



Magali Fassiotto

Associate Vice Provost for Faculty Advancement, Office of Faculty Advancement

Bio

BIO

Magali Fassiotto, PhD, champions faculty advancement across Stanford University, providing strategic leadership and integrated support in faculty development and engagement, faculty affairs, and faculty and staff housing, with a focus on supporting faculty across the faculty life course. Dr. Fassiotto has published widely in the areas of faculty development and advancement, leadership, and organizational culture. She has also led and facilitated workshops for students, trainees, faculty, and staff on academic leadership, effective mentorship, team building, work-life fit, navigating uncertainty, and strategic planning.

Dr. Fassiotto's academic interests in the functioning of organizations and work teams have led to a career in organizational research and strategic program design. Prior to her role in the Office of the Vice Provost for Faculty Advancement, she served as Associate Dean for Faculty Development and Engagement at Stanford Medicine, where she directed the development, implementation, and administration of School-wide efforts in professional development activities, strategic initiatives related to the engagement of a supported faculty community, and research related to faculty development and engagement. She also previously worked as a consultant at Ernst & Young and Investor Group Services, where she provided strategic advice to businesses around the country, and as a researcher at the National Bureau of Economic Research, examining the impact of federal programs in affecting outcomes for socioeconomically diverse populations. She completed her undergraduate degree in Economics at Harvard College and her PhD in Organizational Behavior at Stanford Graduate School of Business.

CURRENT ROLE AT STANFORD

Associate Vice Provost

Stanford University Office of Faculty Advancement

EDUCATION AND CERTIFICATIONS

- PhD, Stanford Graduate School of Business (2013)
- AB, Harvard University (2005)

LINKS

- Stanford Medicine Office of Faculty Development and Engagement: <http://med.stanford.edu/facultydevelopment.html>

Publications

PUBLICATIONS

- **Medical Student Confidence in Meeting Disability Competencies: Results of a national survey-based study.** *American journal of physical medicine & rehabilitation*

- Clarke, L., Dhanani, Z., Tan, L., Altamirano, J., Fassiotto, M., Poulos, P.
2025
- **Barriers and Facilitators to the Success of Black Academic Physicians.** *Journal of racial and ethnic health disparities*
Jerome, B., Fassiotto, M., Maldonado, Y. B., Dunn, T.
2024
 - **Stanford Network for Advancement and Promotion: The impact of a community building-focused leadership development program on the success of underrepresented groups in academic medicine.** *Health care management review*
Fassiotto, M., Jerome, B., Stefanac, L., Oaiya, O., Quihuis, G., Maldonado, Y., Harris, O.
2024; 49 (4): 272-280
 - **Disability Identity and Perceptions of Institutional Fairness and Climate in Academic Medicine.** *JAMA network open*
Altamirano, J., Fassiotto, M., Salles, A., Sutha, K., Maldonado, Y., Poulos, P.
2024; 7 (8): e2430367
 - **Building an Anti-Racist Department through an Experiential Department-Wide Anti-Racism Curriculum.** *Academic pediatrics*
Guerin, A., Lee, J., Floyd, B., Yemane, L., Fassiotto, M., Griffith, E., Blankenburg, R., Hilgenberg, S. L., Dali, S., De Araujo, M., Jones, K., Kuo, K., Rassbach, et al
2023
 - **Women Physicians Receive Lower Press Ganey Patient Satisfaction Scores in a Multi-Center Study of Outpatient Gynecology Care.** *American journal of obstetrics and gynecology*
Rogo-Gupta, L. J., Altamirano, J., Homewood, L. N., Donnellan, N. M., Miles, S., Stuparich, M., Salinaro, J., Lum, D., Fassiotto, M.
2023
 - **Career Advancement Among Women Physicians in Nine Academic Medicine Specialties.** *Journal of women's health (2002)*
Lee, M. O., Flores, B., Fassiotto, M., Hobgood, C.
2023
 - **Strategies to Increase Workforce Diversity in Pediatric Infectious Diseases.** *Journal of the Pediatric Infectious Diseases Society*
Rogo, T., Holland, S., Fassiotto, M., Maldonado, Y., Joseph, T., Ramilo, O., Byrd, K., Delair, S.
2022; 11 (Supplement_4): S148-S154
 - **Qualitatively exploring the impact of a relationship-centered communication skills training program in improving patient perceptions of care.** *PEC innovation*
Haverfield, M. C., Victor, R., Flores, B., Altamirano, J., Fassiotto, M., Kline, M., Weimer-Elder, B.
2022; 1: 100069
 - **Disability Identity Among Diverse Learners and Employees at an Academic Medical Center.** *JAMA network open*
Jerome, B., Fassiotto, M., Altamirano, J., Sutha, K., Maldonado, Y., Poulos, P.
2022; 5 (11): e2241948
 - **Assessment of Bias in Patient Safety Reporting Systems Categorized by Physician Gender, Race and Ethnicity, and Faculty Rank: A Qualitative Study.** *JAMA network open*
Burton, E., Flores, B., Jerome, B., Baiocchi, M., Min, Y., Maldonado, Y. A., Fassiotto, M.
2022; 5 (5): e2213234
 - **The effect of a relationship-centered communication program on patient experience and provider wellness.** *Patient education and counseling*
Altamirano, J., Kline, M., Schwartz, R., Fassiotto, M., Maldonado, Y., Weimer-Elder, B.
2021
 - **The Need to Mitigate Unconscious Bias to Improve Sponsorship Opportunities for Underrepresented Faculty in Academic Radiology.** *AJR. American journal of roentgenology*
Jerome, B., Fassiotto, M., Kothary, N.
2021
 - **Using the Rank Equity Index to Measure Emergency Medicine Faculty Rank Progression.** *Academic emergency medicine : official journal of the Society for Academic Emergency Medicine*
Hobgood, C., Fassiotto, M.
2021

- **Effects of surgeon sociodemographics on patient-reported satisfaction.** *Surgery*
Nuyen, B., Altamirano, J., Fassiotta, M., Alyono, J.
2021
- **Effect of Surgeon Sociodemographics on Patient-Reported Satisfaction**
Nuyen, B. A., Altamirano, J., Fassiotta, M., Alyono, J.
ELSEVIER SCIENCE INC.2020: S138
- **Rank Equity Index: Measuring Parity in the Advancement of Underrepresented Populations in Academic Medicine.** *Academic medicine : journal of the Association of American Medical Colleges*
Fassiotta, M., Flores, B., Victor, R., Altamirano, J., Garcia, L. C., Kotadia, S., Maldonado, Y.
2020
- **The Long "Race" to Diversity in Otolaryngology.** *Otolaryngology--head and neck surgery : official journal of American Academy of Otolaryngology-Head and Neck Surgery*
Tusty, M., Flores, B., Victor, R., Fassiotta, M., Maldonado, Y., Howard, J., Valdez, T. A.
2020: 194599820951132
- **The association between Asian patient race/ethnicity and lower satisfaction scores.** *BMC health services research*
Liao, L., Chung, S., Altamirano, J., Garcia, L., Fassiotta, M., Maldonado, B., Heidenreich, P., Palaniappan, L.
2020; 20 (1): 678
- **Everyday Heroism: Maintaining Organizational Cultures of Wellness and Inclusive Excellence Amid Simultaneous Pandemics.** *Academic medicine : journal of the Association of American Medical Colleges*
Fassiotta, M. n., Valantine, H. n., Shanafelt, T. n., Maldonado, Y. n.
2020; Publish Ahead of Print
- **Burnout, Depression, Career Satisfaction, and Work-Life Integration by Physician Race/Ethnicity.** *JAMA network open*
Garcia, L. C., Shanafelt, T. D., West, C. P., Sinsky, C. A., Trockel, M. T., Nedelec, L. n., Maldonado, Y. A., Tutty, M. n., Dyrbye, L. N., Fassiotta, M. n.
2020; 3 (8): e2012762
- **Gender Differences in Patient Perceptions of Physicians' Communal Traits and the Impact on Physician Evaluations.** *Journal of women's health (2002)*
Chen, H. n., Pierson, E. n., Schmer-Galunder, S. n., Altamirano, J. n., Jurafsky, D. n., Leskovec, J. n., Fassiotta, M. n., Kothary, N. n.
2020
- **Achieving Speaker Gender Equity at the SIR Annual Scientific Meeting: The Effect of Female Session Coordinators.** *Journal of vascular and interventional radiology : JVIR*
Ghatan, C. E., Altamirano, J., Fassiotta, M., Perez, M. G., Maldonado, Y., Josephs, S., Sze, D. Y., Kothary, N.
2019
- **Characteristics of Academic Physicians Associated With Patient Satisfaction** *AMERICAN JOURNAL OF MEDICAL QUALITY*
Heidenreich, P., Shieh, L., Fassiotta, M., Kahn, J., Weinacker, A., Smith, R., Trockel, M., Shanafelt, T., Palaniappan, L.
2019: 1062860619876344
- **Drs. Kothary et al respond.** *Journal of vascular and interventional radiology : JVIR*
Kothary, N., Fassiotta, M., Altamirano, J.
2019
- **Untapped Resources: Attaining Equitable Representation for Women in IR.** *Journal of vascular and interventional radiology : JVIR*
Perez, M. G., Fassiotta, M., Altamirano, J., Hwang, G. L., Maldonado, Y., Josephs, S., Sze, D. Y., Kothary, N.
2019
- **Comparison of Outpatient Satisfaction Survey Scores for Asian Physicians and Non-Hispanic White Physicians.** *JAMA network open*
Garcia, L. C., Chung, S. n., Liao, L. n., Altamirano, J. n., Fassiotta, M. n., Maldonado, B. n., Heidenreich, P. n., Palaniappan, L. n.
2019; 2 (2): e190027
- **What's in a Word? Qualitative and Quantitative Analysis of Leadership Language in Anesthesiology Resident Feedback** *Journal of Graduate Medical Education*
Arking, N., Lai, C., Kiwakyou, L. M., Lochbaum, G. M., Shafer, A., Howard, S. K., Mariano, E. R., Fassiotta, M.

2019; 11 (1): 44-52

- **An Integrated Career Coaching and Time-Banking System Promoting Flexibility, Wellness, and Success: A Pilot Program at Stanford University School of Medicine.** *Academic medicine : journal of the Association of American Medical Colleges*
Fassiotto, M., Simard, C., Sandborg, C., Valentine, H., Raymond, J.
2018; 93 (6): 881-887
- **A long-term follow-up of a physician leadership program.** *Journal of health organization and management*
Fassiotto, M., Maldonado, Y., Hopkins, J.
2018; 32 (1): 56-68
- **Physician Gender Is Associated with Press Ganey Patient Satisfaction Scores in Outpatient Gynecology.** *Women's health issues : official publication of the Jacobs Institute of Women's Health*
Rogo-Gupta, L. J., Haunschild, C., Altamirano, J., Maldonado, Y. A., Fassiotto, M.
2018; 28 (3): 281-285
- **Female Surgeons as Counter Stereotype: The Impact of Gender Perceptions on Trainee Evaluations of Physician Faculty.** *Journal of surgical education*
Fassiotto, M., Li, J., Maldonado, Y., Kothary, N.
2018
- **Resident Perspectives on Work-Life Policies and Implications for Burnout.** *Academic psychiatry : the journal of the American Association of Directors of Psychiatric Residency Training and the Association for Academic Psychiatry*
Westercamp, N., Wang, R. S., Fassiotto, M.
2018; 42 (1): 73-77
- **Pulled in Too Many Directions: The Causes and Consequences of Work-Work Conflict** *Sociological Perspectives*
Wynn, A. T., Fassiotto, M., Simard, C., Raymond, J. L., Valentine, H.
2018
- **Sex Differences in Patient Satisfaction With Outpatient Obstetrics/Gynecology Care**
Haunschild, C., Altamirano, J., Fassiotto, M., Rogo-Gupta, L.
LIPPINCOTT WILLIAMS & WILKINS.2017: 75S
- **Designing a physician leadership development program based on effective models of physician education.** *Health care management review*
Hopkins, J., Fassiotto, M., Ku, M. C., Mammo, D., Valentine, H.
2017
- **Reasons for faculty departures from an academic medical center: a survey and comparison across faculty lines** *BMC MEDICAL EDUCATION*
Girod, S. C., Fassiotto, M., Menorca, R., Etzkowitz, H., Wren, S. M.
2017; 17
- **Training and Professionalism** *Year Book of Pediatrics*
Fassiotto, M., Maldonado, Y., Sandborg, C.
edited by Cabana, M. D., Goldstein, A. M., De Gialluly, P. S., Schroeder, A. R.
Elsevier, Inc..2017: 499-501
- **Loud and Clear: The Effect of Protest Signals on Congressional Attention** *Mobilization: An International Quarterly*
Fassiotto, M., Soule, S. A.
2017; 22 (1): 17-38
- **Reducing Implicit Gender Leadership Bias in Academic Medicine With an Educational Intervention.** *Academic medicine*
Girod, S., Fassiotto, M., Grewal, D., Ku, M. C., Sriram, N., Nosek, B. A., Valentine, H.
2016; 91 (8): 1143-1150
- **Occupational Radiation Exposure during Pregnancy: A Survey of Attitudes and Practices among Interventional Radiologists** *JOURNAL OF VASCULAR AND INTERVENTIONAL RADIOLOGY*
Ghatan, C. E., Fassiotto, M., Jacobsen, J. P., Sze, D. Y., Kothary, N.
2016; 27 (7): 1013-1020

- **Women in Academic Medicine: Measuring Stereotype Threat Among Junior Faculty** *JOURNAL OF WOMENS HEALTH*
Fassiotto, M., Hamel, E. O., Ku, M., Correll, S., Grewal, D., Lavori, P., Periyakoil, V. J., Reiss, A., Sandborg, C., Walton, G., Winkleby, M., Valentine, H.
2016; 25 (3): 292-298
- **Initial Conditions** *Palgrave Encyclopedia of Strategic Management*
Carroll, G., Fassiotto, M. A.
edited by Augier, M., Teece, D. J.
2016
- **Category Signaling and Reputation** *ORGANIZATION SCIENCE*
Negro, G., Hannan, M. T., Fassiotto, M.
2015; 26 (2): 584-600
- **Organizations as Fonts of Entrepreneurship** *ORGANIZATION SCIENCE*
Sorensen, J. B., Fassiotto, M. A.
2011; 22 (5): 1322-1331