Journal of Orthopaedic Experience & Innovation
Clinical, Economic, and Innovative Orthopaedic Experience

Rodarte, Patricia, Maria S. Kammire, Lisa K. Cannada, Selina Poon, and Heidi Israel. 2022. "The 'Other Side' of Conflict: Examining the Challenges of Female Orthopaedic Surgeons in the Workplace." *Journal of Orthopaedic Experience & Innovation* 3 (2). https://doi.org/10.60118/001c.36644.

Meeting Reports/Abstracts

The "Other Side" of Conflict: examining the challenges of female orthopaedic surgeons in the workplace.

Patricia Rodarte[1a], Maria S. Kammire[b], Lisa K. Cannada[c], Selina Poon[d], Heidi Israel[e]

[1] Warren Alpert Medical School

Keywords: Work Place Challenges, Orthopaedic Surgery, Female Orthopaedic Surgeons, MSOS

https://doi.org/10.60118/001c.36644

Journal of Orthopaedic Experience & Innovation

Vol. 3, Issue 2, 2022

Introduction

Gender bias has not been studied extensively within orthopaedic surgery, where only 8% of practicing orthopaedic surgeons in the US identify as female. As more women enter the field, it is critical to examine female orthopaedic surgeons' experiences in navigating conflict and its impact on their career and wellbeing.

Methods

An anonymous 54-question survey was distributed through the Ruth Jackson Orthopaedic Society membership roster (n=1.1K) and Women in Orthopaedics (n=1.6K), an online group exclusive to female orthopaedic surgeons in practice/training. Questions inquired about several workplace conflict scenarios.

Results

There were 373 female respondents. 55% were between 35 and 45 years old, 79% were White/Caucasian, 10% Asian/Asian American, 4% Black/African American, and 4% Hispanic/Latinx. Results showed that 73% had been described as "bossy, too assertive, pushy, demanding, or difficult", 80% had to do more administrative work in clinic than their male counterparts, and 51% had been reported for behaviors that a male counterpart had not. Respondents who were reported noted depression (n=40), anxiety (n=69), burnout (n=85), and sleep disturbances (n=48) as emotional effects of the event. Additionally, 29 respondents
reported being forced out or leaving their previous job due to workplace conflict. When asked if they would choose the same career again, 21% said no.

Discussion

Female orthopaedic surgeons encounter unique workplace challenges that diminish career satisfaction and contribute to burnout. Understanding and acknowledging this relationship between gender bias and orthopaedic surgery is essential to create a more positive working environment for female orthopaedic surgeons and encourage incoming trainees.

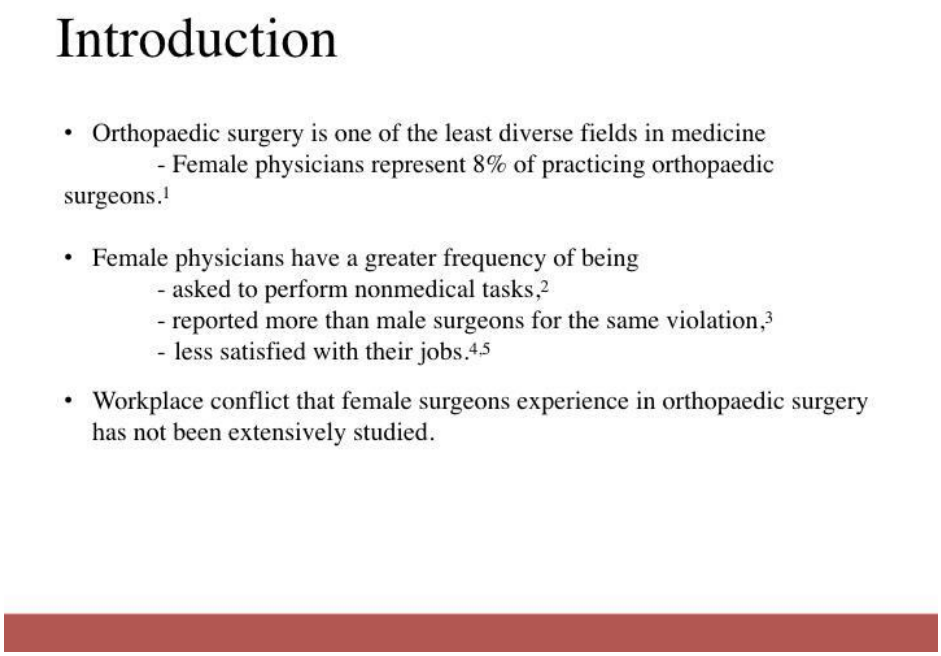
a Conflicts of Interest Statement for Patricia Rodarte

b Conflicts of Interest Statement for Maria Kammire

c Conflicts of Interest Statement for Dr. Cannada
Visit the Open Payments Data Page for Dr. Cannada

d Visit the Open Payments Data Page for Dr. Poon
Conflicts of Interest Statement for Dr. Poon

e Conflicts of Interest Statement for Heidi Israel



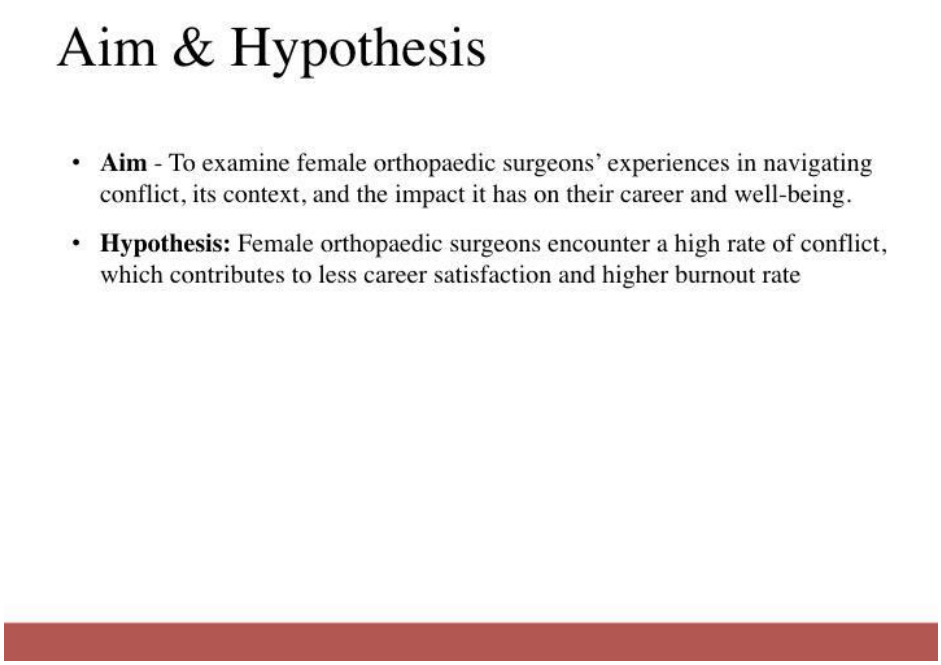
Introduction

We know that orthopaedic surgery is one of the least diverse fields in medicine, where women make up only 8% of practicing orthopaedic surgeons.Studies show that women physicians in general are often reported more often than their male counterparts for the same violation, and often do more administrative work. However, workplace conflict that female physicians encounter within orthopaedic surgery specifically has not been extensively studied.

This is the second of four award-winning presentations from the inaugural Medical School Orthopedic Society (MSOS) symposium. MSOS is a medical student-run initiative with a mission to support “research and educational opportunities for students interested in orthopedic surgery.”

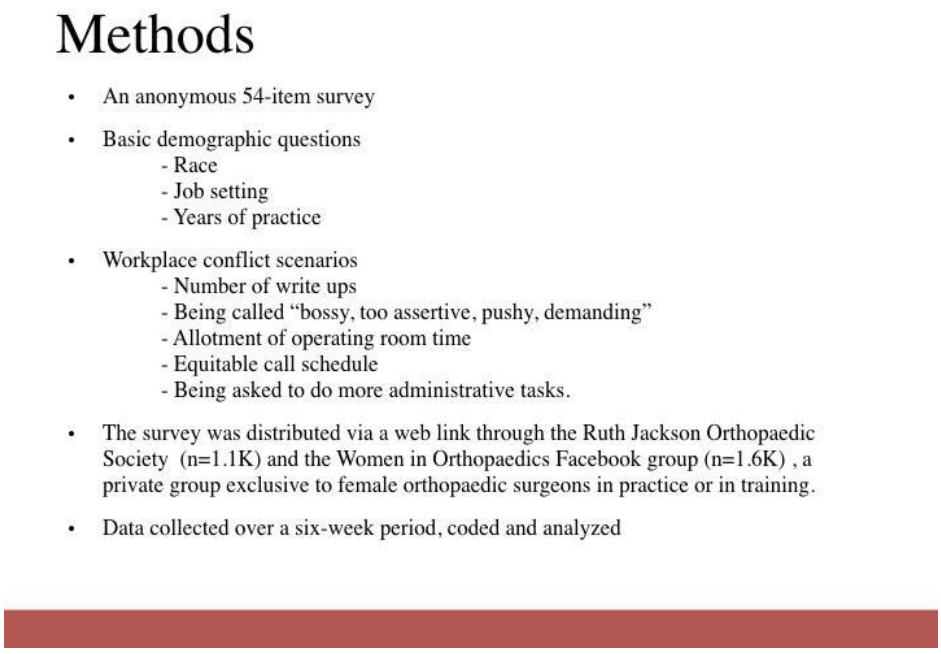
This presentation was given by Patricia Rodarte, a third-year medical student at the Warren Alpert Medical School of Brown University.

Submitted: May 23, 2022 EDT, Accepted: June 23, 2022 EDT



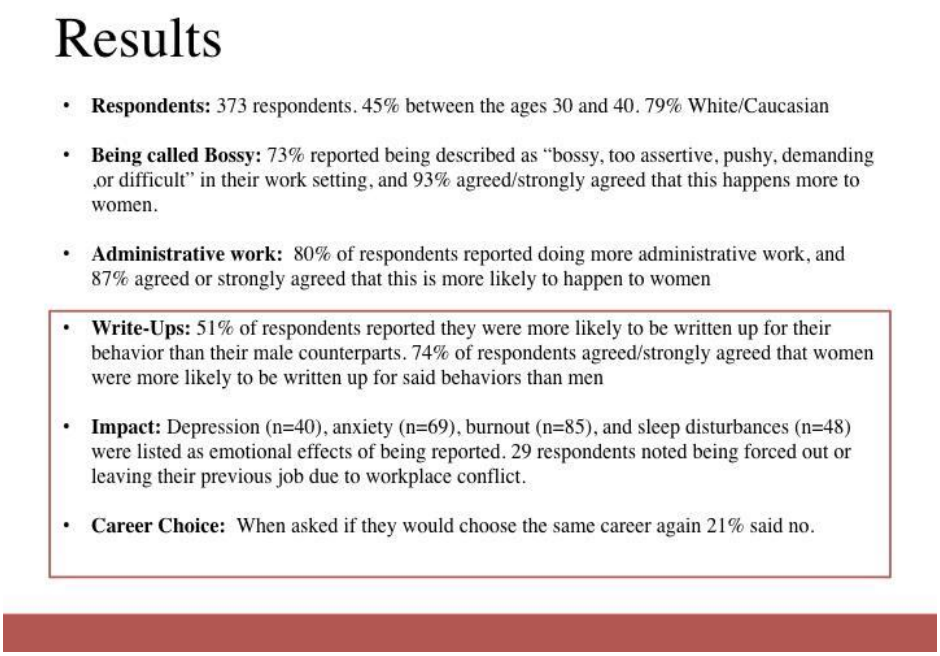
Aim and Hypothesis

Our goal was to examine the conflict that female orthopedic surgeons experience, its context, and the impact of that conflict on their career and well being.



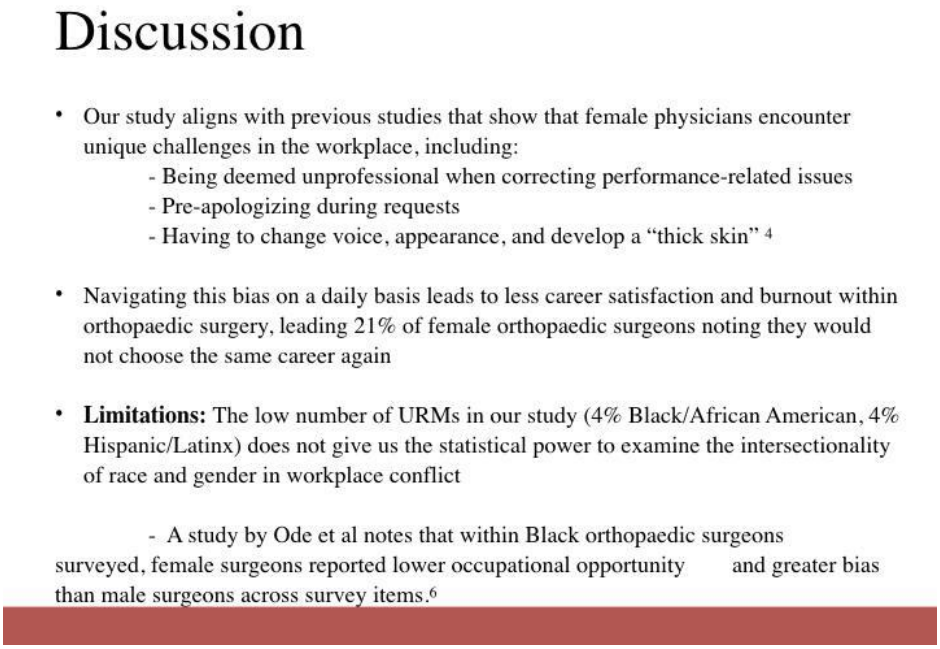
Methods

In order to do this, we created a survey with demographic questions and several conflict scenarios, such as the ones listed here. The survey was distributed to the Ruth Jackson Orthopaedic Society, a professional orthopaedic society dedicated to the advances of women in the field. We also distributed the survey to the Women in Orthopaedics Facebook group, which is a Facebook group exclusive to women orthopaedic surgeons in practice or in training.



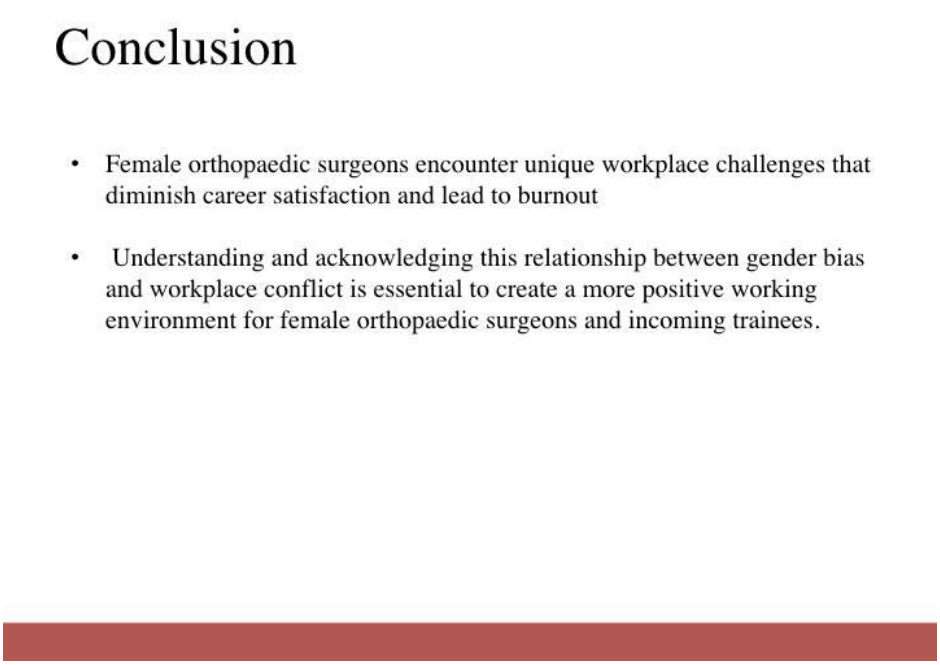
Results

We had 373 respondents. The majority were between 30-40 years old and Caucasian which is consistent with the current workforce in the field. Of note, 73% reported being described as “bossy, too assertive, pushy, demanding or difficult” in the workplace, and 80% reported doing more administrative work than their male counterparts. 51% also answered that they were likely to be written up for behavior that their male counterparts had not been written up for. Surgeons who had been reported listed depression, anxiety, burnout, and sleep disturbances as emotional effects of the event. 29 respondents answered that they were forced out or left their previous job due to workplace conflict
Importantly, when asked if they would choose the same career again, 21% of women orthopaedic surgeons said no.



Discussion

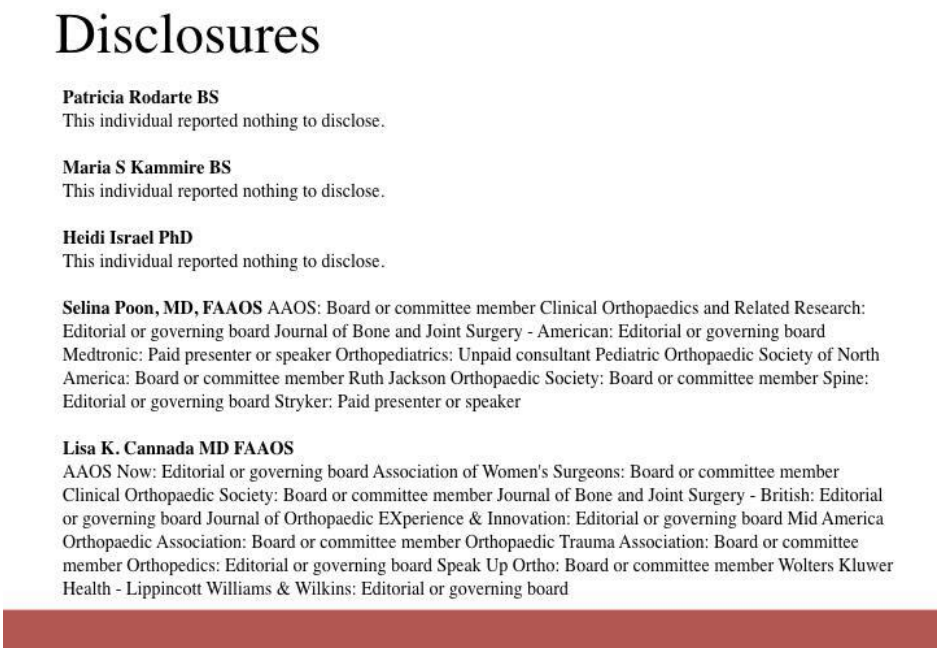
Our research aligns with prior studies that show that female physicians encounter unique workplace conflict. Within orthopaedic surgery, navigating this bias on a daily basis leads to less career satisfaction and greater rates of burnout, leading 21% of female orthopaedic surgeons to say they would not choose the same career again.
The low number of surgeons from minority racial groups in our study does not give us the statistical power to examine the intersectionality of race and gender in workplace conflict. However, a study by Ode et al notes that even within Black orthopaedic surgeons, female surgeons reported lower occupational opportunity and greater bias than male surgeons.



Conclusion

In conclusion, our study shows us that female orthopedic surgeons have unique workplace conflict that diminishes career satisfaction and yields to greater rates of burnout. It is important to understand the relationship between gender bias and workplace conflict to create a more positive working environment for female orthopedic surgeons and incoming trainees.

Special Thanks



Disclosures

Patricia Rodarte BS
This individual reported nothing to disclose.

Maria S Kammire BS
This individual reported nothing to disclose.

Heidi Israel PhD
This individual reported nothing to disclose.

Selina Poon, MD, FAAOS AAOS: Board or committee member Clinical Orthopaedics and Related Research: Editorial or governing board Journal of Bone and Joint Surgery - American: Editorial or governing board Medtronic: Paid presenter or speaker Orthopediatrics: Unpaid consultant Pediatric Orthopaedic Society of North America: Board or committee member Ruth Jackson Orthopaedic Society: Board or committee member Spine: Editorial or governing board Stryker: Paid presenter or speaker

Lisa K. Cannada MD FAAOS
AAOS Now: Editorial or governing board Association of Women's Surgeons: Board or committee member Clinical Orthopaedic Society: Board or committee member Journal of Bone and Joint Surgery - British: Editorial or governing board Journal of Orthopaedic EXperience & Innovation: Editorial or governing board Mid America Orthopaedic Association: Board or committee member Orthopaedic Trauma Association: Board or committee member Orthopedics: Editorial or governing board Speak Up Ortho: Board or committee member Wolters Kluwer Health - Lippincott Williams & Wilkins: Editorial or governing board

Disclosures

REFERENCES

Barnes, K. Lauren, Lauren McGuire, Gena Dunivan, Andrew L. Sussman, and Rohini McKee. 2019. "Gender Bias Experiences of Female Surgical Trainees." *Journal of Surgical Education* 76 (6): e1–14. https://doi.org/10.1016/j.jsurg.2019.07.024.

Corsini, Erin M., Jessica G. Y. Luc, Kyle G. Mitchell, Nadine S. Turner, Ara A. Vaporciyan, and Mara B. Antonoff. 2019. "Predictors of the Response of Operating Room Personnel to Surgeon Behaviors." *Surgery Today* 49 (11): 927–35. https://doi.org/10.1007/s00595-019-01829-2.

DeMaio, M. 2019. "Making the Case (Again) for Gender Equity." AAOS Now. 2019. https://www.aaos.org/aaosnow/2019/jun/youraaos/youraaos05.

Dossett, Lesly A., C. Ann Vitous, Kerry Lindquist, Reshma Jagsi, and Dana A. Telem. 2020. "Women Surgeons' Experiences of Interprofessional Workplace Conflict." *JAMA Network Open* 3 (10): e2019843. https://doi.org/10.1001/jamanetworkopen.2020.19843.

Halim, U A, and D M Riding. 2018. "Systematic Review of the Prevalence, Impact and Mitigating Strategies for Bullying, Undermining Behaviour and Harassment in the Surgical Workplace." *British Journal of Surgery* 105 (11): 1390–97. https://doi.org/10.1002/bjs.10926.

Ode, Gabriella E., Jaysson T. Brooks, Kellie K. Middleton, Eric W. Carson, and Scott E. Porter. 2021. "Perception of Racial and Intersectional Discrimination in the Workplace Is High Among Black Orthopaedic Surgeons: Results of a Survey of 274 Black Orthopaedic Surgeons in Practice." *Journal of the American Academy of Orthopaedic Surgeons* 30 (1): 7–18. https://doi.org/10.5435/jaaos-d-20-01305.