medscape, June 2020, [How Racism Contributes to the Effects of SARS-CoV-2](#)
- Published in Vox, April 2020, [Healthcare Workers Aren't Just "Heroes." We're Also Scared and Exposed.](#) Co-authored with Jessica Gold.
- Published in Scientific American, October 2019, [Sexual Harassment is Still the Norm in Health Care](#)
- Published in *USA Today*, October 2018, [I am an Angry Woman. From Workplace Bias to Sexist Politics, We Have a Lot to be Angry About.](#)