



Magali Fassiotto

Associate Dean for Faculty Development and Diversity, SoM - Senior Associate Dean for Faculty Development and Diversity

Bio

BIO

Magali Fassiotto, PhD, leads the development, implementation, and administration of programs in Stanford Medicine's Office of Faculty Development and Diversity which are geared toward the advancement, professional development, and diversity of Stanford Medicine faculty. In this role, she manages OFDD's team in advancing Stanford Medicine's faculty development and diversity initiatives in alignment with diversity and inclusion initiatives across the Stanford Medicine enterprise. Dr. Fassiotto also leads and facilitates workshops for students, trainees, faculty, and staff on unconscious bias, effective mentorship, team building, leading inclusive teams, and building inclusive classrooms. She has published widely in the areas of faculty diversity, unconscious bias, professional development, and organizational identity.

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 at Stanford Medicine, she worked as a researcher at the National Bureau of Economic Research, examining the impact of federal programs in affecting outcomes for underrepresented and socioeconomically diverse populations. She also worked as a consultant at Ernst & Young and Investor Group Services, where she provided strategic advice to businesses around the country. 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 Dean

Stanford Medicine Office of Faculty Development and Diversity

EDUCATION AND CERTIFICATIONS

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

LINKS

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

Publications

PUBLICATIONS

- **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., Fassiotto, M., Alyono, J.
2021
- **Effect of Surgeon Sociodemographics on Patient-Reported Satisfaction**
Nuyen, B. A., Altamirano, J., Fassiotto, 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*
Fassiotto, 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., Fassiotto, 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., Fassiotto, 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*
Fassiotto, 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., Fassiotto, 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., Fassiotto, 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., Fassiotto, 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., Fassiotto, 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., Fassiotto, M., Altamirano, J.
2019
- **Untapped Resources: Attaining Equitable Representation for Women in IR.** *Journal of vascular and interventional radiology : JVIR*
Perez, M. G., Fassiotto, 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., Fassiotto, 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., Fassiotto, 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., Valantine, 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

PRESENTATIONS

- Encore Careers - Learn Serve Lead 2016: The AAMC Annual Meeting (November 12, 2016)
- Implicit Gender Bias in Medicine: I Have It. You HaveIt. What Can We Do About It? - Pediatric Grand Rounds, University of Western Ontario (October 26, 2016)
- A Time Banking System to Support Workplace Flexibility - International Conference on Physician Health (September 18, 2016)

- Unconscious Bias in Work Teams - Invited Presentation at San Mateo County Behavioral Health and Recovery Services (January 29, 2016)
- The Importance of Ownership in a Professional Development Program for Women Faculty - Association of American Medical Colleges Annual Meeting: Learn Serve Lead (November 7, 2015)
- Culture and Accountability in an Institutional Diversity Initiative - Association of American Medical Colleges Group on Diversity and Inclusion and Group on Faculty Affairs Annual Conference (June 27, 2015)
- Tips on Work-Life Integration and Achieving the Career of Your Dreams - Invited Panelist at University of California Davis School of Medicine (June 11, 2015)
- Mid to Late Career Vitality: Transitions to Faculty Retirement - Career Flexibility for Biomedical Faculty of Today and Tomorrow: A National Conference (March 15, 2015)
- Creating Flexible Pathways for Faculty Success, Engagement, and Retention - Career Flexibility for Biomedical Faculty of Today and Tomorrow: A National Conference (March 14, 2015)
- Academic Biomedical Career Customization - Colorado Permanente Medical Group Wellness Conference (March 5, 2015)
- A Customized Career Planning Framework for Medical School Faculty - Association of American Medical Colleges Annual Meeting: Learn Serve Lead (November 8, 2014)
- Faculty Career Flexibility: Supporting the Faculty of Today and Tomorrow - Association of American Medical Colleges Group on Faculty Affairs Annual Conference (July 20, 2014)
- How Durable is Leadership Training? The Long Term Follow-Up of a Leadership Development Program - Association of American Medical Colleges Group on Faculty Affairs Annual Conference (July 19, 2014)
- An Unconscious Bias Intervention Among Medical School Faculty - Association of American Medical Colleges Group on Faculty Affairs Annual Conference (July 19, 2014)
- Enhancing Faculty Transition Through Three Phases of Retirement: Process, Programs, Implementation - Association of American Medical Colleges Group on Faculty Affairs Annual Conference (July 19, 2014)
- Pulled in Too Many Directions: The Intersection of Work-Work Conflict and Work-Life Conflict in an Academic Medical Center - Work and Family Researchers Network Annual Conference (June 19, 2014)
- To Be (Moral) or Not To Be: Organizational Identity in the Modern World - Invited Presentation at Duke University Fuqua School of Business (January 30, 2013)
- Categorical Identity, Moral Identity, and Organizations - Invited Presentation at HEC Business School (November 28, 2012)
- Beyond Categorical Identity: To Be (Moral) or Not To Be - 2012 Academy of Management Meeting (August 7, 2012)
- Categorical vs. Organizational Identity: The Tradeoff Between Product Generalism and a Moral Identity - 2012 Annual Meeting of Organizational Ecologists (July 8, 2012)