

WOMEN

IN MEDICINE MONTH

OFFICE FOR INCLUSION AND DIVERSITY | LONG SCHOOL OF MEDICINE

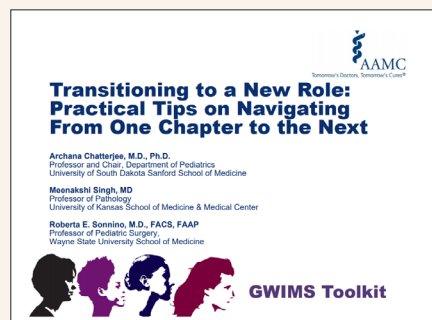
The Association of American Medical Colleges

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/446686/data/toolkit-transitioning.pdf>



Neela Patel, M.D., Associate Professor

DEPARTMENT OF FAMILY AND COMMUNITY MEDICINE



“Dr. Neela Patel’s strong leadership has led to significant transformative improvements in our university’s mission to serve patients, especially older adults, in South Texas. As chief of the Division of Geriatrics and Palliative Care in Family and Community Medicine, Dr. Patel has led her clinical team at UT Health Geriatrics and Palliative Care to develop and refine the CARIÑO (Compassion, Advocacy and Respect Intended to Nurture Older Adults) approach to care for older adults in South Texas and beyond. This innovative delivery model provides comprehensive, coordinated and multi-site care that facilitates collaboration among patients, caregivers, families and clinicians. In these clinicians’ practices, patients and patients’ families view them as colleagues and advisers. The CARIÑO approach uses a complex set of related activities that can occur alone or be integrated to meet the patients’ needs, thus avoiding the traditional ‘silos’ of care. The approach facilitates person- and family-centered care that results in patient-driven and value-based care with improved outcomes.”

Maria Del Pilar Montanez Villacampa, M.D., Assistant Professor

DEPARTMENT OF FAMILY AND COMMUNITY MEDICINE

“Dr. Montanez is an educational innovator in our family medicine residency. Groundbreaking research by Dr. Montanez and her team is significantly improving patient care in all University Health System clinics. Previously, there were two questions in Sunrise, the system’s electronic health record, that were asked to all patients during intake in their clinics in order to screen patients for domestic violence. Based on Dr. Montanez’s team research, it was found that these two questions predicted the presence of domestic violence in only 0.3% of the patients. This response rate was significantly lower than the prevalence of around 20.7% to 22.5% found in previous research. Based on Dr. Montanez’s team’s research, UHS is working to replace the existing two questions with validated questions to better identify patients who suffer from domestic violence so they can receive proper guidance and care.”



Deborah L. Mueller, M.D., Assistant Professor

DEPARTMENT OF SURGERY



“Dr. Mueller has always been known for outstanding patient care, including the recent miracle of saving a pregnant mother and child after an auto-pedestrian accident. She is a role model for our residents, being from a two-surgeon family, and is leading the department in wellness activities for the female faculty surgeons. She is an active member of the Association of Women Surgeons and has done an excellent job fostering and mentoring female medical students, residents and junior faculty.”

Robin L. Brey, M.D., Professor and Chair

DEPARTMENT OF NEUROLOGY



Dr. Brey has chaired the Department of Neurology since 2009 and is the Edna Smith Dielmann Distinguished University Chair. She is known for studies of the relationship between stroke and a set of proteins called antiphospholipid antibodies. These antibodies hinder the normal function of blood vessels, resulting in anomalies such as thromboses (blood clots). In 1981, she received her M.D. from the University of Arizona and completed a residency in neurology from Oregon Health and Science University in 1985. From 1985 to 1989, she was a staff neurologist in the U.S. Air Force at Wilford Hall Medical Center in San Antonio.

She has also helped document the neuropsychiatric manifestations of systemic lupus erythematosus. Commonly known as lupus, this is a chronic disease in which the body's immune system goes on the offensive against its own tissues and organs. Antiphospholipid antibodies play a key role in lupus.

Dr. Brey was a member of the American Academy of Neurology (AAN) Board of Directors from 2003 to 2007 and is editor-in-chief of *Neurology Now*, the AAN publication for neurology patients, their families and the lay public.

Marsha C. Kinney, M.D., Professor and Chair

DEPARTMENT OF PATHOLOGY

Dr. Kinney was named chair of the Department of Pathology and Frank M. Townsend Professor in 2017. A bold, visionary leader in the field of hematopathology, Dr. Kinney has served as president of the Society for Hematopathology during a pivotal period in the health care industry. She has navigated these challenges by forging relationships between Society for Hematopathology and other medical societies, including American Society for Clinical Pathology. In 2013, she received the American Society for Clinical Pathology (ASCP) Mastership Designation and the ASCP Board of Certification's Distinguished Service Award. She is the author or co-author of numerous articles on her original research and has contributed 13 chapters to textbooks of hematopathology. She has made presentations on subjects in hematopathology at innumerable national and international conferences and courses.



Pamela M. Otto, M.D., Professor and Chair

DEPARTMENT OF RADIOLOGY



Dr. Otto has served as the Stewart R. Reuter Chair in Radiology since 2014, and has dedicated her career to breast cancer imaging and intervention. In addition, she has been very active in developing programs and processes to improve the care of breast cancer patients. She is co-chair of the breast tumor board, and chair of the department of radiology at UT Health San Antonio. Originally trained as a nurse with a Bachelor of Science in Nursing from the University of Missouri at Columbia, she later attended medical school at her undergraduate alma mater

before completing radiology residencies at both the UT Health San Antonio and the University of Florida at Gainesville. Dr. Otto finished her training with a postdoctoral fellowship in chest radiology and mammography at the UT Health San Antonio.

Articles

Bates, C., Gordon, L., Travis, E., Chatterjee, A., Chaudron, L., Fivush, B., Moses, A. (2016). [Striving for Gender Equity in Academic Medicine Careers](#). *Academic Medicine*.

Goldstone, R., & Drake, M. (2000). [Anticipation of Predictable Stressors: A Course to Promote Well-being for Women Physicians of Color](#). *Academic Medicine*.

Keenan, B. (2019). [The Complex Problem of Women Trainees in Academic Medicine](#). *Journal of Hospital Medicine*.

Kolehmainen, C., & Carnes, M. (2018). [Who Resembles a Scientific Leader—Jack or Jill?](#) *Circulation*.

Nonnemaker, L. (2000). [Women Physicians in Academic Medicine—New Insights from Cohort Studies](#). *New England Journal of Medicine*.

Pololi, L.H., Brennan, R.T., Civian, J.T., Shea, S., Brennan-Wydra, E., & Evans, A.T. (2019). [Us, Too. Sexual Harassment Within Academic Medicine in the United States](#). *The American Journal of Medicine*.

Woods, L.A., Fox Wetle, T., & Sharkey, K.M. (2018). [Why Aren't More Women in Academic Medicine Reaching the Top?](#) *Rhode Island Medical Journal*.



UT Health
San Antonio

Office for Inclusion
& Diversity

isomdiversity.uthscsa.edu