

# WOMEN

## IN MEDICINE MONTH

OFFICE FOR INCLUSION AND DIVERSITY | LONG SCHOOL OF MEDICINE

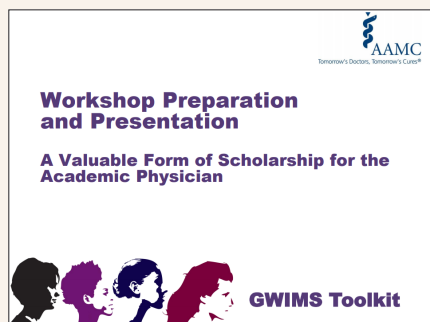
### The Association of American Medical Colleges (AAMC)

[Group on Women in Medicine and Science \(GWIMS\)](#) and [Diversity, Policy and Programs \(DPP\)](#), lead by constituents of GWIMS and the [Group on Diversity and Inclusion \(GDI\)](#) have produced toolkits and other resources designed to provide practical guidance, practices and data that impact women scientists and physicians.

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/358432/data/toolkitworkshoppresentations.pdf>



### Andrea J. Carpenter, MD, PHD, Professor

**DEPARTMENT OF CARDIOTHORACIC SURGERY**



“Dr. Carpenter has made outstanding contributions in education. She has led the UT Health San Antonio integrated thoracic surgery residency program as its program director, and under her leadership, this innovative model has grown in popularity with over 20 programs nationwide. She is known nationally for her innovation in education, including work on national committees for knowledge and skills-based assessment tools and simulation in training. Dr. Carpenter has also been a trailblazer as a woman in cardiac surgery, a field where fewer than 10% of practicing physicians are women. She has been a leader and major contributor in national societies, inspiring many women to pursue their passion in this field.

She personally has mentored over 20 women, and in 2016, the Women in Thoracic Surgery society recognized her as a role model by creating the Carpenter Scholarship Award. Finally, Dr. Carpenter is well recognized across the UT Health San Antonio campus as a tireless, committed advocate for patient care—both at the patient level and at the system level—through her work to improve access and quality of care.”

### Tatiana Cordova, MD

Assistant Professor

**DEPARTMENT OF FAMILY AND COMMUNITY MEDICINE**



“Dr. Cordova is driven to teach residents and medical students evidence-based and patient-centered care. She provides high-quality maternity services to a diverse patient population and

enhances disadvantaged patients’ access to maternity services—from pre-natal to post-partum care. Dr. Cordova, a graduate of the Long School of Medicine, teaches residents and medical students in clinical settings that include the Family Health Center on the Robert B. Green Campus, the Kenwood Clinic and Salinas Clinic, all located in disadvantaged areas in San Antonio. She also supports the Family Medicine Maternity and Inpatient Services at University Hospital.”

### Marisa Earley, MD

Assistant Professor

**DEPARTMENT OF OTOLARYNGOLOGY**

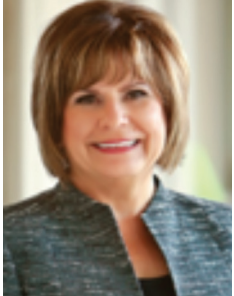


“Dr. Earley is a committed member of the UT Health San Antonio otolaryngology department. She plays a key role in resident education, where her role is to increase residents’ involvement in research.

In her own research, she is working to address post-tonsillectomy hemorrhage in the pediatric population. It is a very important complication to one of the most common surgical procedures. She is also the chair-elect of Faculty Senate, advocating for women’s rights and fair treatment for all employees. She has been part of the Institutional Committee Appointments committee, where she has helped shape the leadership of UT Health San Antonio.”

## Amelie G. Ramirez, DrPH, MPH, Professor and Chair

### DEPARTMENT OF POPULATION HEALTH SCIENCES



Dr. Ramirez was recently named chair of Department of Population Health Sciences (formerly the Department of Epidemiology and Biostatistics). She is an internationally recognized health disparities researcher conducting behavioral and communications projects to reduce cancer, increase screening rates and clinical trial participation, prove the efficacy of patient navigation for cancer patients, prevent tobacco use, and improve healthy lifestyles among U.S. Latinos. She has graciously served as interim chair and professor of epidemiology and biostatistics for the past five years. She also will continue

to serve as director of the Institute for Health Promotion Research (IHPR), which she founded in 2006 at UTHSA, and as associate director of cancer prevention at the Mays Cancer Center. Dr. Ramirez also is Max and Minnie Tomerlin Voelcker Endowed Chair in Cancer Healthcare Disparities and Outreach, and Dielmann Chair in Health Disparities Research and Community Outreach.

Dr. Ramirez also serves as director of the Salud America! A national Latino health program (funded since 2007 with \$9 million of investment by the Robert Wood Johnson Foundation), at the Institute for Health Promotion Research at UT Health San Antonio. Dr. Ramirez was elected into the National Academy of Medicine (NAM), one of the highest honors in the fields of health and medicine. She is also the current President of The Academy of Medicine, Engineering and Science of Texas. Dr. Ramirez grew up in Laredo, Texas, and was inspired by her family and her high school science teacher to devote her career to addressing the dire health disparities facing the Latino population of South Texas.

## Christi A. Walter, PHD, Professor and Chair

### DEPARTMENT OF CELL SYSTEMS AND ANATOMY



The Department of Cell Systems and Anatomy (CSA) is comprised of 34 faculty members, many which share appointments with the Barshop Aging Institute, the Greehey Children's Cancer Institute, or the Biggs Alzheimer's Institute. CSA faculty, postdoctoral fellows and students have many outstanding research accomplishments, particularly in the areas of Cancer Biology, Biology of Aging, Neurobiology, Genomics and Bioinformatics, DNA Repair and Mutagenesis, Cell & Organelle Biology, and Stem Cell Biology. Impressively, several scientific

discoveries are currently in clinical trials.

CSA faculty are also outstanding educators. We host multiple training grants; these include an IRACDA postdoctoral program for future educators and NIH and CPRIT-supported training grants in Cancer. Our graduate and postdoctoral trainees go on to pursue successful careers in academia, industry, and in medical professions. Our department has a long history of outstanding contributions to education and is proud of our record for teaching awards which far out-numbers those of any other department at the institution.

## Articles

Borges, N. J., Navarro, A. M., & Grover, A. C. (2012). [Women Physicians: Choosing a Career in Academic Medicine](#). *Academic Medicine*.

Ellinas, E. H., Fouad, N., & Byars-Winston, A. (2018). [Women and the Decision to Leave, Linger, or Lean In: Predictors of Intent to Leave and Aspirations to Leadership and Advancement in Academic Medicine](#). *Journal of Women's Health*.

Geagea, A., & Mehta, S. (2019). [Advancing Women In Academic Medicine: Ten Strategies to Use Every Day](#). *Canadian Journal of Anesthesia/Journal Canadien Danesthésie*.

Guerrero, L., & Boechat, M. I. (2012). [Encouraging Women of Color to Enter Academic Medicine](#). *Academic Medicine*.

Hoyt, C. L., & Murphy, S. E. (2016). [Managing to Clear the Air: Stereotype Threat, Women, and Leadership](#). *The Leadership Quarterly*.

Levine, R. B., Lin, F., Kern, D. E., Wright, S. M., & Carrese, J. (2011). [Stories From Early-Career Women Physicians Who Have Left Academic Medicine: A Qualitative Study at a Single Institution](#). *Academic Medicine*.

Mark, S., Link, H., Morahan, P. S., Pololi, L., Reznik, V., & Tropez-Sims, S. (2001). [Innovative Mentoring Programs to Promote Gender Equity in Academic Medicine](#). *Academic Medicine*.



**UT Health**  
San Antonio

Office for Inclusion  
& Diversity

[isomdiversity.uthscsa.edu](http://isomdiversity.uthscsa.edu)