

# WOMEN

## IN MEDICINE MONTH

OFFICE FOR INCLUSION AND DIVERSITY | LONG SCHOOL OF MEDICINE

### The Association of American Medical Colleges

The [Group on Women in Medicine and Science](#), along with the [Office of Diversity, Policy and Programs](#), have produced toolkits and other resources designed to provide practical guidance, practices and data that impact women scientists and physicians. The effort was led by constituents from the Group on Women in Medicine and Science and the [Group on Diversity and Inclusion](#).

Each presentation provides an overview of the topic, relevant best practices, tips on implementation, and useful references for more information.

#### THE TOOLKITS CAN BE ACCESSED HERE

<https://www.aamc.org/download/439462/data/toolkit-negotiations.pdf>

**Strategies for Cultivating Career Satisfaction and Success through Negotiation**

 **AAMC**  
Tomorrow's Doctors. Today's Leaders.

**Rochelle DeCastro Jones, MS**  
Center for Bioethics and Social Sciences in Medicine (CBSSM)  
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**Martha Gulati, MD, MS**  
Associate Professor of Cardiovascular Medicine  
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The Ohio State University Wexner Medical Center

**Reshma Jaggi, MD, DPHI**  
Associate Professor and Deputy Chair for Faculty and Financial Operations  
Department of Radiation Oncology  
University of Michigan

 **GWIMS Toolkit**

### Susannah Nicholson, M.D.

#### ASSISTANT PROFESSOR, DEPARTMENT OF SURGERY



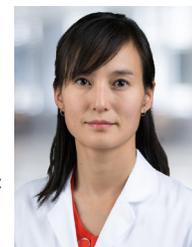
“Dr. Nicholson has mentored me both in my research endeavors and in my budding medical career, beginning when I was a freshman student at UTSA and into my years here at medical school. She stands for everything I hope to become as a future physician. Her research is cutting edge and she is at the forefront of a relatively novel field of the gut microbiome and its role in trauma and medicine. Her work ranges from retrospective chart reviews and translational research with mouse models to prospective clinical trials. Professionally, her work has been well recognized at national conferences, with her abstracts being accepted for

podium presentation several times at one of the most exclusive conferences in her field, the American Association for the Surgery of Trauma. Her research is novel, and she has published multiple manuscripts in the past couple of years. All of her work has contributed to the evolving landscape of trauma surgery. Dr. Nicholson also is highly involved in Stop the Bleed, a nationwide community outreach initiative to teach the community basic techniques to stop bleeding and save lives in an emergency.”

### Mio Kitano, M.D.

#### ASSISTANT PROFESSOR, DEPARTMENT OF SURGERY

“Dr. Kitano’s clinical practice focuses on the surgical management of both benign and malignant thyroid and parathyroid tumors, adrenal and neuroendocrine tumors and gastrointestinal malignancies, including those of the stomach, small bowel, colon and pancreas. Numerous patients have expressed gratification and commended Dr. Kitano on her level of patient care and bedside manner. Additionally, she is active on several committees: Women in Surgery, American College of Surgeons, Association for Academic Surgery, the Long School of Medicine’s Diversity Advisory Council and the university’s Advancement of Women and Minorities Committee.”



### Alejandra Maria Casar Berazaluze, M.D.

#### RESIDENT, DEPARTMENT OF SURGERY



“She has served as an informal mentor to multiple underrepresented minority students interested in surgery and several preliminary residents. She has participated in admissions committees for graduate medical education and promoted implicit bias training at multiple levels of organizations. Additionally, she works with several international partners to translate surgical knowledge. She was selected as an inaugural member of the Housestaff Emerging Academy of Leaders in the School of Medicine, in conjunction with UT Southwestern, and as a Leadership and Advocacy Scholar through the American College of Surgeons. Additionally, she has had the opportunity to meet with several House and Senate representatives to discuss firearm injury research and prevention, prior authorization, surprise billing, physician reimbursement and measures of surgical quality.”

## ELAM/ELUM Fellows



Chiquita A. Collins, Ph.D.



Deborah L. Conway, M.D.

**Chiquita A. Collins, Ph.D.**, vice dean for inclusion and diversity and associate professor of epidemiology and biostatistics, and **Deborah L. Conway, M.D.**, associate dean for curriculum and professor of obstetrics and gynecology, were recently selected as members of the 25th Anniversary 2020 cohort of distinguished fellows of the Hedwig van Amerigen Executive Leadership in Academic Medicine (ELAM) program. Since its inception at Drexel University in 1995,

ELAM has enrolled over 1,000 women leaders and accepts approximately 50 new fellows each year in the fields of medicine, dentistry, public health and pharmacy. More than 50% of them currently hold senior administrative positions ranging from department chair to dean, center director to provost and president, and come from 230 institutions of higher education and health care in the United States and Canada.

ELAM fellowships are awarded following an in-depth application process, a key component of which is a detailed description of how the applicant's institution will support her participation from the highest level. Held via online workshops and in-residence trainings at Drexel, the curriculum features small-group workshops that build camaraderie and support among participants as it focuses on the skills, perspective and knowledge required to lead and manage effectively in today's complex academic health center environment.

Drs. Collins and Conway are the latest in a growing core of women faculty leaders at UT Health San Antonio to participate in ELAM. Former fellows include:

- **Robin L. Brey, M.D.**, professor and chair of neurology, Edna Smith Dielmann Distinguished University Chair in Neurology | 2007
- **Sandra Burge, Ph.D.**, professor of family medicine and community health | 2011
- **Carlayne E. Jackson, M.D.**, professor of neurology and otolaryngology, vice chair for faculty development and wellness | 2009
- **Martha Medrano, M.D.**, former faculty member of pediatrics and psychiatry | 2007
- **Jan E. Patterson, M.D., M.S.**, professor of medicine and pathology, associate dean for quality and lifelong learning, director of the Center for Patient Safety and Health Policy | 2005
- **Jennifer S. Potter, Ph.D., M.P.H.**, vice dean for research and professor of psychiatry | 2018
- **Adriana Segura, D.D.S., M.S.**, professor of comprehensive dentistry and associate dean for academic, faculty and student affairs, former interim dean of the School of Dentistry | 2016
- **Paula K. Shireman, M.D.**, professor and Edna Smith Dielmann Distinguished University Chair in Surgery | 2012
- **Gail E. Tomlinson, M.D., Ph.D.**, professor of pediatrics and former interim chair of pediatrics | 2010
- **Janet F. Williams, M.D.**, vice dean for faculty, professor of pediatrics | 2008

## Articles

Farkas, A.H., Bonifacino, E., Turner, R., Tilstra, S.A., & Corbelli, J.A. (2019). [Mentorship of Women in Academic Medicine: A Systematic Review](#). *Journal of General Internal Medicine*.

Gangwani, P., & Kolokythas, A. (2019). [Gender Gap in Leadership in Academic Medicine and Dentistry: What are the Barriers? What Can be Done to Correct It?](#) *Journal of Oral and Maxillofacial Surgery*.

Meyer, T.K., Bergmark, R., Zatz, M., Sardesai, M.G., Litvack, J.R., & Acosta, A.S. (2019). [Barriers Pushed Aside: Insights on Career and Family Success from Women Leaders in Academic Otolaryngology](#). *Otolaryngology–Head and Neck Surgery*.

Plank-Bazinet, J.L., Heggeness, M.L., Lund, P.K., & Clayton, J.A. (2017). [Women's Careers in Biomedical Sciences: Implications for the Economy, Scientific Discovery, and Women's Health](#). *Journal of Women's Health*.

Silver, J.K. (2019). [Understanding and Addressing Gender Equity for Women in Neurology](#). *American Academy of Neurology*.

Simonsen, K.A., & Shim, R.S. (2019). [Embracing Diversity and Inclusion in Psychiatry Leadership](#). *Psychiatric Clinics of North America*.

Taylor, V.S. (2008). [Why Do Faculty Leave? Reasons for Attrition of Women and Minority Faculty from a Medical School: Four-Year Results](#). *Journal of Women's Health*.



**UT Health**  
San Antonio

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