

PLFSOM WOMEN IN MEDICINE AND SCIENCE



**5th ANNIVERSARY REPORT
2014 to 2018**

Contents

"I hadn't been aware that there were doors closed to me until I started knocking on them."

—Gertrude B. Elion

Biochemist and pharmacologist, and winner of the Nobel Prize in Physiology or Medicine 1988

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Letter from President of TTUHSC El Paso and Dean of PLFSOM

Although the mission of WIMS is to "... to advance the careers of women in medicine and science by promoting an environment that supports opportunities to succeed in academic medicine," the organization has played an important role in advancing leadership, faculty development, and research collaborations for both men and women across our university. WIMS has also contributed substantially to the selection and recruitment of women students to the Paul L. Foster School of Medicine. As a testament to their impact, I'm happy to report that in 2018 women outnumber men among our first year PLFSOM entering students.

I have the privilege of meeting with the WIMS leaders regularly and am consistently impressed with their commitment to all constituents of our university, their desire to promote mentoring and leadership development throughout our campus, and their thoughtful approach to influencing policies and procedures that address gender inequities. Please join me in celebrating the fifth anniversary of WIMS and the impact they have had on our campus and our community. And when you see their leaders on campus, please thank them for the positive impact they've had on our university.

Richard A. Lange, M.D., M.B.A.
President, TTUHSC El Paso and Dean, PLFSOM



Richard A. Lange, M.D., M.B.A.

President

Texas Tech University Health Sciences Center El Paso

Dean

Paul L. Foster School of Medicine

Rick and Ginger Francis Endowed Professor



New Lactation Rooms on Campus

The WIMS Executive Committee have addressed the availability of lactation rooms for faculty across the campus. With the support of Dr. Lange and senior leadership a new lactation room was created in the Medical Sciences Building (MSBI). Plans are underway to include a lactation room in the new Medical Sciences Building (MSBII).

Letter from WIMS President

"As WIMS President, my goal was to get more involved with the El Paso community, promoting engagement and advocacy both on campus and in the city at large."



Lisa Hartman, M.D.
2017-2018 WIMS President
Assistant Professor
Department of Pediatrics



Lisa Hartman, M.D. – 2018 WIMS Annual Business Meeting | Nov. 29, 2018

Dear Fellow WIMS Members,

It has been a true honor to serve as the president of the PLFSOM Women in Medicine and Science organization this year. We have accomplished many great things in the 5 years of our organization's establishment and I have had great shoes to fill. Of course, this has all been done with the assistance of my wonderful executive committee members, and advice from the previous WIMS presidents, both from on campus and from afar. Our organization is also gifted with excellent and valuable support through the Office of Faculty Affairs with Cindy Camarillo and the Office of Diversity, Inclusion and Global Health with Mayra Morales.

As WIMS President, my goal was to get more involved with the El Paso community engagement and advocacy both on campus and in the city at large. The AAMC leadership form in 2018 looked at academic medicine making headway in reducing health disparities by investing the time, building trust, and developing relationship within the community they serve. This is close to my heart and I hope I was able to start the foundation for WIMS to do this in our larger El Paso border community.

Please enjoy reading this 5 year anniversary report of WIMS to see all of the outstanding offerings we have had this year including educational opportunity, professional development seminars and research collaboration networking. If you have not yet volunteered for a WIMS committee please think about doing so. The camaraderie of working with your fellow female (and male) faculty counterparts across departments will inspire you as you work towards your personal career goal and assist the TTUHSC El Paso community.

Thank you for an excellent year. I look forward to our continued growth as an organization within our great institution.

With Warm Regards,

A handwritten signature in black ink that reads "Lisa Hartman".

Lisa Hartman, M.D., M.A.S.
WIMS President



"Gender disparities in rank, retention, and leadership remain... Institutions must examine the climate for women to ensure their academic capital is fully utilized and equal opportunity exists for leadership."

"Gender Differences in Academic Medicine: Retention, Rank, and Leadership Comparisons From the National Faculty Survey. Carr, Phyllis L.; Raj, Anita; Kaplan, Samantha E.; More Academic Medicine. 93(1):1694-1699, November 2018

OUR MISSION

The mission of the PLFSOM WIMS organization is to advance the careers of women in medicine and science by promoting an environment that supports opportunities to succeed in academic medicine.



Sadhanna Chheda, M.D., Lisa Hartman, M.D., & Sireesha Reddy, M.D. – 2018 WIMS Annual Business Meeting | Nov. 29, 2018

OUR PURPOSE

1. To support and promote the professional development of women faculty.
2. To promote scientific and teaching excellence in women faculty.
3. To increase the representation, participation and leadership of women in the organizational structure of the Paul L. Foster School of Medicine and its standing committees.
4. To promote equity for women with regard to faculty recruitment, leadership positions, salary, retention, and promotion and tenure.
5. To promote the development and enhancement of leadership skills.
6. To facilitate communication and networking among women in medicine and science at all levels within PLFSOM.
7. To provide mentorship and support for women faculty and trainees at PLFSOM.
8. To create and promote a positive and healthy work environment for women.
9. To sponsor and support high-quality faculty development opportunities for all faculty within the School of Medicine.
10. To build a supportive community for women, from both within and outside the institution.
11. To spearhead the nomination and recognition of women faculty for awards locally, regionally, and nationally.

2017-2018 WIMS Officers

Officers of the WIMS organization are nominated and voted upon by the membership at large. WIMS officers give generously of their time and talent while serving one year terms.



 **Lisa Hartman, M.D.**
WIMS President
Assistant Professor
Department of Pediatrics



 **Sadhana Chheda, M.D.**
WIMS President-Elect
Assistant Professor
Department of Pediatrics



 **Sireesha Reddy, M.D.**
WIMS Immediate Past-President
Professor and Chair
Department of OB/GYN



 **Karinn Chambers, M.D.**
WIMS Career Development
Committee Chair
Assistant Professor
Department of Surgery



 **Ruth Perez, Ph.D.**
WIMS Research Collaborations
Committee Chair
Associate Professor
Department of Biomedical Sciences



 **Vijaya Galic, M.D.**
WIMS Career Development
Committee Chair-Elect
Assistant Professor
Department of OB/GYN



 **Wendy Walker, Ph.D.**
WIMS Research Collaborations
Committee Chair-Elect
Assistant Professor
Department of Biomedical Sciences

Scholarship and Professional Development Opportunities

WIMS is committed to providing women faculty with the tools to succeed both locally and nationally.

AAMC Early Career Women Faculty Leadership Development Seminar

- Jennifer Molokwu, M.D., M.P.H., Family & Community Medicine, 2015
- Lisa Hartman, M.D., Pediatrics, 2016
- Laura Cashin, M.D., Internal Medicine, 2017
- Sandra Lopez, M.D., OB/GYN, 2018
- Sarah Martin, M.D., Psychiatry, 2018

AAMC Mid-Career Women Faculty Leadership Development Seminar

- Susan McLean, M.D., Surgery 2014
- Navkiran Shokar, M.D., M.P.H., Family & Community Medicine and Biomedical Sciences, 2014
- Lynn Hernan, M.D., Pediatrics, 2014
- Naomi Lacy, Ph.D., Medical Education, 2015
- Charmaine Martin, M.D., Family Medicine, 2015
- Indu Pathak, M.D., Pediatrics, 2017
- Vijaya Galic, M.D., OB/GYN, 2017
- Claudia Didia, M.D., Internal Medicine, 2018

AAMC Executive Leadership in Academic Medicine (ELAM) Program for Women

- Sireesha Reddy, M.D., OB/GYN, 2017

WIMS is committed to providing women faculty with the tools to succeed both locally and nationally. To this effect, WIMS has supported the attendance of its members at the AAMC faculty development seminars geared to women. Scholarships are offered each year to cover the cost of registration to the AAMC Early Career Women Faculty Leadership Development Seminar and the Mid-Career Women Faculty Leadership Development Seminar. The early career seminar targets women instructors and faculty members at the assistant professor level. In contrast, the Mid-Career seminar is designed for associate professors with 8-15 years in academic medicine. These seminars are stepping stones to The Executive Leadership in Academic Medicine (ELAM) Program for Women. Graduates of this program have gone on to numerous senior leadership positions.

Both seminars are limited in size and attendees are selected from a competitive pool of applicants. The seminar environments are structured to foster lively discussion and to encourage interaction and networking not only among the attendees but also between the attendees and seminar speakers. The relationships built at this meeting persist long after the meetings have ended. Attendees have universally reported the experience to be



Association of American Medical Colleges

invaluable. Recent topics covered at the meeting include: navigating institutional politics, and graceful self-promotion. One keynote speaker from the 2017 meeting, Allison Vaillancourt recently delivered a well-attended lecture to the WIMS El Paso Audience focusing on effectively leveraging institutional politics.

Recognizing the value of this program, over the past four years, WIMS has sponsored the attendance of five women faculty to the Early Career Seminar and seven to the Mid-Career Seminar. Drs. Sarah Martin and Claudia Didia were the 2018 scholarship recipients for the Early and Mid career meetings respectively.

Career Development Committee

The purpose of the career development committee is to plan and implement career development activities for WIMS including an annual meeting.

Letter from the Career Development Committee Chair

Over the last five years, the Career Development Committee has been very active in trying to provide the resources needed and requested by our faculty to help further their careers. The focus of the career development committee has included all aspects of being a career woman in medicine: how to dress and present yourself professionally; how to use social media effectively as a professional; and how to negotiate for what you need to achieve your career goals. The Career Development Committee was also involved in community outreach, specifically supporting a WIMS team at the Rio Grande Cancer Foundation's Our Colors Run Together 5K walk/run to support cancer patients.

Vijaya Gaylic, M.D., Assistant Professor of OB/GYN, **Lisa Hartman, M.D.**, Assistant Professor of Pediatrics, **Naomi Lacy, Ph.D.**, Associate Professor of Medical Education, and **Indu Pathak, M.D.**, Associate Professor of Pediatrics and the committee hosted a panel discussion on February 28, 2018: "Benefits of Attending AAMC Faculty Leadership Seminars," which I moderated. During this session, a panel of women who had participated in the AAMC Early Career or Mid-career Faculty Leadership Development Seminars presented what they learned by attending this conference and how they implemented this in their own career development here at TTUHSC El Paso.

Allison M. Vaillancourt, Ph.D., Vice President of Business Affairs & Human Resources at the University of Arizona gave a lecture on "Navigating Organizational Politics" on August 22, 2018. Dr. Vaillancourt spoke very eloquently on how to understand the organizational politics that are present at every institution and how to recognize the best way to communicate within this environment to achieve your career development goals.

Karina Davidson, Ph.D., MASC, Vice Dean of Organizational Effectiveness at the College of Physicians and Surgeons, Chief Academic Officer at New York-Presbyterian Hospital, Executive Director of the Center for Behavioral & Cardiovascular Health, and Professor of Medicine and Psychiatry at Columbia College of Physicians and Surgeons held an evening program on "How to Succeed in Your Future Career" on June 19, 2018. Dr. Davidson provided tips and techniques on how to position yourself for success in your career. Dr. Davidson discussed the importance of knowing what is valued in your position and understanding the unfunded mandates of your job in order to effectively negotiate. Goal setting and reporting of progress to your chair or leadership were identified as important strategies.

It is the mission of the Career Development Committee to provide a forum for discussing topics important to faculty development at TTUHSC El Paso and it will be exciting to see how this continues to unfold in the future as WIMS progresses and grows. If you have ideas and would like to be more involved, please do consider becoming a member of this committee.



Karinn Chambers, M.D.
Career Development Committee Chair
2018-2019



Naomi Lacy, Ph.D., Vijaya Galic, M.D., Karinn Chambers, M.D., Indu Pathak, M.D. & Lisa Hartman M.D. – WIMS Panel Discussion: Benefits of Attending AAMC Faculty Leadership Seminars | Feb. 28, 2018



Shivani Mehta, M.D, Karinn Chambers, M.D., Erica Lopez, M.D., and Wendy Walker Ph.D. – WIMS Dress for the Career You Want: Tips and Tricks for Dressing Up Professionally | May 25, 2018



Career Development Committee Events

2018

- Navigating Organizational Politics –Aug. 22, 2018
- How to Succeed In Your Future Career– June. 19, 2018
- Panel Discussion: Benefits of Attending AAMC Faculty Leadership Seminars– Feb. 28, 2018

2017

- Lessons Learned in Successful Communication– Sept. 27, 2017
- Constructing the Educator’s Portfolio: Its Value and Uses– May 24, 2017
- Networks: Ties That Bond– Feb. 22, 2017

2016

- Documenting Accomplishments for Successful Advancement– Aug. 24, 2016
- Dress for the Career You Want: Tips and Tricks for Dressing “Up” Professionally– May 25, 2016
- Putting Your Best Self Forward: Represent Yourself Like a Pro– Feb. 24, 2016



Navkiran Shokar, M.D., M.P.H. – WIMS Dress for the Career You Want: Tips and Tricks for Dressing Up Professionally | May 25, 2018



Sireesha Reddy, M.D., Sophia Adamson-Ganem (Ella Blu Owner), Karinn Chambers, M.D., Elodia Adamson (Ella Blu Owner), Lisa Hartman, M.D., Sadhana Chheda, M.D., Ruth Perez, Ph.D., Wendy Walker, Ph.D.– WIMS Ella Blu Fashion Event | Apr. 4, 2018



Past Committee Chairs

Susan Watts, Ph.D.

2016-2017 Career Development Committee Chair
Associate Professor
Department of Emergency Medicine

Stacey Milan, M.D.

2015-2016 Career Development Committee Chair
Assistant Professor
Department of Surgery

Sireesha Reddy, M.D.

2014-2015 Career Development Committee Chair
Professor and Chair
Department of OB/GYN

Research Collaborations Committee

The purpose of the research collaborations committee is to foster research collaborations across the campus.



Lisa Hartman, M.D., Michelle Bennet, Ph.D., Ruth Perez, Ph.D.—Collaboration and Team Science: A Marathon – Not A Sprint | May 23, 2018

Letter from the Research Collaborations Committee Chair

Since the last report of the WIMS Research Collaborations Committee (RCC) in 2015, our group has grown to 22 faculty members, 16 women and 6 men, all of whom contribute to our mission to foster interactions between basic and/or clinician scientists in order to expand opportunities for research collaboration at Texas Tech University Health Sciences Center El Paso.

In 2018, the RCC hosted three excellent speakers and a major networking event described below. Our speakers included:

Donald E. Moss, Ph.D., a Professor at the University of Texas at El Paso who presented on January 24th. His talk,

Climbing the Professional Ladder: Curiosity and Persistence in Drug Development for Alzheimer’s Disease” demonstrated the critical need for tenacity and for collaboration, as well as the key role of mentoring young scientists. Throughout his talk he showed pictures of those who contributed to his research, many of whom went on to their own research careers. He also explained the importance of correctly disclosing intellectual property to protect the rights of those involved in drug development.

Jill McDonald, Ph.D., Professor of Public Health Sciences at New Mexico State University (NMSU) in Las Cruces spoke on March 28th. She gave a talk describing her role as Senior Scientist for Adolescent Reproductive Health and Maternal and Child Health (MCH) while at the National Center for Chronic Disease (CDC). She has continued to collaborate with the CDC team after she joined NMSU. Her enlightening talk nicely demonstrated the importance of identifying health disparities among US-Mexico border populations in order to improve the overall health of our border communities.

Michelle Bennett, Ph.D. of the Center for Research Strategy at the National Cancer Institute (NCI), was our speaker for May 23rd. Her well-received presentation focused on “Collaboration and Team Science: A Marathon - Not a Sprint”. Before her talk, she chaired an open discussion with members of the Department of Biomedical Sciences, Center of Emphasis in Cancer and other researchers on campus. She stressed the importance of connecting with experts in your field with whom to form collaborations in order to use to improve your chances of obtaining NCI funding.

On May 31st, the RCC hosted our major networking event “Speed Data-ing” in which faculty scientists from across campus met to discuss collaboration opportunities in an atmosphere of an afternoon social mixer. This years’ event was modeled after our inaugural “Speed Data-ing” event in 2017 hosted by the RCC, then chaired by Munmun Chattopadhyay, Ph.D. in the Center of Emphasis in Diabetes and Metabolism. Both of these RCC mixers were well attended and opened exciting opportunities for collaboration on our campus.

Ruth Perez, Ph.D.
Research Collaborations Committee Chair
2017-2018



Research Collaborations Committee Events

2018

- Climbing the Professional Ladder: The key role of curiosity and persistence to drug development for Alzheimer's disease - Jan. 24, 2018
- Speed "Data-ing": Meet your Research Match! Research Collaboration Faculty Mixer - May 31, 2018
- Collaboration and Team Science: A Marathon - Not a Sprint - May 23, 2018
- Acculturation Tool in Research: U.S. and Mexican Reproductive Health Outcomes in the Border Region - Mar. 28, 2018

2017

- Shifting the Paradigm: The Hispanic paradox, obesity, and health in Mexican American women - Jul. 26, 2017
- Speed "Data-ing": Meet your Research Match! Research Collaboration Faculty Mixer - May 11, 2017
- Responsible Conduct of Research - Mar. 22, 2017
- Successful Collaborative Research Projects Within TTUHSC El Paso - Jan. 25, 2017

2016

- The Mobility Study: A Journey into Patient Centered and Patient Reported Research - Jul. 27, 2016
- A Stepwise Guide to Starting a Successful CPRIT Grant Application - Apr. 27, 2016
- IRBs Dos & Don'ts: How to Submit a Successful IRP Application and Overcome Challenges - Jan. 27, 2016

2015

- Achieving Success Through Collaboration: Perils, Pearls, and Rewards - Jul. 22, 2015
- Crazy Clinicians and Mad Scientists to Build Connections Between Bench and Bedside, Presented by Biomedical Sciences Faculty - Feb. 25, 2015

2014

- Crazy Clinicians and Mad Scientists to Build Connections Between Bench and Bedside, Presented by Biomedical Sciences Faculty - Aug. 27, 2014
- WIMS Networking Reception - May 8, 2014



Munmun Chattopadhyay, Ph.D. and Dolgor Baatar, Ph.D. - WIMS Speed Data-ing Research Mixer | May 31, 2018

Past Committee Chairs

Munmun Chattopadhyay, Ph.D., M.Sc.

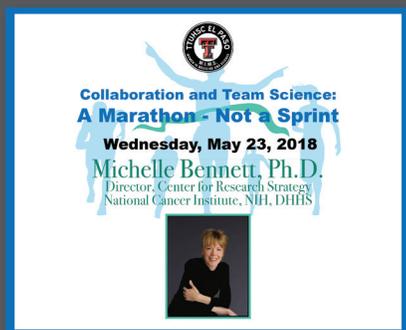
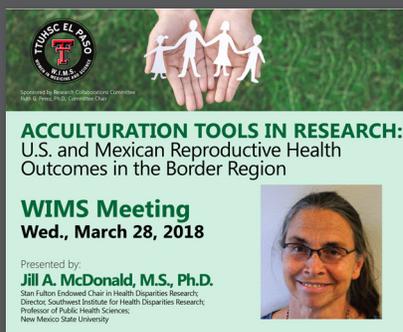
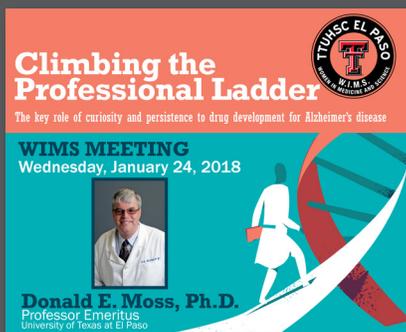
2016-2017 Research Collaborations Committee Chair
Assistant Professor
Department of Biomedical Sciences

Zeina Nahleh, M.D.

2015-2016 Research Collaborations Committee Chair
Associate Professor
Department of Pediatrics

Navkiran Shokar, M.D., M.P.H.

2014-2015 Research Collaborations Committee Chair
Professor
Department of Biomedical Sciences and Family and Community Medicine



Executive Committee

The WIMS executive committee is active and meets monthly to organize programming activities and discuss strategic planning for the organization. Additionally, the committee meets quarterly with President Lange to help provide insight into faculty culture and how WIMS can contribute to the overall campus success. On July 10, 2018, we honored the departure of Dr. Kathryn Horn with a Lessons in Leadership Luncheon. During this time Dr. Horn provided the WIMS members with important words of wisdom.

On Sept 6, 2018 WIMS co-sponsored a dinner event featuring Dr. Lisa M. Hollier. Dr. Hollier was sworn in this year at the 69th President of The American College of Obstetricians and Gynecologist (ACOG). She is a professor in the department of obstetrics and gynecology at Baylor College of Medicine in Houston, Texas and serves as the Chief Medical Officer for Obstetrics & Gynecology for Texas Children’s Health Plan as well as the medical director of Obstetrics and Gynecology for The Centers for Children and Women. Throughout her career, she has been dedicated to caring for the underserved and improving women’s health by advancing women’s health policy. In her talk, “Advocacy: Using Your Voice for Change”, she discussed how policies made at the local, state and federal levels influence the way healthcare is practiced and the care patients receive. She also spoke about how medically trained constituents can influence healthcare legislation.



Kathryn Horn, M.D.– WIMS Lessons in Leadership Luncheon | Jul. 10, 2018

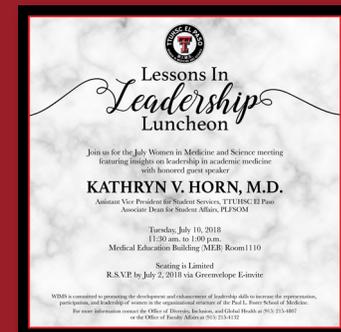
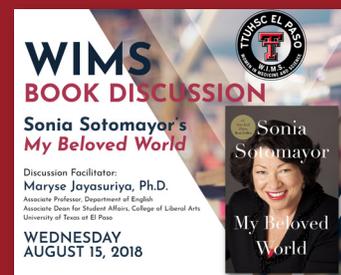
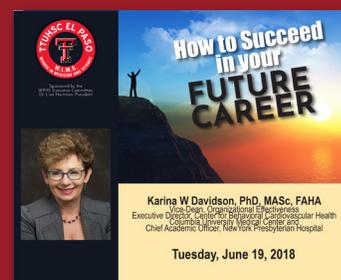
Through WIMS, executive committee members have the opportunity to attend the AAMC’s annual meeting Learn Serve Lead. In November 2018, this inspiring meeting was held in Austin and provided important networking opportunity, knowledge sharing across the national Group on Women in Medicine and Science, as well as thought provoking speakers and role models such as Anita Hill discussing confronting bias, acclaimed best-selling authors, and national leaders in academic medicine.



Erica Lopez-Bertiery, M.D., Wendy Walker, Ph.D., Karinn Chambers, M.D.–WIMS Ella Blu Fashion Event | Apr. 4, 2018



WIMS Book Discussion: Sonia Sotomayor “My Beloved World” | Aug. 25, 2018



“Science is not a boy’s game, it’s not a girl’s game. It’s everyone’s game. It’s about where we are and where we’re going”

Nichelle Nichols, former NASA Ambassador and actress

Mentoring Committee

This committee fostered and promoted mentoring opportunities and relationships among faculty.

One of the missions of WIMS is to foster and promote mentoring opportunities and relationship building across faculty at PLFSOM. We have put together a variety of educational sessions in this area including: Heal the Healers: How to Find Meaning, Balance and Happiness; Manage Work, Manage Life: Prioritizing for Success; a Book Club Discussion on Sheryl Sandberg's "Lean In"; Unconscious Bias Presentation; and Panels on How to be a Successful Mentor and How to be a Successful Mentee (Mentoring from A to Z).

The Mentoring Committee was phased out in 2017 during the WIMS bylaws revisions. This past year the executive committee assumed responsibility for this previously separate committee as many of the goals of mentoring committee overlapped with general WIMS programming opportunities. On April 4, 2018, we organized a Fashion Event of putting your best self forward which was sponsored by the local female owned boutique Ella Blue. Our WIMS members served as models demonstrating the latest fashion and professional dress items. On August 15, 2018, we met in the home of one of our members to have an inspiring book club discussion on Sonia Sotomayor's Memoire "My Beloved World" facilitated by Dr. Maryse Jayesuriya, Ph.D, Associate Professor of English at UTEP.

Mentoring Committee Events

2017

- The Successful Mentee, Panel Discussion - Jun. 28, 2017
- Heal the Healers: How to Find Meaning, Balance, and Happiness - Apr. 26, 2017

2016

- Preparing for a Leadership Position - Oct. 26, 2016
- Unconscious Bias: What You Don't Know Can Hurt You - Jun. 22, 2016
- Manage Work, Manage Life: Prioritizing for Success - Mar. 23, 2016

2015

- How to Write a Perfect C.V. - October 28, 2015
- Mindfulness: The Perfect Recipe for Work-Life Balance - Mar. 25, 2015

2014

- Mentoring from A to Z: How to be a good mentor and/or Mentee - Oct. 29, 2014
- The Complete Faculty Member's Guide to Effective Meetings - Sept. 24, 2014
- Panel Discussion: Tips for Career Success and Promotion - Jul. 30, 2014



WIMS Members complete the "Marshmallow Project"–The Complete Faculty Member's Guide to Effective Meetings | Sept. 24, 2014



Susan Watts, Ph.D., Lisa Hartman, M.D., Arti Prasad, Ph.D. (Presenter), Sireesha Reddy, M.D., & Indu Pathak, M.D. – Heal the Healers: How to Find Meaning, Balance, and Happiness | Apr. 26, 2017

Past Committee Chairs

Indu Pathak, M.D.

2016-2017 Mentoring Committee Chair
Associate Professor
Department of Pediatrics

Fatima Aly, M.D.

2015-2016 Mentoring Committee Chair
Assistant Professor
Department of Pediatrics

Irene Sarosiek, M.D.

2014-2015 Mentoring Committee Chair
Professor
Department of Internal Medicine

Community Outreach Activities

One of the goals of this year's WIMS executive committee was for our WIMS organization to become involved in the larger El Paso community.

We decided to focus on a few outreach activities that were already ongoing within the community. We felt that this would help with building networking skills, as well as providing an avenue for our faculty to be engaged and relevant to this community. These activities would not only allow our faculty to help others, they would also provide a unique way to exchange fresh ideas, make our members more visible, open doors to new opportunities and potential collaborations, and allow our WIMS members to expand their network. We started this on November 29, 2017 with a Silent Auction and Dinner at Dr. Reddy's house.

In addition to several auction items generously donated by our members, dinner with Dr. Lange was our main auction item. The event raised \$1800 for the Center Against Sexual and Family Violence. The mission of CASFV is to confront and prevent domestic violence in all its forms and it has been in operation since 1977 providing shelter, youth and other resource services as well as prevention programs. In early 2018 we partnered with El Paso Children's Hospital and various other stakeholders to obtain a grant for \$68,425 from the Paso del Norte Health Foundation to evaluate the feasibility of establishing a human milk bank in the city. The results of that study will soon be available.



Navkiran Shokar, M.D., M.P.H., and Vijaya Galic, M.D.—WIMS After 5: CASFV Silent Auction | Nov. 29, 2017



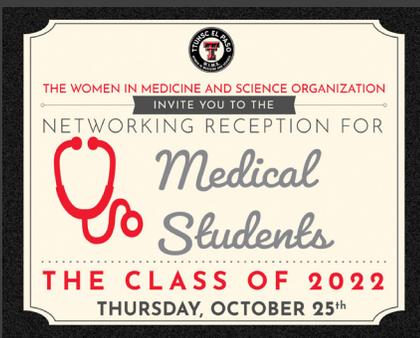
On April 8, 2018 WIMS executive committee members, TTUHSC faculty and students participated in the "Our Colors Run Together" race for Rio Grande Cancer Foundation. The race acknowledges all types of cancer which is not just one specific disease. The Rio Grande Cancer Foundation was founded in 1996 and its mission is to reduce the burden of cancer in our local community.

On April 26, 2018, WIMS raffled 10 seats for our members to attend the annual YWCA El Paso del Norte Region luncheon. Judy Smith, who served as the special assistant and deputy press secretary to President George H.W. Bush, was the keynote speaker.



Ms. Smith is a crises manager and founder and president of Smith & Company, a leading strategic advisory firm. About 1,600 (mainly women), attended the event. Ms. Smith encouraged women to be confident about what they do and urged us to take chances. She discussed how she doesn't necessarily do a great job of balancing work and family, instead, she said, "it's about integration." She encouraged women to define themselves and develop strong support networks.

MEDICAL STUDENT MIXERS



The WIMS executive committee hosts an annual mixer and welcome networking reception for the first year medical student class.

The student mixer for the class of 2022 was held on October 25, 2018 and was coordinated with the medical student interest group for Women in Medicine. The evening provided great conversation and opportunities for informal mentorship between the new medical students and faculty on TTUHSC El Paso campus.

The WIMS organization is partnering with the student WIM organization and has offered to provide faculty mentorship .



WIMS Networking Reception for Medical Students & Class of 2021 | Oct. 19, 2017



Indu Pathak, M.D. and Student–WIMS Networking Reception for Medical Students | Oct. 19, 2017



WIMS Networking Reception for Medical Students | Oct. 25, 2018



Medical School Admissions Project

Women's role in medicine and healing is evident throughout history, from the ancient world to the present day, but in different forms and with various associated conflicts along the way. For the majority of American history, medicine was a male-dominated profession, with females serving other roles such as nursing and midwifery. It was not until 1847 when Elizabeth Blackwell was the first female admitted to an American medical school at Geneva Medical College in New York, that any evidence of change was apparent. This began to change in 1972 with the passage of Title IX of the Education Amendments, which prohibited discrimination on the basis of sex for educational programs that received federal funding, including postsecondary programs. Although barriers persisted, institutions began to respond accordingly, prioritizing the admission and integration of a greater number of women into their medical education programs.

- **1949**– Only 5.5% of entering medical school students were women, with 6% of the physician workforce comprised of women
- **1974**– 22.4% of medical school entrants were women
- **1990**– 17% of the physician workforce was comprised of women
- **2009**– 47.9% of women were accepted to medical school

This percentage stayed fairly constant, increasing to 49.6% in 2016,

to 50.7% in 2017 and finally to >50% (51.6%) in 2018. The PLFSOM female acceptance was similar to the national averages in 2011 & 2012 (at 46 and 48% of entering class membership), but it decreased to 35% in 2013. The numbers improved in 2014 but dropped again to lower than the national percentage in 2015 at 36%.

Additional research is needed to explain why gender inequality increased. In 2016, the associate dean of admissions partnered with WIMS to assist in rectifying this gender inequality in incoming medical school classes. WIMS implemented the following processes:

- Encouraged WIMS members to participate in the interviewing process so female applicants could see active female faculty members engaged in our institution.
- The WIMS executive committee also personally reached out to the list of pre-matched female acceptees by phone and e-mail to congratulate the applicants on their acceptance and answer any questions with the hope that would encourage the female applicants to accept a position in the PLFSOM entering class.

PLFSOM saw an increase in female matriculates to 43% in 2016, 46% in 2017 and 51% in 2018. The current entering class in 2018 is on target with the national percentage (51%) of female class students.

51%

PLFSOM Female 1st Year Medical Students

In 2018, the number of female first year medical students increased to 51; a 9% increase from 2017.

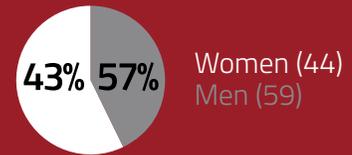
2018 PLFSOM Medical School Admissions



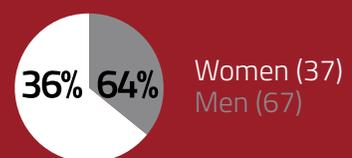
2017 PLFSOM Medical School Admissions



2016 PLFSOM Medical School Admissions



2015 PLFSOM Medical School Admissions



2014 PLFSOM Medical School Admissions



*TTUHSC El Paso PLFSOM First Year Entering Students Report, EY 2009 to 2018 as of 6/12/18

2018 PLFSOM Medical School Admissions

51% 

49% 

Women (51) Men (49)

*TTUHSC El Paso PLFSOM First Year Entering Students Report, EY 2009-2018 as of 6/12/18

National Average Medical School Admissions

51.6% 

48.3% 

Women (20,247) Men (18,220)

*2018 AAMC, Table A-7.2: Applicants, First-Time Applicants, Acceptees, and Matriculants to U.S. Medical Schools by Sex, 2009-2010 through 2018-2019 report

Learn Serve Lead: The AAMC Annual Meeting 2014

PLFSOM WIMS Poster presentation, "Proof of Justification for the AAMC GWIMS Toolkit: Successful WIMS Program in Newly Established Medical School," at the 2014 Learn Serve Lead: The AAMC Annual Meeting 2014 in Chicago, IL.



TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER
Paul L. Foster School of Medicine

Proof of Justification for the AAMC GWIMS Toolkit: Successful WIMS Program in Newly Established Medical School

V. Mallett, K. Horn, S. Reddy, I. Sarosiek, N. Shokar, C. Camarillo, J. Calderón-Mora

Background

The Paul L. Foster School of Medicine was established in 2009

Statistics as of 2013 WIMS launch date:
40% female faculty
3% females at full professor level
Only 3 of 24 leadership positions held by women

Gender Diversity Engagement Survey Results

Topics of Faculty Interest (Ranked by Importance)

Topic	Rank 1	Rank 2	Rank 3	Rank 4	Rank 5	Rank 6
Collaborations for research projects	17	19	18	25	17	17
Conflict resolution	24	27	25	31	28	31
Negotiation skills	13	17	19	31	34	31
Tenure & Promotion	14	21	35	25	26	15
Career advancement/leadership roles	25	20	24	18	22	17
Work-life balance	45	15	15	17	15	19

Ongoing Activities

Career Development Committee
Learn In Book Discussion
Effective Meetings

Mentoring Committee
Mentoring AZ
Panel Discussion on Advice for Career Success, Work-Life Balance, Promotion and Tenure

Research Collaborations Committee
Research Networking Reception
Building Collaborations Between Clinicians and Basic Scientists

Future Plans

- Develop evaluation measures for long term goals such as measuring the number of women attaining promotion, tenure and leadership positions
- Develop interventions for female faculty members "off-track" at mid-point pre-tenure or pre-promotion reviews

Lessons Learned

1. Creation of a successful WIMS organization MUST have the visible and financial support of the senior leadership.
2. The agenda should be geared toward practical, meaningful results related to T&P.
3. Male faculty should be included in this important diversity initiative to communicate support for the value of a gender diverse faculty.
4. A strong mentorship program designed to assist junior faculty is needed to promote success and ensure sustainability.

Steps In Development

1. GETTING STARTED
Mission Statement of PLFSOM WIMS is to advance the careers of women in medicine and science by promoting an environment that supports opportunities to succeed in academic medicine.

Mission Identification Through faculty survey and faculty brainstorming session

Target Audience/Scope Of Membership

- Open to all male and female SOM faculty.

Develop Infrastructure

- Opted for interim officer positions
- Subcommittees: Career Development, Mentoring, Research Collaborations
- Developed and adopted WIMS bylaws
- FY14: Dean designated joint support through Office of Diversity Affairs and Office of Faculty Affairs; FY15: Independent budget established

Establish Support

- Presentation to Faculty Council
- External speaker from GWIMS invited as grand rounds speaker; expert consulted with WIMS founding members
- Unconscious Bias training for Department Chairs and Associate Deans by WIMS President.

2. ESSENTIAL ELEMENTS

- Monthly meetings – 15 minute business meeting; 45 minute development activity
- Annual professional development program
- Recognition - Nominating women faculty for awards, committees, and other types of recognition
- Scholarship funds for attendance at AAMC annual meeting and AAMC Early and Mid-Career Women Faculty Professional Development Seminar
- Publicizing events in PLFSOM weekly news blog

3. MAXIMIZING PARTICIPATION

- Needs assessment through faculty survey
- Daytime and evening events

4. BUILDING FUTURE STABILITY

- Officer elections
- Active and ongoing committee member recruitment
- Publish Annual Report

Timeline

2013

- SEPT: Distribution of Gender Diversity Engagement Survey
- NOV: WIMS Kick-Off, Gender Diversity Faculty Reception
- DEC: Dean's Diversity Seminar, Elizabeth Travis, MD
- JAN: Budget Request Submitted
- MAR: WIMS Track as part of 3rd Annual Cultural Competence Conference
- APR: WIMS Bylaws Adopted
- MAY: New Leadership Orientation Meeting
- JULY: TTUHSO El Paso President/Dean of PLFSOM
- AUG: Independent WIMS Budget Established
- SEPT: 1st Annual WIMS Professional Development Seminar
- OCT: Officer Elections
- NOV: 1st Annual WIMS Report

2014

The first WIMS executive committee presented a poster at the AAMC Annual meeting in November 2014 in Chicago, IL. The title was "Proof of Justification for the AAMC GWIMS Toolkit: Successful WIMS Program in Newly Established Medical School." They discussed the steps in the development of PLFSOM WIMS; the activities created, lessons learned and future plans.

Five years later, there continues to be institutional support. Male faculty continue to be welcomed as new active members of the organization and programming continues to be scheduled at different times of the day. Steps are still being made to aid women faculty in attaining tenure, promotion or leadership positions.



Siresha Reddy, M.D., Irene Sarosiek, M.D., Richard Lange, M.D., MBA, Veronica Mallett, M.D., MMA, Kathryn Horn, M.D., and Navkiran Shokar, M.D., MPH after Learn Serve Lead: The AAMC Annual Meeting 2014

Professional Development Conferences

The Annual Professional Development Program is a highlight of the WIMS calendar year.

Each year, our members come together for a half-day program on professional development. The WIMS executive committee plans diligently to develop an informative agenda, centered on topics that are relevant to clinicians, educators and scientists alike.

For WIMS members, this is a valuable opportunity to hear nationally renowned speakers, who frequently present at prestigious events (such as AAAMC meetings), at a local venue in El Paso. This is a particularly valuable opportunity for faculty members who are not able to travel to a professional conference. The talks include practical take-away messages and action plans for faculty to employ in their professional practice. These programs also give faculty a chance to mingle with their colleagues from different departments, providing a valuable networking opportunity.



WIMS Members and Hedy Wald, Ph.D. (Speaker)– 4th Annual PLFSOM WIMS Organization Professional Development Program | Aug. 25, 2017

Past Conferences:

- “Graceful Self-Promotion” & “Enhancing Leadership Capabilities” by: Luanne E. Thorndyke, M.D., FACP - Nov. 22, 2014
- “A Strategy for Success: Negotiating for What you Need” by: Catherine J. Morrison, J.D. - Sept. 25, 2015
- “Bloom Where You Are Planted: How to Foster Your Academic Career” by: Julie Freischlag, M.D., Colleen Clancy, Ph.D., Elizabeth Tracey - Sept.1-2, 2016
- “Creating A Professional Toolkit for Resilience and Wellbeing in the Health Care Professions” by: Hedy S. Wald, Ph.D. - Aug. 25, 2017

Last year’s program focused on how to build a personal toolkit for resilience and wellbeing in Health Care Professions. Clinician burnout is a complex problem that affects practitioners’ wellbeing and the care that they provide to their patients. Our keynote speaker, Dr. Hedy Wald, discussed adaptive flexibility and reflective practice as methods to manage stress in the workplace. Her talks presented several techniques that faculty can use to increase mindfulness in our daily practice (for example, breathing exercises).

Dr. Wald discussed the importance of cultivating compassion towards ourselves and others (for example, by offering praise and small acts of kindness). Audience members practiced creative writing and art as methods to enhance our reflection capacity and support resilient, humanistic professional identity formation. During her time in in El Paso, Hedy Wald was also able to meet with the medical students to foster their development as future clinicians.



2018 Professional Development Conference

The 2018 Annual Professional Development Program featured Mary E. Dankoski, Ph.D. from the Indiana University School of Medicine.



This year, the annual professional development was by Mary E. Dankoski, Ph.D. and was on “From Organizational Silence to Organizational Learning: An Imperative for Today’s Academic Health Centers” Dr. Dankoski discussed factors that contribute to organizational silence at academic health centers and the costs of organizational silence. The conference explored practices that support dialogue and aid in converting undiscussable topics into discussable ones. Key ideas on reframing power, developing ones presence, honing key communication skills and framing

issues strategically were also addressed as was the importance of civility. Participants also got to take a civility test on <http://www.christineporath.com/assess-yourself/> to test themselves. New and old executive committee members.

In summary:

- Multiple personal and institutional issues impede dialogue in AHC.
- Organizational silence inhibits learning, lessens morale, weakens decision-making, and can have a literal cost.
- Conversation is a vehicle for organizational change.
- You can increase your sense of personal power, enhance your communication skills, and frame issues strategically to be part of the change required to become a learning organization.



Conference Participants, 5th Annual Professional Development Program | Nov. 30, 2018



Mary E. Dankoski, Ph.D., 5th Annual Professional Development Program | Nov. 30, 2018



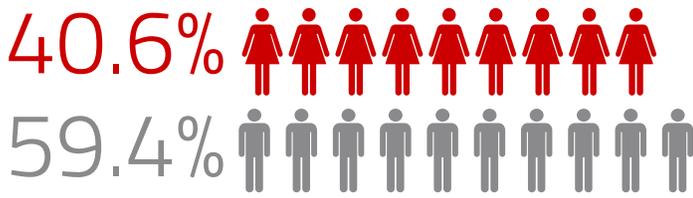
Conference Participants, 5th Annual Professional Development Program | Nov. 30, 2018



WIMS members at the 5th Annual WIMS Professional Development Program | Nov. 30, 2018

PLFSOM FACULTY STATS

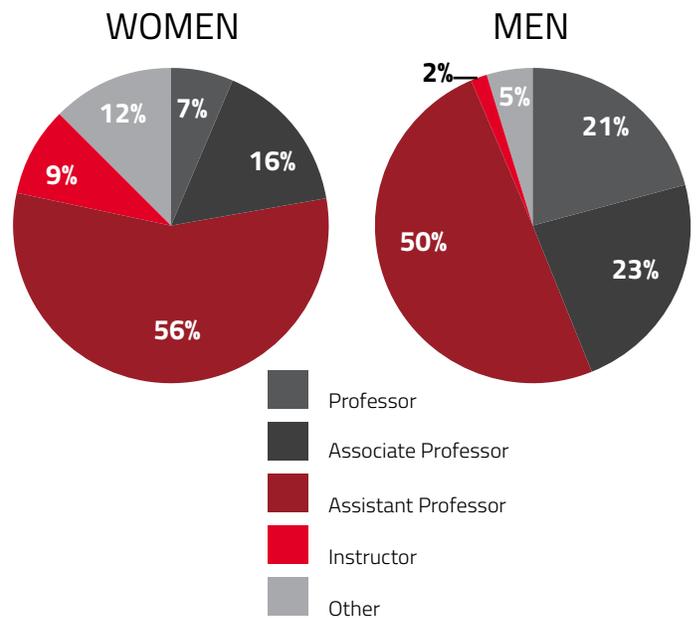
PLFSOM Total Faculty Gender



Women (121) Men (177)

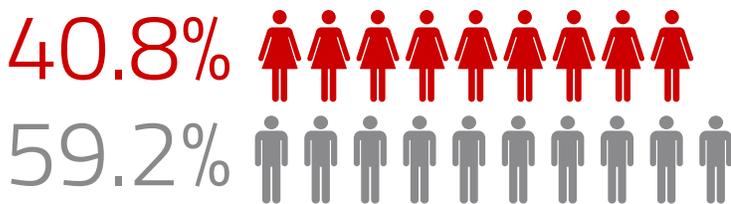
*Source: PLFSOM Faculty, 2018-Faculty Roster as of 10/01/18

PLFSOM Gender % Faculty By Rank



*Source: PLFSOM Faculty, 2018-Faculty Roster as of 10/01/18

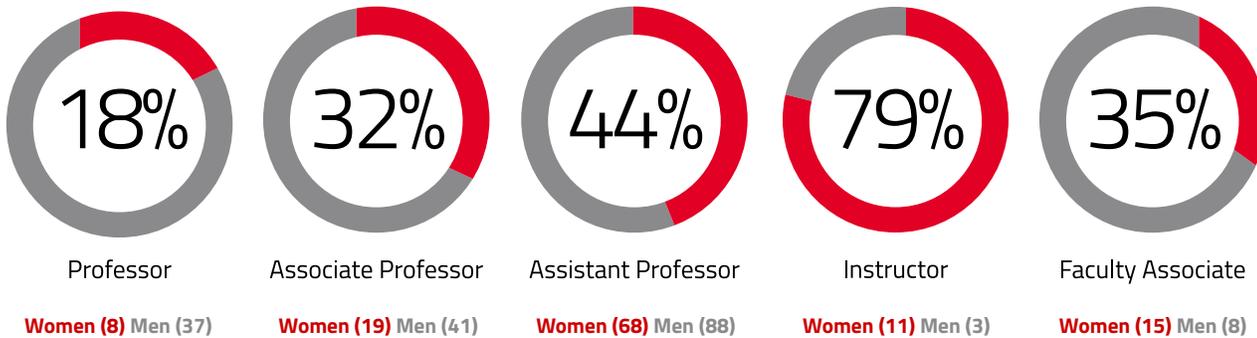
National Average Faculty Gender



Women (70,992) Men (103,126)

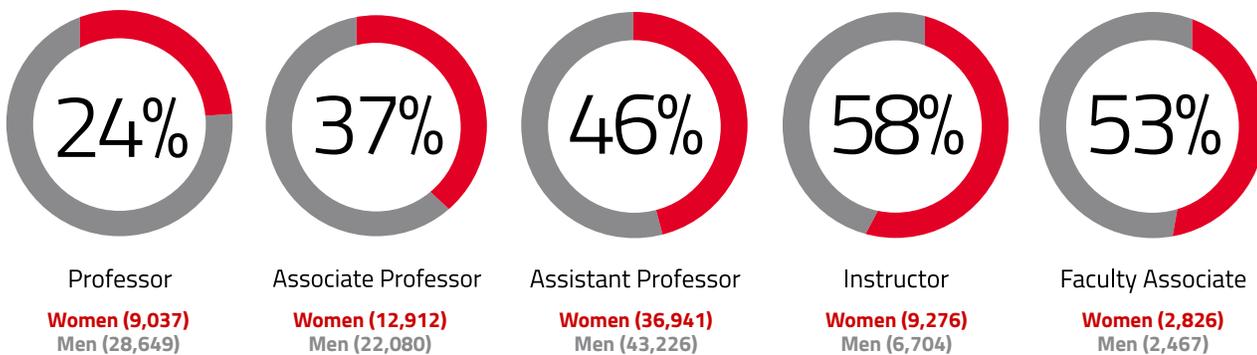
*Source: AAMC-U.S. Medical School Faculty, 2017- Reports- Faculty Roster- Data and Analysis

PLFSOM Women Faculty By Rank



*Source: PLFSOM Faculty, 2018- Faculty Roster as of 10/01/18

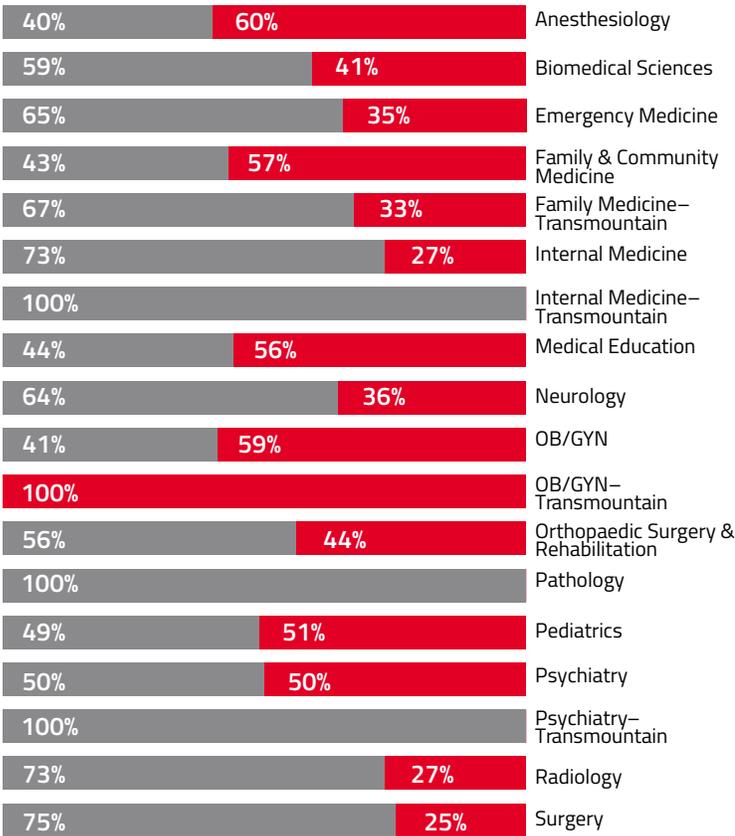
National Average Women Faculty By Rank



*Source: AAMC-U.S. Medical School Faculty, 2017- Reports- Faculty Roster- Data and Analysis

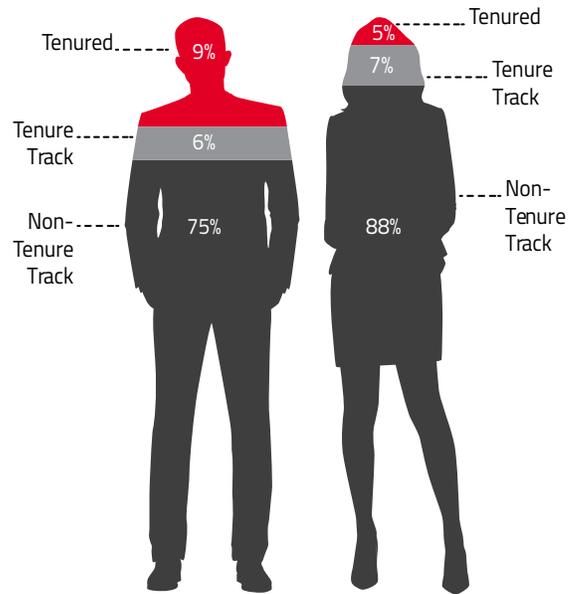
PLFSOM Faculty Statistics continued...

PLFSOM Faculty Gender By Department



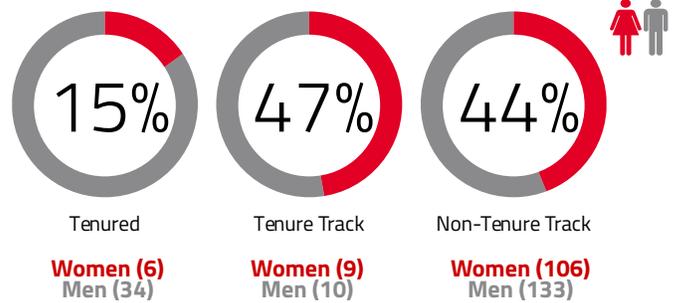
*Source: Primary Academic Appointments, PLFSOM Faculty, 2018 -Faculty Roster as of 10/01/18

PLFSOM Faculty Track by Gender



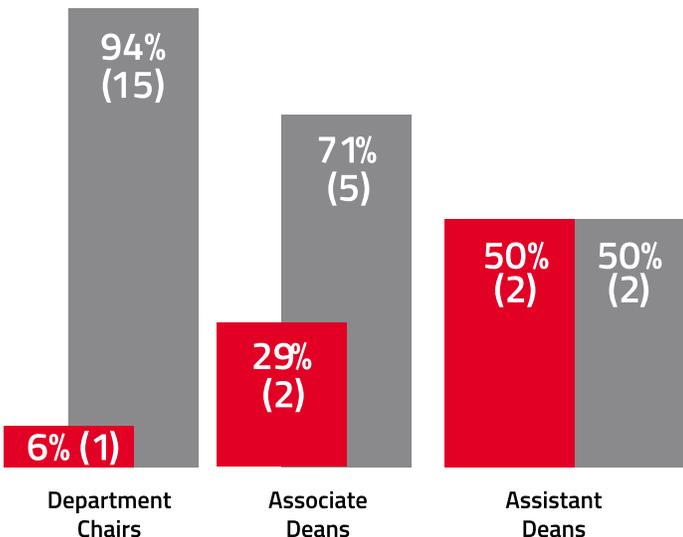
*Source: PLFSOM Faculty, 2018 -Faculty Roster as of 10/01/18

PLFSOM Women Faculty by Track (Over-All Distribution)



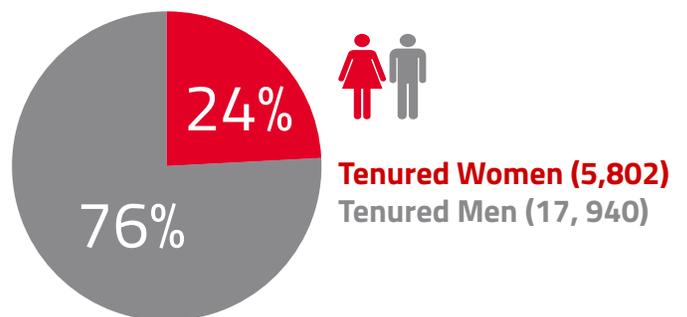
*Source: PLFSOM Faculty, 2018 -Faculty Roster as of 10/01/18

PLFSOM Faculty Leadership by Gender



*Source: PLFSOM Faculty, 2018 -Faculty Roster as of 10/01/18

National Average Tenured Faculty by Gender



*Source: AAMC-U.S. Medical School Faculty, 2017- Reports- Faculty Roster- Data and Analysis

WIMS Founding Officers

Where are they now?

Kathryn Horn, M.D.

Former PLFSOM WIMS President

Associate Dean for Student Affairs, Admissions and Outreach University of Houston College of Medicine, Houston, TX



Congratulations TTUHSC El Paso on the fifth anniversary of WIMS!

I had the great honor of being a part of this organization from the beginning. I especially value the time we had to sit in groups and discuss what was most important to us as women faculty members as we planned our programs. What a joy to see WIMS take those aspirations and bring amazing speakers to the whole campus!

I especially remember the thought provoking presentations by Hedy Wald, Ph.D. who helped us reflect on our resiliency and Luanne Thorndyke who helped us see our strengths and differences in order to learn to effectively manage our teams. I hope the next five years will bring more women to your programs and help to strengthen all of the faculty at TTUHSC El Paso! Keep up the great work.

Warm Regards,

Kathryn Horn, M.D.

Veronica Mallett, M.D., M.M.M.

Founding PLFSOM WIMS President

Senior Vice President for Health Affairs, and Dean School of Medicine, Meharry Medical College, Nashville, TN



It is with great enthusiasm and excitement that I write to congratulate the Texas Tech University Health Science Center El Paso Women in Medicine and Science organization on the anniversary of its fifth year in existence. The Paul L. Foster School of Medicine opened in 2009 as a new medical school with an innovative curriculum and the unique mission to serve the socially and culturally diverse community on the Texas-Mexico border of El Paso, Texas. Despite its exciting origins, its faculty mirrored the nation with a disproportionate number of male faculty who are tenured and held high academic rank and leadership positions at the school.

The founding Dean, Dr. J. Manuel de la Rosa, identified a need for a women-specific organization headed by senior male faculty members. Following a campus-wide gender diversity survey, the Paul L. Foster SOM WIMS group was born. Its mission, to advance the careers of women in science in an environment that supports opportunities to succeed in academic medicine is critical to this day. It has gone well beyond the traditional brown bag lunches, and now serves as an organization that influences policy, sets agendas, and advocates for gender equity on the campus and across the region. I am proud to have served as the founding president and equally proud of the continued work the organization provides under the support of Texas Tech University Health Sciences Center El Paso founding President Dr. Richard Lange. Congratulations WIMS on your fifth year anniversary.

Sincerely,

Veronica Mallett, M.D., M.M.M.

Acknowledgements

WIMS gratefully acknowledges Richard Lange, M.D., M.B.A., for supporting the WIMS mission by providing resources to the WIMS organization. He has been equally generous with his time and mentorship by meeting periodically with the WIMS officers to discuss WIMS projects at the Paul L. Foster School of Medicine.

The WIMS organization appreciates the support of department chairs at the Paul L. Foster School of Medicine in providing faculty release time to serve on WIMS committees and participate in WIMS programming. We also thank our associate deans and assistant deans at PLFSOM for attending WIMS events and supporting our mission to advance the careers of women in medicine and science and to promote an environment that supports opportunities to succeed in academic medicine.

To the PLFSOM faculty, your participation, support, and advocacy has made this organization thrive at the institution. We could not be as successful without each and every contribution you have made. We appreciate your time, effort, and encouragement over the past five years. Your hard work does not go unnoticed. We are immensely grateful and look forward to advancing the vision of the WIMS organization with you.

WIMS acknowledges the Office of Diversity, Inclusion, and Global Health and the Office of Faculty Affairs for providing administrative support for the WIMS organization and its programming. We acknowledge KoKo Aung, M.D., M.P.H., Vice President for Faculty Success, TTUHSC El Paso and Associate Dean for Faculty Affairs, PLFSOM, and J. Manuel de la Rosa, M.D., Vice President for Outreach and Community Engagement, TTUHSC El Paso, for their membership and support.

We thank Cindy Camarillo, Sr. Director, Faculty Affairs and Mayra Morales, Sr. Director, Diversity, Inclusion and Global Health for their service on the WIMS Executive Committee and contributions in preparing this report.

WIMS Membership List

*WIMS membership list as of December 31, 2018

- Carla Alvarado, M.D., Assistant Professor
Psychiatry
- Ines Anchondo, Dr.P.H., RDN, Assistant Professor
Pediatrics
- Cenan Antowan, M.D., Assistant Professor
Pediatrics
- Koko Aung, M.D., M.P.H., Associate Dean
Faculty Affairs
- Lisa Ayoub-Rodriguez, M.D., Assistant Professor
Pediatrics
- Heather Balsiger, M.Sc., Faculty Associate
Medical Education
- Ranjan Bista, M.D., Assistant Professor
Pediatrics
- Tamis Bright, M.D., Associate Professor of Clinical
Internal Medicine
- Jessica Calderon-Mora, Dr.P.H., Research Instructor
Biomedical Sciences
- Jorge Cervantes-Gonzalez, M.D., Ph.D., Assistant
Professor
Medical Education
- Karinn Chambers, M.D., Assistant Professor
Surgery
- Munmun Chattopadhyay, Ph.D., Assistant Profes-
sor
Biomedical Sciences
- Sadhana Chheda, M.D., Assistant Professor
Pediatrics
- David Cistola, M.D., Ph.D., Professor
Biomedical Sciences
- Maria E. de Benedetti Zunino, M.D., Assistant
Professor
Internal Medicine - Transmountain
- J. Manuel de la Rosa, M.D., M.Sc., Professor
Pediatrics
- Cecilia De Vargas, M.D., Associate Professor
Psychiatry
- Claudia Didia, M.D. Associate Professor
Internal Medicine
- Alok Dwivedi, Ph.D., Associate Professor
Biomedical Sciences
- Anna Eiring, Ph.D., Assistant Professor
Biomedical Sciences
- Anacani Fonseca, M.D., Assistant Professor
Pediatrics
- Denease Francis, M.D., Assistant Professor
Pediatrics
- Mahesh Gajendran, M.D., M.P.H., Assistant Profes-
sor
Internal Medicine - Transmountain
- Vijaya Galic, M.D., Assistant Professor
OB/GYN
- Laxman Gangwani, Ph.D., Associate Professor
Biomedical Sciences
- Blanca Garcia, M.D., Assistant Professor of Clinical
Pediatrics
- Veronica Greer, M.D., Assistant Professor
Emergency Medicine
- Fatima Gutierrez, M.D., Assistant Professor
Pediatrics
- Gilbert Handal, M.D., Professor
Pediatrics
- Lisa Hartman, M.D., Assistant Professor
Pediatrics
- Christiane Herber-Valdez, Ed.D., Assistant Profes-
sor
Medical Education
- Lynn Hernan M.D., Associate Professor
Pediatrics
- Rosalinda Heydarian, R.N., A.N.P./G.N.P., Faculty
Associate
Internal Medicine
- Shirley J. Hinshaw, M.D., Instructor
OB/GYN
- Hoi Ho, M.D., Clinical Professor
Internal Medicine
- Jennifer Hubbard-Brown, M.D., Assistant Professor
OB/GYN - Transmountain
- Merle Ipson, M.D., Associate Professor of Clinical
Pediatrics
- Herb Janssen, Ph.D., Professor
Medical Education
- Anjali Joshi, Ph.D., Assistant Professor
Biomedical Sciences
- Ei Ei Khin, M.D., Assistant Professor
Pediatrics
- Sanja Kupesic, M.D., Ph.D., Associate Dean
Faculty Development
- Naomi Lacy, Ph.D., Associate Professor
Medical Education
- Shaked Laks, M.D., Associate Professor
Radiology
- Rajkumar Lakshmanaswamy, Ph.D., Professor
Biomedical Sciences
- Marie Leiner, Ph.D., Research Professor
Pediatrics
- Erika Lopez-Bertiery, M.D., Assistant Professor
Pediatrics
- Heidi Lyn Stern, M.D., Assistant Professor
OB/GYN
- Sitratullah Maiyegun, M.D., Associate Professor
Pediatrics
- Charmaine Martin, M.D., Associate Professor
Family & Community Medicine
- Sarah L. Martin, M.D., Assistant Professor
Psychiatry
- Carla Martinez, M.D., Assistant Professor
OB/GYN
- Richard McCallum, M.D., Professor
Internal Medicine
- Susan McLean, M.D., Associate Professor of Clinical
Surgery
- Shivani Mehta, M.D., Assistant Professor
Psychiatry
- Jennifer Molokwu, M.D., M.P.H., Associate Professor
Family & Community Medicine
- Stormy Monks, Ph.D., M.P.H., Assistant Professor
Emergency Medicine
- Lisa E. Moore, M.D., Professor
OB/GYN
- Zuber Mulla, Ph.D., M.S.P.H., Assistant Dean
Faculty Development
- Patricia Nelson, M.D., Assistant Professor
Surgery
- Cecilia Olivas, F.N.P.-C, Faculty Associate
Neurology
- Indu Pathak, M.D., Associate Professor
Pediatrics
- Kanchan Pema, M.D., Associate Professor
Internal Medicine
- Ruth G. Perez, Ph.D., Associate Professor
Biomedical Sciences
- Cynthia Perry, Ph.D., Interim Assistant Dean
Medical School Admissions
- Diana Pettit, Ph.D., Associate Professor
Medical Education
- Carmen Prieto-Jimenez, M.D., Assistant Professor
of Clinical
Pediatrics
- Dale Quest, Ph.D., Associate Professor
Medical Education
- Sireesha Reddy, M.D., Chair
OB/GYN
- Cheyenne Rincones, M.S.N., Faculty Associate
Family & Community Medicine
- Carmen Rojas-Mendez, M.D., Assistant Professor
OB/GYN
- Elizabeth Rosenthal, Ph.D., M.P.H., Assistant
Professor
Medical Education
- Peter Rotwein, M.D., Chair
Biomedical Sciences
- Ricardo Salazar, M.D., Associate Professor
Psychiatry
- Jennifer Salinas, Ph.D., Assistant Professor
Biomedical Sciences
- Irene Sarosiek, M.D., Professor
Internal Medicine
- Manuel Schydlower, M.D., Professor
Pediatrics
- Neha Sehgal D.O., Instructor
Emergency Medicine
- Gurjeet Shokar, M.D., Chair
Family & Community Medicine
- Navkiran Shokar, M.D., Professor
Family & Community Medicine
- Namrata Singh, M.D., Associate Professor of Clinical
Pediatrics
- Olof Sundin, Ph.D., Research Associate Professor
Biomedical Sciences
- Silvina Tonarelli de Maud, M.D., Assistant Professor
Psychiatry
- Alan Tyroch, M.D., Chair
Surgery
- Maria Teresa Villanos, M.D., Associate Professor,
Pediatrics
- Wendy Walker, Ph.D., Assistant Professor
Biomedical Sciences
- William M. Weiss, M.D., Assistant Professor
Orthopaedic Surgery & Rehabilitation
- Stella Winters, M.D., Assistant Professor
Family & Community Medicine
- Joanna Wojciechowska, M.D., Assistant Professor
Pediatrics
- Mingtao Zeng, Ph.D., Professor
Biomedical Sciences



WIMS members at WIMS Book Discussion: Sonia Sotomayor "My Beloved World" | Aug. 15, 2018

Are you interested in joining WIMS?

Membership in the WIMS organization is open to all female and male faculty at the Paul L. Foster School of Medicine. To become a member, e-mail us with your membership request.

✉ wimselpaso@ttuhsc.edu

☎ 915-215-4130 or 915-215-4807

🌐 <http://elpaso.ttuhsu.edu/som/facultyaffairs/gwims>

🐦 Follow WIMS on Twitter @wimselpaso



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