

AMWA Connections

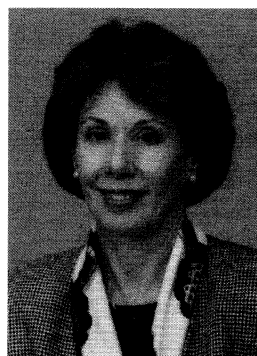
Lynn Epstein, MD, named AMWA President *"We are our sisters' keepers."*

On January 25, 2003, Lynn C. Epstein, MD, FAACAP, FAPA, became the 86th President of the American Medical Women's Association. Currently Professor Emerita at Brown University, Dr. Epstein was formerly Associate Dean of Medicine at Brown University (Student Development and Women's Affairs), and most recently, was Professor and Dean of Health Sciences at the Massachusetts College of Pharmacy and Health Sciences.

Dr. Epstein earned her medical degree from the Johns Hopkins University School of Medicine in Baltimore and completed a medical internship in the United States Public Health Service before returning to Johns Hopkins for training in Adult and Child Psychiatry. With the firm assertion that AMWA's mission is "perhaps even more vital and necessary today than it was in 1915 when AMWA was founded," Dr. Epstein stressed, "AMWA should reach out to all women. We are our sisters' keepers."

Dr. Epstein also added that she is looking forward to working closely with AMWA's new President-Elect, Diane Helentjaris, MD, Director of the Loudoun County Department of Public Health in Virginia.

Read Dr. Epstein's inaugural remarks on Page 6.



Lynn C. Epstein, MD

AMWA Accepting Proposals for New Investigator Grant

Deadline is April 30, 2003

Dr. Kathryn C. Bemann, an esteemed AMWA and AMWA Foundation leader, was a psychiatrist and a pioneer in educating the health care community on violence against women. She helped found one of the first women's centers in the country, providing shelter, counseling, and support for women and families who were victims of domestic violence in Wisconsin.

Through her generous bequest to the AMWA Foundation, the Kathryn C. Bemann New Investigator Grant on Violence Against Women assists a physician early in her/his career pursue research in this area.

The grant is available to a recently graduated physician (within five years from graduation) with an interest in research on violence against women.

Proposals will be judged on scientific quality, research facility, and significance to the field.

More information and the grant application form are on the AMWA Web site: www.amwa-doc.org/Foundation/BemannGrant.htm. Or call Julie Dogil at the AMWA Foundation, (703) 838-0500.

"In most important ways, leaders of the future well need the traits and capabilities of leaders throughout history: an eye for change and a steadying hand to provide both vision and reassurance that change can be mastered, a voice that articulates the will of the group and shapes

it to constructive ends, and an ability to inspire by force of personality while making others feel empowered to increase and use their own abilities."

— Rosabeth Moss Kanter in *An Impulse to Soar: Quotations by Women on Leadership*

Newsletter of the
American Medical
Women's Association
Volume XXV, Number 1
March 2003

2003

AMWA Board of Directors
AMWA Foundation
AMWA Student Coordinators

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American
Medical
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87th Annual Meeting Energizes Students

Meeting was inspirational and informative

By Dawn Ogawa, Co-National Student Coordinator

This year's annual conference in Atlanta, Georgia, was well received by more than one hundred students who attended. It was a unique opportunity to meet with a diverse group of medical students from around the country and with physician mentors from every specialty, geographical location, and background.

Highlights on Friday included a stimulating keynote speech by **Dr. Julie Louise Gerberding**, Director of the Centers for Disease Control, and the Annual Awards Ceremony. Many inspirational physicians were recognized for their work in the community and with AMWA. Three student members also received awards: **Jane Van Dis, MSIV, University of South Dakota**, was awarded the Janet M. Glasgow Essay Award; **Thao Nguyen, MSIII, University of Pennsylvania**, received the Carrol L. Birch Award for her original research paper; and our National Student Coordinator, **Gillian Baty, MSIII, University of Utah**, won the Wilhelm-Frankowski Community Service Scholarship Award. Later that evening, many students attended a student/physician dessert where physicians shared their secrets and strategies for balancing career and family.

The mentoring continued Saturday morning with another popular event, the student/physician mentoring breakfast. Students met with physicians from a wide range of specialties to ask them questions. Saturday morning continued with a plenary session on disparities in health care and the inauguration of AMWA's new president, **Dr. Lynn C. Epstein**. The afternoon was filled with a myriad of presentations on women's health, as well as informative student sessions. At lunch, the students met to acknowledge the work of student chapters, to hear reports from the current Regional Student Coordinators, and to elect new Regional Student Coordinators and National Student Coordinators (please see list on this page). On Sunday, students attended more sessions, explored Atlanta, and by the end of the day, most had left for home exhausted, yet inspired and informed.

From a student's perspective, it is difficult to summarize the four-day conference in just a few paragraphs; it is in fact hard to believe how much we learned in those few days. As your new National Student Coordinators, Gillian and I would like to thank all involved in making the conference a success. We look forward to working with both medical students and physicians throughout the year and look forward to seeing everyone again in San Diego for *next year's annual conference* in February 2004.

American Medical Women's Association 2003 National Student Coordinators

Gillian Baty, University of Utah
gillian.baty@hsc.utah.edu

Dawn Ogawa, University of California, Los Angeles
dogawa@ucla.edu

Regional Student Coordinators

Region 1

Sara Cheyer, Tufts University School of Medicine

Region 2

Lisa Haddad, State University of New York, Stony Brook

Region 3

Meredith Profeta, Drexel Hahnemann College of Medicine

Region 4

Nancy Collins, Medical College of South Carolina

Region 5

Kimberly Kho, Baylor College of Medicine

Region 6

Stephanie Sieg, Ohio University College of Medicine
Nicole Budrys, Wayne State University

Region 7

Liza Harrison, Washington University

Region 8

Alicia Privette, University of Utah

Region 9

Ali Tromble, University of Southern California,
Los Angeles

Region 10

Unfilled (please contact NSCs, if interested)

AMWAtch Student Editor

Francesca Cimino, University of Southern California,
Los Angeles

Web Site Coordinators

Christine Lin
Wendell Wu, University of Texas, San Antonio

Leadership

American Medical Women's Association, 2003-2004

Board of Directors

President	Lynn C. Epstein, MD
President-Elect	Diane Helentjaris, MD
Immediate Past President	Elinor T. Christiansen, MD
Vice President of Career Development	Susan Sklar, MD
Vice President of Communications	Michele Bloch, MD
Vice President of Finance	Clair Callan, MD
Vice President of Membership	Violet Boodaghians, MD
Vice President of Program	Susan L. Ivey, MD
Director of Residents	Wendy McCurdy, MD
Director of Students	Carolyn A. Webber, MD
Resident Representative	Wendy Braund, MD
National Student Coordinator	Gillian Baty
National Student Coordinator	Dawn Ogawa
Speaker	Susan Black, MD
Vice Speaker	Janet E. Freedman, MD
MWIA National Coordinator	Jean Fourcroy, MD
AMWA Foundation Chair	Clarita Herrera, MD

Regional Governors

Region I	Robin Oshman, MD, PhD
Region II	Satty Keswani, MD
Region III	Marcia Ormsby, MD
Region IV	Rachel Schonberger, MD
Region V	Karen Anderson
Region VI	Linda Yazvac, MD
Region VII	Alicia D. Gonzalez, MD
Region VIII	Madeline Jean White, MD
Region IX	Laurel Waters, MD
Region X	Christina Nicolaidis, MD

AMWA Foundation Board Members

Clarita E. Herrera, MD, Chair
 Marilyn L. Castaldi, Vice Chair
 Clair M. Callan, MD, Treasurer
 Roberta G. Rubin, MD, Secretary
 Linda D. Hallman, AMWA Executive Director

Norma Barfield, JD	Marjorie Braude, MD
Catherine A. Henry, MD	Carol L. Jane
Anita Johnson, MD	Janet H. Arkey, CPA
Donna R. Shelly, MD	Deborah M. Smith, MD, MPH
Lynn Shapiro Snyder, Esq.	Susan Cobb Stewart, MD
Cheryl E. Weinstein, MD	

2003 President's Trip "Women in Medicine: Meeting the Challenge"

AMWA's new president, Lynn Epstein, MD, invites you to join her on this year's President's Trip, August 9 - 16, 2003, on an Alaskan CME cruise. AMWA joins the Federation of Medical Women of Canada and the North American Region of Medical Women's International Association for the 2003 excursion.

The conference, "Women in Medicine: Meeting the Challenge," will focus on both leadership development and clinical updates in women's health. If you couldn't attend AMWA's annual meeting, you should join us on this seven-day cruise along the Alaskan coast.

Conference registration for AMWA members is \$275. To book your space, contact Sea Courses Cruises toll-free at 1-888-647-7327. E-mail: cruises@seacourses.com. Visit Web site: www.seacourses.com.

Conference & Cruise Highlights

Educational Sessions

Interactive in nature, with ample time for questions and discussion. Educational credits available for all jurisdictions and for generalists as well as specialists. No workshops or discussion groups scheduled while the ship is in port.

Best of Alaska tours in each port of call

Experience the adventure of Alaska: whale-watching, rafting, helicopter flight with landing on a glacier, mountain biking, hiking, and much more.

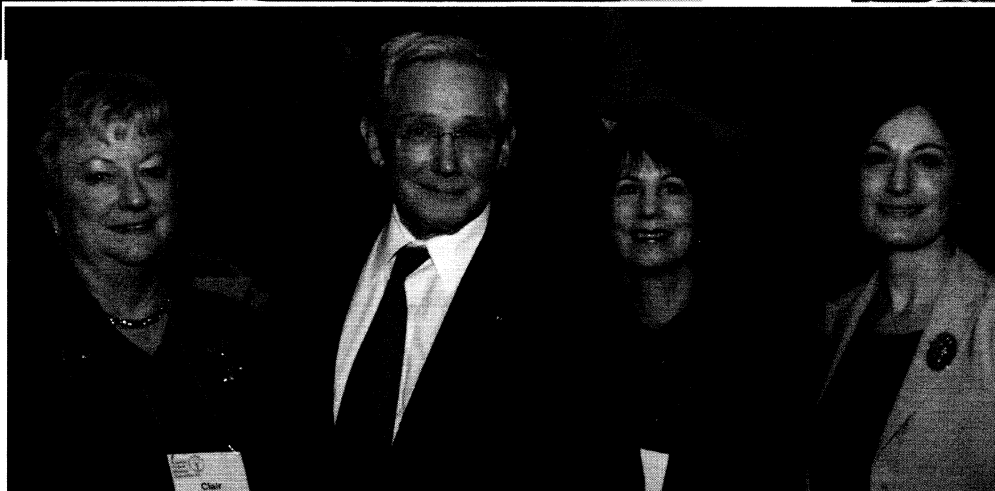
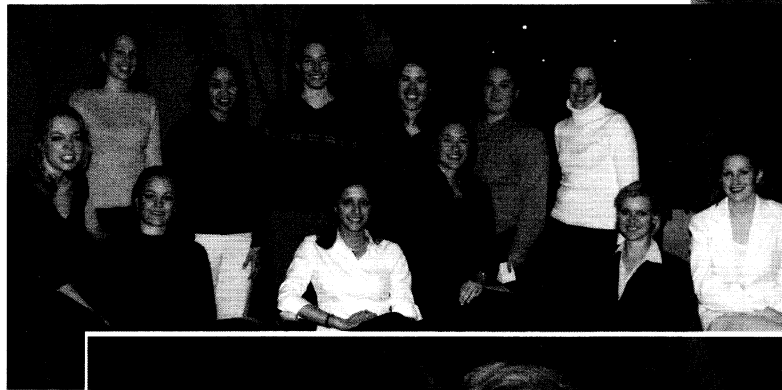
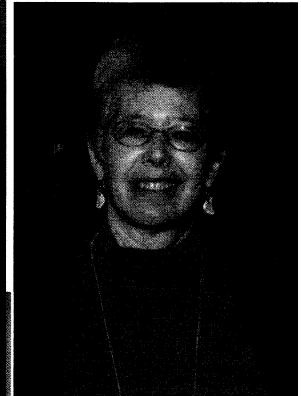
Complimentary Cocktail Reception

A great chance to meet your colleagues, family, and friends while sailing the glacier waters of Alaska.

**ATLANTA
2003**

January 23-26

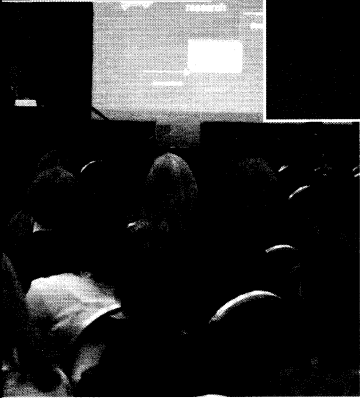
**87th
Annual
Meeting**



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American Medical Women's Association, Inc.



Executive Director's Vision

Linda D. Hallman, Executive Director, AMWA

(Taken from remarks at the 87th AMWA Annual Meeting, Atlanta, Georgia)



Linda D. Hallman

The Challenge

In this rapidly changing and challenging world, association leaders have no choice but to play an active, creative role in guiding our associations' change, rather than merely reacting to external events. In 2002, the American Medical Women's Association (AMWA) leadership took a hard look at where the association was and where they wanted it to be. Faced with a need to hire a new Executive Director, they formed a

search team that did their research; decided on the criteria for their new Executive; and committed extraordinary time and energy to ensuring the highest quality process. I am honored to now carry the title and responsibility, and thank you for the opportunity to bring my skills to AMWA to make a positive and lasting difference.

Every association has a clear choice: to exercise self-determination, taking the initiative and proactively shaping and guiding its own change; or to take a passive stance, and eventually being changed by the forces swirling around it. AMWA Volunteer Leadership does not take a passive stance, and I, in my short five months as Executive Director, have been bolstered and energized by the support, guidance and innovative thinking offered to me by past, current and future AMWA Leadership.

Since AMWA has made the choice to lead and manage our own change rather than becoming the victim of the changes going on around us, we must build a firm foundation for self-directed change by developing three key capacities: to lead; to innovate; and to implement.

To Lead

The leadership of change is primarily the responsibility of AMWA's Chief Executive and AMWA's Board of Directors. In AMWA's case, there are two Boards of Directors (AMWA and the AMWA Foundation) that must work in concert in this regard and it is incumbent upon the leadership and members of those Boards to ensure that the relationship is positive and the vision is shared. Together, the AMWA Boards and I are starting to establish a clear strategic framework for the change process, consisting of a set of values, a vision for the future and a mission that describes precisely what AMWA is focused on now. We are creating a climate in which self-directed change can thrive, and we are striving to commit the resources basically time and money required to engage in self-directed change.

I was hired to be a "change agent," and I am committed to fulfilling the expectations placed upon me. I motivate others by my own behavior and pay a great deal of attention to the design of structure and process to ensure innovations. My

role is to be a facilitator to help everyone – Boards and Staff – to play creative, meaningful roles in the change process. My expectation is for the AMWA Board Leadership to be major contributors to creative change by playing an up-front role in setting directions and choosing targets for change, working closely with all of the dedicated and incredibly talented AMWA Staff.

To Innovate

Innovation is the process of putting something new into practice. What AMWA is already doing cannot safely be projected into the future for three or five years, as was the custom with old-time strategic planning. The challenge is to figure out what changes need to be made to take advantage of opportunities for growth and to counter threats on the horizon.

AMWA's innovation depends upon two related capacities: creativity and strategic management. Our creativity is our ability to come up with new and different ideas. Our strategic management is the process of translating those ideas the possibilities into actual practice. So, AMWA's ability to innovate successfully must encourage the development of the creative capacity of our Leadership and Staff. We must be ready to quickly identify the opportunities to move closer to our vision and the problems blocking movement toward that vision. Therefore, we must be ready to select the courses, and fashion the innovations, to deal with the challenges that block our vision!

To Implement

Good plans are a large part of successfully implementing change. Key to those plans is solid support and groundwork to ensure that internal operations are functioning at their most efficient and effective and are nimble and responsive. AMWA Leadership and I are committed to taking control of our own change and therefore must pay special attention to how we carry that out. From August 24, 2002 my first official day on-board at AMWA, I have been working diligently to address our operational efficiency laying the groundwork of support to protect planned innovations from the tremendous pressure of day-to-day affairs. We are making significant headway, and I know that what we put into place today provides the building blocks for AMWA and the AMWA Foundation tomorrow.

We Can Do It!

Taking command of AMWA's change in challenging times is not easy. But with strong commitment, courage, discipline, and conscious attention to the three critical capacities discussed, AMWA will do it.

To quote Ralph Waldo Emerson, "What lies behind us...and what lies before us...are small matters compared to what lies within us."

The AMWA Prescription

Lynn C. Epstein, MD, FAPA, FAACAP

(Taken from inaugural remarks of 2003-2004 AMWA president, January 25, 2003, 87th Annual AMWA Meeting, Atlanta, Georgia)

AMWA members and guests – it is a privilege and a pleasure to serve as your president.

When I was first elected, many people inquired about my agenda. My answer invariably was “It’s not about me ... it’s about AMWA – and AMWA is ALL of us.”

As AMWA members, advancing AMWA’s mission is our responsibility, our privileged opportunity – our MISSION. And, it’s not just about what we do, it’s about who we are.

AMWA has a dual mission – Promoting women in medicine and promoting women’s health. These goals and objectives are NOT in competition with each other. Rather, they are intimately connected with each other in what I will call: “AMWA’s Prescription for the Whole Woman.”

AMWA can answer Freud’s great question: “What does a woman want?” Simple, Freud, really. We want it all! And – Why not? All of us have personal and professional challenges. In our personal lives, we determine how we live, in part, by our values and commitments to family, friends, and acquaintances, and in part, by our commitments to groups and to society as a whole.

Our personal health and well-being are crucial variables in determining how we are able to translate our “to do’s” into action. Action to support family, friends, and ourselves. Through our actions, we model our values to others. In the process, we encourage others to share our commitment to take responsibility and to take advocacy positions. Similarly, in the professional domain, whether through our activities or our careers, we strive to attain the satisfaction that comes from accomplishments. Our professional contributions, whether in the realm of education, service, leadership, or advocacy, help to shape our lives. In both spheres, we face countless challenges – challenges often disguised in the shape of choice. Do we remain true to our values, or do we turn aside when they are confronted? Will we fight for equity and speak out against discrimination?

AMWA too faces challenges as well as opportunities to support the well-being of its members, and indeed, of all women. For its members, the women in medicine, AMWA is a tireless advocate. On the one hand, AMWA supports professional development and opportunities, while on the other, AMWA supports personal well-being, health, and satisfaction. So, too, for all women, AMWA aims to further women’s health through education, research, and advocacy, while at the same time, AMWA aims to further personal and professional equity and satisfaction.

Is there still a need for AMWA’s help in these realms? My answer is an unequivocal YES. Have we made progress? YES. Have we achieved our goals completely? NO. Is there equity for women in medicine? NO.

AMWA’s mission is perhaps even more vital and

necessary today than it was in 1915 when AMWA was founded. With the rapidly rising numbers of women in medicine, it is often assumed that equity exists, so that inequities and harassment may be tolerated as part of the job. When women do step forward with allegations, all too often they are not taken seriously, or the findings are swept under the rug. Whether investigations are cursory or thorough, there is a tendency for the system, even at fine universities and prominent organizations, to conclude that personalities rather than prejudice are the cause of the problem. Thus, equity continues to be an important goal for AMWA to pursue.

Do we need to choose between women’s health (education, research, and advocacy) and women in medicine? NO! The one informs the others. It’s hard, if not impossible, to learn leadership in a vacuum. We know that attitudes influence behaviors, albeit sometimes unconsciously. Many health care delivery systems and places of employment are troubled by implicit prejudices and even by explicit biases. Our medical education process may actually contribute to the situation by encouraging mental shortcuts and sociological data.

What is the AMWA of the future? Where to from here? Members must be actively involved in the strategic planning process. Some pathways are very clear ... Yes – we should expand our use of virtual communication and conferencing options for our programs for education, for CME, and for the rapid and thorough provision of information and assistance. Yes – AMWA should partner more with other groups and organizations that share our goals and objectives. AND, YES, with men. We need allies – men of good conscience who, like us, are also change agents. Yes – AMWA should reach out to all women. We are our sisters’ keepers.

The present is both our future and our past. We are making and writing history, and we want each day to bring us closer to our goals and objectives. Although AMWA has accomplished much, much remains to be done. Still, in the words of Aristotle, “Well begun is half done!”

Please join me in supporting AMWA as it, in turn, supports the personal and professional well-being of women in medicine and women in society. The AMWA Prescription for 2003 is: The Whole Woman. For All Women.

The Whole woman. More than a career ... a LIFE. More than what you do...Who you are.

Not just the personal... Not just the professional...Not just for you...Not just for me.

For ALL OF US! Health and well-being! Opportunity! Dignity and Respect!

The Whole Woman. For All Women. It’s the AMWA prescription!

AMWA Calendar

April 30, 2003

Deadline for application for the Kathryn C. Bemann New Investigator Grant
Deadline for application for the Wilhelm-Frankowski Scholarship
(medical student community service scholarship)

May 31, 2003

Deadline for application for the Glasgow Essay Award

June 30, 2003

Deadline for application for the Carroll L. Birch Award (best original research paper by a medical student)

June 27, 2003

AMWA 3rd Annual International Women in Medicine Hall of Fame Gala, Grand Hyatt, Washington, DC

June 27-28, 2003

AMWA Interim Meeting, Grand Hyatt, Washington, DC

August 9-16, 2003

AMWA President's Trip "Women in Medicine: Meeting the Challenge"

February 5-8, 2004

88th AMWA Annual Meeting, Hilton San Diego Resort, San Diego, CA

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**AMWA
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Committee
and Staff**

Lynn C. Epstein, MD, *AMWA President*

Linda D. Hallman, *Executive Director*

Michele Bloch, MD, PhD, *Vice President, Communications*

Donna Shelley, MD, *Chair, Publications Committee*

Gillian Baty, *National Student Coordinator*

Dawn Ogawa, *National Student Coordinator*

Meghan Kissell, MSW, *Director of Communications and Advocacy*

Adair Heyl, PhD, *Editor*

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