

## September 2020 – Women in Medicine, Week 1

September is Women in Medicine Month and we will feature some of the exemplary women providers and clinicians a part of our organization. Today, we spotlight Dr. Rishi Sawhney's nomination, Amita Saggi, PA-C of UHA Oncology, Pleasanton and Dr. Rachel Robert's nomination, Dr. Leslie Tim of AIM, Emeryville.

### *Collaborative, Compassionate and Inspiring*



Amita's colleagues say, "Amita is calm and confident when supervising even a severe chemo reaction! Her demeanor provides us nurses, much confidence and comfort when dealing with a stressful situation."

"She is always smiling and patient with my questions, even at the end of a bruising day."

"Amita inspired me to seriously consider becoming a PA. As a minority woman I wasn't sure if this was my cup of tea. But she guided me every step of the way and here I am now."

Dr. Sawhney said, "I have learned patience, the significance of grit and determination and the fact that you can never be too young or too old to have a positive impact on your colleagues. And how to decorate and organize parties!"

Amita joined UHA Oncology in Pleasanton 8 years ago, right out of PA school, as a novice clinician without any oncology experience. Over the years through her sheer personal grit, and determination, collegial, collaborative personality and compassionate care has evolved into an indispensable part of our team. Patients of our practice and supervising physicians take comfort in her excellent clinical skills and compassionate provision of care. She not only provides clinical care to our patients, but has a passion for patient education and complex care coordination, which makes a huge difference in the outcomes of cancer patients. Beyond being an excellent clinician, she is also a trusted colleague and friend to all of us.

The office staff view her as a positive role model and she has inspired and mentored many of the frontline staff to advance their careers. Since she started at the clinic, 5 of our employees have gone on to become PAs (3), RN (1) and medical school (1) with her guidance and assistance. Being the sole APP physically present daily, in a very busy office, she is always swamped. Yet, she finds the time to listen to what other team members have to share and is the first to jump in to troubleshoot care delivery or operational problems. Amita is an event organizer and decorator par excellence. She ensures that team member birthdays are celebrated with much fanfare. She meticulously plans and organizes our Halloween team events and other team socials. She is always quick to suggest décor changes whether in our exam rooms, common spaces or team members desk. She will then undertake trips to home-decor/office supply stores, on her own time, until the space has been organized. It is truly inspiring to work with Amita, especially given all the positive impact she has had.

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## *Humble, Safe, Growth-mindset*



Dr. Tim's colleagues said, "Leading by example, Dr Leslie Tim makes it safe for others to admit that there is always room for improvement. It's not an admission of feeling inadequate; to the contrary, it's embracing that we can always improve."

Dr. Roberts said, "She inspires me to embrace change, even when it's hard, and to look for opportunities to improve even in the routine habits of life."

Humble and understated, Dr. Leslie Tim is the epitome of a "growth mindset." She does not embrace change; she tackles change with the discipline and aggressiveness of a professional athlete. Growth is not haphazard for Dr. Tim, who is intentional and relentless in her personal and professional development. She starts with an awareness that she may not be doing things the best way and always has something to learn; there seems to be minimal ego involved. She has instructed colleagues to, "Keep asking questions. Always question the way you are doing things." When Dr. Tim was asked to serve on our Women in Medicine discussion panel, she selflessly and humbly pointed to her colleague, Talia Gracer. Not only did she feel that we have a lot to learn from Talia, but she needed to lift physicians who are earlier in their careers. Dr. Tim phrased her admiration for her colleague: "There is so much that Talia has to teach me; I just need to figure out the question to ask." We suspect this is her mantra for life, approaching the world as an entity that always has something to teach her, if only she asks the right questions. Dr. Tim's availability, vulnerability, honesty, commitment to excellence, and desire to uplift others have always inspired us. We are so lucky to have her in our community.