

AMWA Connecti

AMWA Search for New Executive Director

Newsletter of the
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Association
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Elinor Christiansen, MD

Eileen McGrath, who served as executive director of AMWA for nearly fourteen years, submitted her resignation on April 24, 2002. She began her new job as CEO of American Academy of Addiction Medicine at the end of June, following the AMWA Interim Meeting. We wish her well in this new chapter of her career.

The critical process of searching for a new executive director was initiated promptly with the appointment of a Search Committee during the week following Ms. McGrath's resignation. The eight members of the Search Committee include AMWA President, Elinor Christiansen, MD (chair); President Elect Lynn Epstein, MD; Past President, Omega Silva, MD; Regional Governor Spokesperson, Georgia Nolph, MD; VP of Finance, Dana Weaver-Osterholtz, MD; Past President's Council Chairperson, Clair Callan, MD; AMWA Foundation representative, Carol Jane from Wyeth; and one of the National Student Coordinators, Allison Dean.

A professional search firm specializing in finding executive directors for non-profit organizations, Association Strategies Inc., has been selected to assist AMWA in helping to find the best possible candidate to become our new executive director for AMWA. Developing a profile of the qualities and qualifications we seek in the person selected to fill this important position began immediately. At the invitation of Elinor Christiansen, MD, the AMWA staff came together and prepared a thoughtful and thorough list of the qualities and qualifications they consider most important. The search firm also spent time interviewing the AMWA staff to help develop the profile of what AMWA wants and needs in a new Executive Director.

The AMWA Executive Director Search Survey (Survey of Critical Success Factors), a four-page sur-

vey, was prepared by Association Strategies and sent to all members of the Search Committee. In addition, another fourteen key stakeholders identified by the Search Committee, including all the Vice Presidents on the Board of Directors, four Past Presidents, and several younger AMWA members and Resident physicians, were asked to complete the survey to help develop the profile of the right individual for AMWA. The search is progressing with thoroughness, sensitivity and expediency.

Association Strategies Inc. has handled the advertising of the position opening, screening of applicants, and scheduling interviews. There has been quite a bit of interest in the search and the search firm made over 200 calls to its network inviting nominations for the position. Of the prospective candidates surfaced by the firm, 36 individuals were taken through some stage of the interview process with eight ultimately selected for presentation to the Search Committee. These individuals all had a strong medical organization background, an understanding of AMWA and its work, and were excited about joining an organization they feel has strong growth potential. The Search Committee interviewed several of these candidates at the end of July. We plan to have the search complete and the new executive director chosen by late August.

Marie Glanz has graciously agreed to serve as Interim Executive Director until a new Executive Director is chosen. Ms. Glanz is AMWA's Director of Special Projects and has been with the Association for nearly 14 years. ♦



Elinor Christiansen, MD

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At the time AMWA Connections went to press, negotiations were being undertaken for our new Executive Director.

AMWA Online:

Using the Web to Serve You and Your Patients

At AMWA, we have joined with other societies to develop an information and communication solution for you—a solution uniquely based on the special relationship you have with your fellow physicians through AMWA. Our solution is called AMWA Online and it has the power to meet your needs now and in the future. Best of all, AMWA Online is free to you as a member benefit.

AMWA Online was designed to help you strengthen your relationships with your fellow physicians, your association and your patients. AMWA Online is actually two Web sites: one for you and one for your patients. Using the latest in information technology, each will be highly customized to ensure that you and your patients get the right information at the right time—quickly, efficiently and accurately.

Your link to AMWA

Your personal site is your best link to AMWA news, including medical and conference information and the most current legislative news.

The site also allows you to communicate more effectively with AMWA. The site includes timely information and notices from AMWA, targeted to your specific membership criteria. AMWA Online features frequent online polls and surveys, so you can provide AMWA input on certain issues affecting you and your practice. The site streamlines communication with AMWA and helps us to improve our service to you.

A Website for your Patients

AMWA Online will assist you in marketing yourself and your practice to payers and patients, while strengthening your position as the primary source of online health information for your patients. All the information on AMWA Online is screened and reviewed by AMWA and chosen by you.

By using AMWA Online, you can create a specially designed informational Web site for your patients, by using a simple control panel to customize the site. You select the information streams and links to other credible health Web sites, all reviewed and approved AMWA. You can choose whichever links best suit the needs of your patients. You can also choose to set up direct, secure email communications with your patients from the patient site. A disclaimer will prevent patients from using email in place of necessary office visits, but can save you time in phone calls!

Your patient page can provide patients practical information like local community health related-events, available screening programs and seasonal information on health-related matters. You may want to include specific information about you and your practice, such as office hours, directions to the office and participating health plan information. It's your page and your voice online. ♦

To register for AMWA Online go to www.amwaonline.org or contact Meghan Kissell, AMWA Communications Director at mkissell@amwa-doc.org for more information.

Grassroots Advocacy Needed

Members of Congress will be spending more time in their districts this fall due to the upcoming election. During these times, Members commonly schedule community meetings and office hours with their constituents. AMWA would like to have a strong presence this fall in the districts with Members of Congress. There are several pieces of legislation that are in jeopardy of not being resolved this legislative cycle. We need your help to keep the important issues visible and to pressure Congress to finish the business of the people.

With this being an election year, this is going to be a daunting task. We need your help! This fall, if you see your Congressperson out at community gatherings make sure you take a moment to let them know that you are a physician and member of AMWA. In addition, let them know about some of AMWA's legislative priorities including access to health care, contraceptive equity and FDA regulation over tobacco products. Find out more about the legislation AMWA is following in these areas on AMWA Online.

This Fall we are looking for physicians to visit with their Members of Congress, make phone calls, attend political meetings/forums, fax letters, and send emails through AMWA's Legislative Action Center at www.capwiz.com/amwa, to voice physicians' opinions on Universal Access to Healthcare, Reproductive Rights, and Tobacco Cessation.

In the Company of Women

Book Review by Jean Fourcroy, MD
AMWA Past President
AMWA member since 1980

In the Company of Women by Pat Heim, PhD and Susan Murphy PhD, MBA Tarcher Putnam. 332 pages. 2001

Pat Heim was our speaker several years ago at the Boston AMWA meeting speaking on “hardball for women”. Now she has come out with a new book co-authored with Susan Murphy to help you turn workplace conflicts into powerful alliances. “Why does the workplace suddenly become a zoo when a woman – and perhaps a former compatriot of yours – becomes the boss and worse, your boss?” Why, and how, can you turn this into a powerful alliance? The book is full of useful information and questionnaires to measure your situation and more importantly your self-esteem profile which may tip the balance. You say that you don’t have this problem – mostly because you are the principal of your business but I would suggest that in any business it can be lonely at the top - and women urologists are no exception to this rule. Good business plans are the same throughout.

The facts are that women live in a web of relationships but try to maintain a power dead-even rule or relationship. “For a positive relationship to be possible between two women, the self-esteem and power of one must be, in the perception of each woman, similar in weight to the self-esteem and power of the other. These essential elements must be kept dead even. “ Men on the other hand live in a life of hierarchy, e.g. sports teams. Men are constantly trying to keep from finding themselves at the bottom of the pile. Now look at how women grow up being nice and sharing power equally. As Pat says “there are no boss-doll players”.

When a woman gets promoted, who is

the first to attack her? Are there biological or sociological reasons why women work together differently than men.. Or as Pat states it - what is the dead-even concept that plays such a large role in our interactions with women and men? Women-to-women relationships tend to be more conflictual than their relationships with men or men’s relationships with one another. Often women sabotage and undermine one another. But it seems to me that women have a real advantage if you listen to the facts. Women process information differently than men; and women are better at picking up social cues and nuances than men.

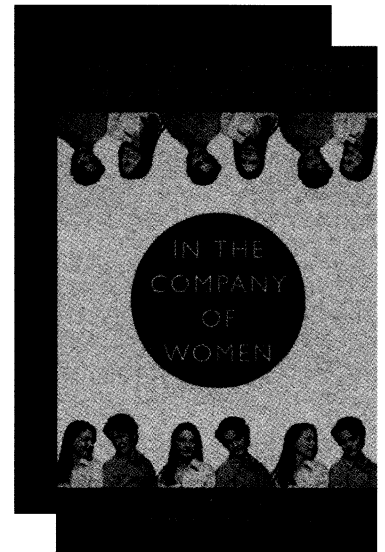
Is there a biological reason for the differences in behavior? In the chimp world a blatant betrayal, a failure of a trusted friendship, or a clandestine or open grab for precious resources is much harder to forgive because it can threaten the livelihood, the children’s well-being, and the deepest selves. Does our higher oxytocin levels, strongly modulated by estrogen and inhibited by testosterone, set the stage for our protective and caring behaviors? It makes sense that our dead-even rule is a protective mechanism for the children we must protect – and could easily make for conflict in the business world.

Finally, the most telling quote in the book—reminding us of what we learn in childhood is the comparison between the scout oaths.

Boy Scout Oath—‘on my honor I will do my best’

Girl Scout Oath— ‘ on my honor, I will try’

Truly, most girls learn dependence while boys learn independence; girls play relationships and do not learn the skills to combat conflict. I recommend this book to improve your management skills. ♦



Medical Women's International Association

Did you know that all AMWA physician members are also members of the Medical Women's International Association (MWIA)? MWIA is an association of medical women representing women doctors from all five continents founded in New York in 1919.

MWIA strives to:

- ◆ Encourage communication between women doctors worldwide.
- ◆ Encourage the entry of women into the medical and allied sciences.
- ◆ Assist medical women with postgraduate studies.
- ◆ Overcome discrimination between male and female physicians.
- ◆ Promote health for all worldwide with particular interest in women health & development.

The present aims of MWIA are:

- ◆ to afford Medical Women the opportunity to meet at stated times to consider common problems together and to gain the co-operation of Medical Women in matters of international Health.
- ◆ to foster friendship, respect and understanding among Medical Women throughout the world without regard to race, religion or political views.
- ◆ to stimulate, encourage and promote the entry of women into the medical and allied sciences throughout the world and assist its members in optimum utilization of their medical training.

The Medical Women's International Association provides its members with the opportunity to exchange ideas medically and personally, and to exchange experiences with colleagues from other nations. MWIA updates and information about the MWIA Congress in Tokyo in 2003 can be found on AMWA Online (www.amwaonline.org). Look for the MWIA workshop at AMWA's 2003 Annual Meeting in Atlanta, January 23-26, 2003. ◆

Medicine—A Woman's Career **New Web site Addition**

Middle school and high school girls interested in becoming a physician can now go to the AMWA Web site and have their questions and concerns answered with our newest addition, "Medicine – A Woman's Career." This new career development section of our Web site is presented from a woman's perspective and provides information on topics ranging from mentoring to the MCAT. Funded through the AMWA Foundation by a generous gift from Past President,

Beatrice Cohen Sachs, MD, the site will serve as a how-to guide in pursuing medicine as a career.

Dr. Sachs served as mentor to numerous aspiring women physicians. Her recent gift reflects a strong belief spoken years ago as President of AMWA, "The privilege of being women in medicine carries with it, responsibilities. These include lending a helping hand to those women establishing themselves in the medical field as well as actively encour-

aging young girls who have intelligence, energy, and interest in medicine to develop their skills and to realize their potential for effective and much-needed service to medicine and to their communities."

We invite all of our members to go online and take a look at this new edition to AMWA's Web site. This project is a continuation of AMWA's dedication to aiding and encouraging women to pursue careers in medicine. ◆

Reproductive Health Initiative Updates **Expanding RHI Online**

The First Edition of the RHI Model Curriculum is now available online! Already, over 70 physicians, medical students, medical school faculty and advanced practice clinicians throughout the U.S. and in countries such as Peru, Israel, and Mongolia have completed the online survey and received the Curriculum electronically. To learn more about the Curriculum and the online request process, visit the RHI Web site at www.amwa-doc.org/Education/RHI/Curriculum/main.htm.

The RHI International Project is now offering the RHI Directory of International Reproductive Health Opportunities for Medical Students online! Visit the RHI Web site at

www.amwa-doc.org/Education/RHI/International/rhi_intl_dir.htm to learn more about the Directory and download the first edition. Over the coming months, the Directory's offerings will be updated and expanded, so look for the Second Edition online later this summer.

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AMWA Honors Women Leaders in Medicine

AMWA's second annual International Women in Medicine Hall of Fame Gala was a great success this year. Held at the Hilton McLean in Virginia, AMWA recognized two former surgeon generals, Drs. Joycelyn Elders and Antonia Novello, who were in attendance at the event.



Dr. Roselyn Epps with Elmer Blackbird, great nephew of Susan LaFlesche Picotte, MD

"To be recognized by a group of your peers — especially women — is really an honor," said Joycelyn Elders, who served as President Clinton's Surgeon General. Antonia Novello, Surgeon General in the first Bush administration, said women today are still

setting examples. "Whatever we do, someone else is watching. Whatever we say, someone else is hearing. And whatever we accomplish, someone else is documenting it."

The Hall of Fame also sought to honor diversity among the first women graduates from medical school in the United States. Our posthumous awardees were:

- ◆ Elizabeth Blackwell, MD, the first woman of any ethnicity to receive the degree of Doctor of Medicine from a recognized medical school. She graduated from the Medical Institution of Geneva College (now Hobart and William Smith Colleges) in 1849;



Dr. Joshi's great grand-niece, Mrs. Madura Ranade and her mother Mrs. Sindhu Oak



Dr. Antonia Novello

- ◆ Rebecca Lee Crumpler, MD, considered to be the first African American woman doctor, received her medical degree in 1864 from the New England Female Medical College in Boston's South End (later merged into the Boston University School);
- ◆ Anandibai Joshi, MD, the first Indian woman physician, she received her medical degree in 1886 from the Woman's Medical College of Pennsylvania (now known as the Woman's Medical College of Pennsylvania and Hahnemann University School of Medicine); and
- ◆ Susan La Flesche Picotte, MD, the first Native American woman physician, was first in her class from the Woman's Medical College of Pennsylvania (now known as the Drexel University College of Medicine), in 1889.

AMWA was pleased to have the families of Drs. Susan La Flesche Picotte and Anandibai Joshi in attendance at the gala to receive the award in honor of these trailblazing women. Read more about the gala in our September newsletter celebrating Women in Medicine Month.



Dr. Joycelyn Elders

RHI

Continued from page 4

MAEP Presentations Continue

The RHI Medical Abortion Education Project (MAEP) Educational Program provides CME/CE programs on the following topics, including Medical Abortion in

Historical Context and in Practice, Medical Abortion Regimens, and Expected Side Effects and Management of Complications. RHI is still seeking host sites for MAEP this year. If you or someone you know might be interested in hosting a program contact Stephanie Seeger, RHI Project Assistant, at sseeger@amwa-doc.org. MAEP is a collabo-

rative between AMWA/RHI, the National Abortion Federation, Physicians for Reproductive Choice and Health and the Association of Reproductive Health Professionals. For more information, check out the MAEP Web site at: www.amwa-doc.org/Education/RHI/Maep/maep.htm◆

Calendar

September 30, 2002

Community Service Award Nomination Deadline

American
Medical
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Association, Inc.



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Breast Cancer Awareness Materials Available

National Breast Cancer Awareness Month (NBCAM) is dedicated to increasing awareness of breast cancer issues, especially the importance of early detection. It works through a nationwide education campaign aimed at the general public for women of all ages and ethnic groups. As a member of the board of sponsors for NBCAM, AMWA is offering members the NBCAM promotion guide at no cost. The promotion guide provides ideas for how to raise awareness among your patients and in your community. To receive a copy of the guide, please contact Meghan Kissell at mkissell@amwa-doc.org or call 703-838-0500.

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