

AMWA Connections

The Vision and Voice of Women in Medicine

VOLUME XXVI, NUMBER 5
SEPTEMBER, 2004

Gender discrepancy in physician salaries

Physicians are in the highest paid occupation category for men and for women, according to the Current Population Survey 2000, U.S. Census Bureau. However, the average woman physician only earns 63 percent of her male colleagues' wages (\$88,000 compared to \$140,000). The female-to-male earnings ratio at the median wages for all categories of year-round, full-time workers was 77 percent in 2002, an increase of 5 percentage points since 1999.

Why do women physicians lag 14 percentage points behind other working women, and why do women physicians lag 37 percentage points behind their male counterparts? Several studies suggest that because women have the primary responsibility for home and family, they choose specialties with traditionally lower salaries and shorter working hours. The cumulative effect impacts overall earnings. However, a study published in the *Annals of Internal Medicine* in 2000 reported that even after adjustments were made for these factors that male physicians' earnings were significantly higher than those of female physicians.

AMWA Launches career development online CME series

In a survey of members and non-members, 70 percent of all respondents expressed an interest in career advancement and leadership strategies and skills.

To meet this need, AMWA has launched a new career development CME series, *Advancing Your Career in Medicine*. The goal is to provide easily accessible information for women in medicine to expand their business expertise and their communication and leadership skills. Our first course addresses negotiating skills for women. Two other courses will debut this fall: practice management, and business communication.

We invite you to go online and take this step towards advancing your career. (www.amwa-doc.org)

New workbook is a follow-up to leadership conference

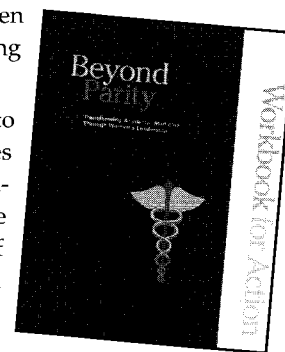
Beyond Parity

Claudia Morrissey, MD, MPH, Deputy Director, Center for Research on Women and Gender, National Center of Excellence in Women's Health, University of Illinois at Chicago

While the numbers of women in academic medicine continue to increase, there is a noticeable gender gap in positions of leadership. Women physicians who aim to close this professional gender gap now have access to *The Beyond Parity Workbook for Action* to assist your institution in developing or expanding leadership programs for women.

This guide is a follow-up to the *Beyond Parity: Transforming Academic Medicine Through Women's Leadership* conference held in Chicago in September 2002. The conference encouraged coordinated activism by women and men who wish to catalyze institutional change by promoting women's leadership in academic medicine.

The workbook, designed to assist you in your efforts to create an academic medical center that enables and encourages women and minorities to lead and prosper, includes background information about the magnitude of and reasons for the dearth of women leaders in academic medicine, a synopsis of the 2002 conference, a summary of models to support women from academic institutions across the country, and suggested steps for transformation in your academic institution. To access the *Beyond Parity Workbook for Action* (available online in PDF format), please visit www.amwa-doc.org or the University of Illinois at Chicago National Center of Excellence in Women's Health Web site: www.uic.edu/orgs/womenshealth/page1.htm.



*Inside
this issue:*

**Women
Work** at
The Xtra X Factor

January 27-30, 2005
Washington, DC

This conference will:

- ✓ Educate you
- ✓ Engage you
- ✓ Help you
SAVE LIVES!

**AMWA Annual Meeting 2005
Preliminary Program**

Medicine in a New Life Style - Education, Research and Practice

26th MWIA International Congress

This summer, the 26th International Congress of the Medical Women's International Association (MWIA) met in Tokyo, Japan, uniting medical women worldwide to share common experiences and challenges and to learn how women's health issues are addressed in different ways around the world. MWIA President-elect, Atsuko Heshiki, MD, and Yoko Hashimoto, MD, President of the Japan Medical Women's Association, organized a dynamic meeting and scientific program.

The congress highlighted three of MWIA's current projects: Gender Mainstreaming in Health, Adolescent Sexuality and Leadership. This meeting also served as Dr. Diane Helentjaris' 2004 AMWA President's trip and a way to strengthen ties with our international colleagues. Three AMWA leaders, Drs. Marjorie Braude, Debra Judelson, and Jean Fourcroy, presented research at this prestigious event.

AMWA Past President, Jean Fourcroy, MD, serves on the executive committee of the MWIA as our North American representative. She shared the following account of attending her third international congress:

"I can only say each one gets better. Meeting old friends and making new friends from around the world is a thing of wonder. We share common experiences and challenges but need sometimes to address them in different ways.

"The meeting started with an opening 'ice breaking' party with a magnificent and breathtaking view overlooking the bright lights of Tokyo. An impressive opening ceremony, simultaneously translated in English and Japanese, included a visit from the Japanese Empress Michiko. Delegates were treated to a garden party, with more picture perfect moments and a world-renowned puppet master, Hori Hiroshi, who demonstrated age-old Japanese theater with life-size puppets. There was also ample opportunity to visit local hospitals and tour parts of Japan. It is hard to tell what was the most beautiful, but, for me, the Golden Pavilion in Kyoto was tops.

"In addition to plenary sessions on diabetes as a woman's problem worldwide, and diagnosis, imaging, and clinical applications of genes, there were many thought provoking posters. I found the following quote from Dr. Mohamaud Fathall's poster to be a take-home message for all of us:

Women are not dying because of diseases we cannot treat. They are dying because societies have yet to make the decision that their lives are worth saving."

AMWA Delegates to MWIA

Anne Barlow, MD	Anne D. Hooper, MD
Joyce Braak, MD	Debra Judelson, MD
Marjorie Braude, MD	Satty Gill Keswani, MD
Clair M. Callan, MD	Mercedes Navarro, MD
Jean Fourcroy, MD	Dolores Shelfoon, MD
Diana J. Galindo, MD	Paulette Tucciarone, MD
Karen Poirier-Brode, MD	Evelyn Esola Wilkinson, MD
Diane Helentjaris, MD	



AMWA Delegates (L-R): Diana Galindo, MD; Joyce Braak, MD; Mercedes Navarro, MD; Marjorie Braude, MD; Jean Fourcroy, MD



Dorothy Ward, MD, from the U.K. and Beverley Tambohine, MD



Dinner together, AMWA Delegates (L-R): Karen Poirier-Brode, MD; Diana Galindo, MD; Marjorie Braude, MD; Executive Director Linda Hallman; Jean Fourcroy, MD, President Diane Helentjaris, MD; Clair Callan, MD; Paulette Tucciarone, MD; Mercedes Navarro, MD (standing); Joyce Braak, MD; Dolores Shelfoon-Mellette, MD



Enjoying the Japanese Garden Party (L-R): Jean Fourcroy, MD, Beverley Tambohine, MD, from Canada, and Paulette Tucciarone, MD.

LOCAL LEGENDS

In July, the Congressional Caucus for Women's Issues, chaired by Shelly Moore Capito (R-WV) and Louise McIntosh Slaughter (D-NY) sent a letter to their colleagues in the U.S. House of Representatives inviting them to recognize the contributions of women physicians from around the country. Representatives are requested to nominate up to three *Local Legends* from each state.

Last year, *Local Legends* received an outpouring of support with over 140 physicians nominated. This year we invite you to help double this number as we continue to honor the impact that women have made in medicine and in their communities. This project provides a unique opportunity to highlight role models in the profession for future generations. Take time to recommend your colleagues deserving of special recognition for their outstanding contributions to medicine. The **nomination deadline is October 29, 2004.**

For more information about this project, go to www.locallegends.org, the *Local Legends* Web site, or contact Lindsay Hemphill (locallegends@amwa-doc.org).

Local Legends is a partnership of the National Institutes of Health's National Library of Medicine (NLM), the NIH Office of Women's Health Research (OWHR), and AMWA. *Local Legends* and the *Changing the Face of Medicine: Celebrating America's Women Physicians* exhibition, spotlighting the lives and achievements of women physicians, will travel to cities across the country beginning in spring of 2005.

Build your CV by presenting a poster at AMWA's Annual Meeting

AMWA is accepting submissions for posters at our Annual Meeting, *Women at Work: The Xtra X Factor*. They will be featured Friday, January 28, through Saturday, January 29, 2005.

Submit proposals electronically only by e-mailing meetings@amwa-doc.org. Guidelines for poster submissions are online at www.amwa-doc.org/annualmeeting.

The deadline for submissions is October 15, 2004.

AMWA has always served as a launching pad for women leaders

Learning leadership skills

Diane Helentjaris, MD

All women physicians are leaders. We didn't just seep into medical school through osmosis nor "just happen" to become knowledgeable physicians. Those leadership skills that opened the gates of medicine beg to be further honed and developed as our careers progress. Focus, mental sharpness, altruism, and a strong interest in others were all needed at the start of our medical career. Ongoing leadership development of these and other attributes are essential for women physicians who desire to thrive professionally.

The idea that leaders are born, not made, has been challenged. Formal theories of leadership are now discussed and taught. For example, there are various community programs dedicated to identifying potential leaders. These up-and-comers join together, for a period of months, to work together on projects while receiving formal education in leadership skills. Participants forge new relationships that last long after the project ends and gain specific skills such as public speaking that enhances their careers. My office's business manager who is enrolled in a master's degree program in Organizational Leadership illustrates another example of this formalization of leadership theory. Did you ever consider a Master's in Leadership?

These new ideas of the more didactic aspects of leadership combined with recognition of adult learning patterns have opened new possibilities for women medical students, residents, and physicians. By spending energy on learning and improving leadership skills, we can boost our careers. In fact, more women are also recognizing that the ideas of leadership development and career development are, in many ways, two faces of the same coin.

As women we have come far, but still have a ways to go in achieving professional equity. Improving specific leadership/career development skills can be helpful tools in reaching our full potential as physicians. Expertise in group dynamics, public speaking, board membership, and written communications can enhance our professional armamentarium. Time spent in learning about contract negotiations, for example, can offer a more satisfactory career position, better pay, and better lifestyle.

AMWA has always served as a launching pad for women leaders. AMWA offers opportunities for interested women to serve as leaders on the local, regional, national, and international level. Coming soon to our Web site are formal CME activities in career development. This January attendees at our upcoming annual meeting in Washington will have the opportunity to participate in a special leadership training session; this Sunday event is open to the public, so feel free to bring along other professional women friends who want to enhance their skills. More information on the Annual Meeting and this special event is included in this edition of *AMWA Connections*. AMWA has helped many women physicians be better leaders and have better careers; AMWA can help you, too!

Diane Helentjaris, M.D.

President's perspective



Diane Helentjaris, MD
AMWA President

Model Curriculum showcased at international meeting

Marjorie Braude, MD, long-time RHI supporter and Advisory Committee member, show-cased the *RHI Model Curriculum, 2nd Edition*, during her MWIA presentation, A Comprehensive Course in Female Reproductive Health. To capitalize on the presence of international health professionals at the MWIA conference, Dr. Braude assisted RHI with the recruitment of new sites to be listed in the *RHI Directory of International Reproductive Health Opportunities for Medical Students, 3rd Edition*, due out in December.

Dr. Braude also helped fund RHI's purchase of printed copies of the International Consortium for Emergency Contraception's *Emergency Contraceptive Pills: Medical and Service Delivery Guidelines, 2nd Edition 2003*, which she distributed at the MWIA Congress to representatives of countries where access to the online version of this resource is not available.

Students sought for RHI liaison positions

RHI is pleased to announce exciting new leadership and learning opportunities for AMWA student members through the addition of Regional and Chapter AMWA-RHI Student Liaison positions.

RHI created the AMWA-RHI National Student Liaison position in 2003 to promote the utilization of RHI's many great resources and benefits, such as free educational presentations on medical abortion, the *RHI Model Curriculum*, and opportunities for students to gain international reproductive health experience. Lisa Haddad, MSIV, was elected as the second National Student Liaison at the AMWA Annual Meeting in February 2004.

Ms. Haddad has been working hard to create opportunities for students to get involved and benefit from RHI's resources on a local level. By raising awareness of RHI's projects and free resources, AMWA students can help ensure that tomorrow's physicians receive vital information about providing comprehensive reproductive health care.

RHI is actively seeking students with a passion for improving reproductive health care to fill Regional and Chapter AMWA-RHI Student Liaison positions. If interested, please contact Lisa Haddad (lisa.haddad@stonybrook.edu).



Exciting Times for the Reproductive Health Initiative

Content developed to fill education and training gaps

Updated reproductive health curriculum released

The RHI Curriculum Project completed the second edition of the *RHI Model Curriculum*, a comprehensive, 7-module resource designed to strengthen medical education and health care practice in the area of reproductive health. The second edition of the *Curriculum* features updated content, reflecting changes in the field of reproductive health care, as well as new topic areas and additional information on sexual function, men's reproductive health, older adults, and health disparities.

According to the RHI Curriculum Project Chair, Cathy Lazarus, MD, the content was developed to help medical schools fill education and training gaps and address under-recognized or ignored areas of medical education. Incorporating the *Curriculum* into medical school curricula will help ensure that future health care providers are trained to deliver basic reproductive health care, such as STD symptom recognition and referral.

The *Curriculum* also can be used in clinical settings, as a tool for staff training or as a reference for providers to help strengthen their practice.

Users will find the streamlined, Web-friendly format easy to manipulate, with links to facilitate access to articles, resources, and over 250 organizations. The *Curriculum* is available free of charge at www.amwa-doc.org/RHI/Curriculum. A limited number of CD-ROMs are also available for educational purposes through our Web site. For more information about the *RHI Model Curriculum*, please contact Jen Hurlburt, MPH, RHI Curriculum Project Manager (jhurlburt@amwa-doc.org).

RHI Resource Guide to be released in October

The *RHI Resource Guide for International Preservice Medical Education in Reproductive Health* will be released in October. The *Resource Guide* is a tool for medical educators and students in developing countries seeking to improve medical education in the area of reproductive health. The *Resource Guide* serves primarily as a catalogue of in-service training materials that can be adapted for use in preservice (undergraduate) settings. It will be available free at www.amwa-doc.org/RHI/International.

Other RHI News

AMWA's Branch 1 in Washington, DC, hosted a presentation of the Medical Abortion Education Project (MAEP) on August 19, 2004. The presentation, which covered medical abortion regimens, received very positive feedback from the physicians and student members in attendance. RHI extends special thanks to Melissa Meredith, MD, for coordination and to Paul Norris, MD, for conducting the presentation.

The Medical Abortion Education Project (MAEP) is a collaborative effort with RHI, the Association of Reproductive Health Professionals (ARHP), *Physicians for Reproductive Choice and Health*® (PRCH), and the National Abortion Federation (NAF). For more information about MAEP or hosting a MAEP presentation, please visit www.amwa-doc.org/RHI/MAEP or contact Alyssa Lederer, RHI Medical Education Coordinator (alederer@amwa-doc.org).

RHI will be presenting and exhibiting at a number of medical meetings around the country. Check our Web site (www.amwa-doc.org/RHI) to see what conferences we will be at through the fall and winter.



The Vision and Voice of Women in Medicine

Women Work *at* The Xtra X Factor

January 27-30, 2005
Washington, DC

This conference will:

- ✓ Educate you
- ✓ Engage you
- ✓ Help you **SAVE LIVES!**

As we enter the 21st century, troubling issues still exist in the workplace that affect only women. The AMWA Annual Meeting will focus on these topics with the wisdom and guidance from women leaders in medicine. Here are just a few speakers that you will want to hear:



Keynote Speaker
Violence Against Women: Death in the Workplace
Marcella F. Fierro, MD
Chief Medical Examiner, Commonwealth of Virginia
Friday, January 28, 2005



Plenary Speaker
How the Environment Shapes Life, Death and Sex – Lessons from “When Smoke Ran Like Water”
Devra Lee Davis, Director, Center for Environmental Oncology, University of Pittsburgh Cancer Institute
Friday, January 28, 2005



Nancy C. Binder Memorial Lecture
Time, Narrative, and Loss: How We Work, How We Live
Rita Charon, MD, PhD, Professor of Clinical Medicine; Director, Program in Narrative Medicine, College of Physicians and Surgeons of Columbia University
Saturday, January 29, 2005

**Achieve
greater
success
in your
career.**

New for 2005! Special Leadership Workshop
Developing the Will to Lead
Katie Hurley, Peter Block, MA, and Peter Koestenbaum, PhD
Sunday, January 30, 2005



*Celebrate
AMWA's 90th year
of advancing
women in medicine
and promoting
women's health!*



*Reach out to colleagues
during our expanded
Networking Event schedule.*

*Join us at our
AMWA National Awards Luncheon
as we recognize
innovators and leaders
in medicine.*



✓ **4 days that will forever change
the way you look at women's health!**

Register online
at
www.amwa-doc.org
before
November 1, 2004
for
Early Bird
Savings!

CONFERENCE HIGHLIGHTS



The Vision and Voice of Women in Medicine

Women Work *at* The Xtra X Factor

January 27-30, 2005
Washington, DC

Invitation from the President Diane Helentjaris, MD



Welcome to the American Medical Women's Association (AMWA) 90th Anniversary Annual Meeting! As the premiere organization

dedicated to women in medicine, AMWA is showcasing a meeting you can't miss! This year, learn about the unique health challenges faced by women in the workplace while networking with dynamic professionals. Invite your non-medical friends to join you for our special cross-discipline leadership symposium on Sunday, January 30. Washington, a vibrant city offering many free museums and historical sites as well as a diverse cultural base for you and your family, is an exciting location for this anniversary. Low cost public transportation zips you around the region no matter the weather. Join us! You won't be disappointed!

Diane Helentjaris, M.D.



The Vision and Voice of Women in Medicine



Keynote Speaker

Violence Against Women: Death in the Workplace



Marcella F. Fierro, MD

Chief Medical Examiner, Commonwealth of Virginia
Professor and Chair, Department of Legal Medicine at
Virginia Commonwealth University

Studies of workplace deaths show homicide as the leading manner of death for women. Dr. Fierro will provide an analysis of the causes of death, circumstances and descriptors of women's deaths in the work setting and help the attendees consider strategies for prevention.

As the Chief Medical Examiner, Dr. Fierro has a unique vantage point on violence against women from her work on mortality reviews in Virginia. With homicide as the leading cause of occupational injury death for women, Dr. Fierro's work has provided the Virginia State Assembly with vital information to address laws aimed at combating domestic violence.

Friday Plenary Session

How the Environment Shapes Life, Death and Sex – Lessons From When Smoke Ran Like Water



Devra Lee Davis, PhD, MPH

Director, Center for Environmental Oncology at the
University of Pittsburgh Cancer Institute

One of the world's leading epidemiologists and researchers on environmentally linked illness, speaks about her lifelong battle against environmental pollution. With a special emphasis on air pollution and its long-term effects, Dr. Davis argues that high-pollution incidents are underreported because the industries responsible for the pollutants are often powerful corporations or the major employer in small towns. Research into the long-term effects of pollution, such as breast and testicular cancer, reveals that people in the Northeast (including Long Island and Connecticut) and in California have a higher incidence of serious illnesses. Most importantly, Davis brings to the fore the long-lasting effects of growing up and living in a polluted atmosphere, clearly demonstrating that "people living in areas with the dirtiest air had the highest risk of dying." She sounds the warning bell loud and clear: the threat to public health is real.

Saturday Plenary Session

Women in the Global Economy

Cecelie Counts

Director, AFL-CIO Civil, Human and Women's Rights Department

Resolve cultural differences in the workplace, change public policies in long term care, elderly care. Study the relationship between the gender gap in the medical profession and the globalization of recruitment and training; examining the local wage gap and worldwide factors affecting the gender gap in the U.S.

Women in the Military Workplace: Opportunities and Obstacles



GARRICK



KRUEGER

Jacqueline Garrick, ACSW, CSW, BCETS, and
Mary Krueger, DO, MPH, MAJ, MC, USA

Benefit from the insight provided by this panel of active duty women discussing topics of concern to them but that also relate to all working women. Women currently comprise a significant portion of America's military forces, particularly in the health care fields. Their presence in the military presents both skills and challenges to this traditionally male-dominated organization. Some challenges are similar to those encountered by their civilian counterparts.

CONFERENCE HIGHLIGHTS



The Vision and Voice of Women in Medicine

**Women
Work** *at*

The Xtra X Factor

January 27-30, 2005
Washington, DC

This conference is designed to benefit:

- Women physicians
- Women residents
- Women students
- Women in other health care areas
- Women in all career stages

Program Objectives

Attendees will learn how to:

- Evaluate career opportunities and management issues in medical practice
- Integrate leadership skills into their personal and professional lives
- Recognize techniques for improving common health problems affecting women
- Identify and remedy workplace risks and health challenges

Educational Methods and Materials

AMWA's Annual Meeting offers a variety of session formats to satisfy differing learning styles including: Workshops, Panel Discussions, Case Presentations, Posters, and Special Interest Discussions.

Accreditation Statement

The American Medical Women's Association (AMWA) is accredited by the Accreditation Council for Continuing Medical Education (ACCME) to sponsor continuing medical education for physicians.

The American Medical Women's Association designates this CME activity for a maximum of 21 hours in Category 1 of the Physician's Recognition Award of the American Medical Association. Each physician should claim only hours for credit that she/he actually spent on the education activity.

Nancy D. Binder, MD, PhD, Care for the Caregiver Memorial Lectureship and Forum

Time, Narrative, and Loss: How We Work, How We Live



Rita Charon, MD, PhD, Professor, Clinical Medicine; Director, Program in Narrative Medicine at the College of Physicians and Surgeons of Columbia University

Focusing on promoting an understanding and acceptance of the realities of illness; sharing responsibility for our own health and the health of others; Dr. Charon will offer attendees invaluable information on narrative medicine as an avenue toward empathic and effective care of patients.

Carefully chosen to present this annual lectureship, Dr. Charon is Professor of Clinical Medicine and Director of the Program in Narrative Medicine at the Columbia University College of Physicians and Surgeons. A general internist with an interest in primary care practice, Dr. Charon realized how storytelling and listening to stories is central to the doctor-patient relationship.

Presidents Banquet

AMWA commemorates our 90th birthday in 2005. We invite all of our attendees to join us for this celebration of our past, present and future. Join President Diane Helentjaris, MD, for the festivities and share in the Inauguration of Carolyn Webber, MD, as the incoming AMWA President.

Awards Luncheon

Join us as we recognize innovators and leaders in medicine at our annual awards program.

Networking Events

Senior Physicians Dinner

Spend Saturday night with other meeting attendees 55 and over for dinner and discussion. (Priced separately. See Registration Form.)

Committee Meetings

All AMWA members are welcome to participate in meetings and hearings of the committees (bylaws, resolutions, women's health, advocacy and membership).

Attendee Welcome & Orientation

Meet other women physicians, learn about AMWA, and learn how to benefit most from attending the Annual Meeting. New and returning attendees are all welcome.

Meeting of the Members

See AMWA in action! The Meeting of the Members considers AMWA positions and elects AMWA officers and board members. All members are encouraged to observe and participate in the meeting.

Welcome Reception

A great opportunity to meet new colleagues and revive past friendships. All attendees are invited.

AMWA Awards Luncheon

Join us as we pay tribute to the innovators and leaders in medicine!

Elizabeth Blackwell Award

The Blackwell Medal is AMWA's highest award identifying a woman physician who has made an outstanding contribution to the cause of women in medicine.



Sarah S. Donaldson, MD, FACP

Professor of Radiation Oncology, Stanford Univ. School of Medicine

Dr. Donaldson's numerous accomplishments as a physician, researcher, and author demonstrate exceptional achievements and commitment to pediatric radiation oncology. Her leadership as the first female president of the American Society for Therapeutic Radiology and Oncology, and the American Board of Radiology sets an example for others.

Lila A. Wallis Women's Health Award

Presented to that individual whose lifetime achievements, accomplishments, motivations, mentorship and enthusiasm for women's healthcare, education and research reflect the trailblazing influence exemplified by Lila A. Wallis MD, MACP.

Donald A. B. Lindberg, MD

Director of National Library of Medicine, National Institutes of Health

Dr. Lindberg has focused on technology and health care, making notable contributions to medical diagnosis, artificial intelligence and education. As Director of the National Library of Medicine, Dr. Lindberg conceived the NLM exhibit on America's women physicians, using technology to highlight their accomplishments, inspiring a new generation of medical pioneers.



Bertha VanHoosen Award

The VanHoosen Award recognizes exceptional leadership and service to AMWA.



Lesly T. Mega, MD

Professor, Child and Adolescent Psychiatrist and Chair, Status of Women in Medicine Committee, Brody School of Medicine, East Carolina University

Throughout her years of service, Dr. Mega has brought leadership, talent, and energy to AMWA on committees, the Board as Regional Governor, and as Chair of the AMWA Foundation Board. She has worked vigorously to advance women leaders in academic medicine and to enrich the experiences of women medical students and residents,

mentoring and guiding them to leadership positions in AMWA and other medical organizations.

Woman in Science Award - Supported by Wyeth

Presented to a woman physician who has made exceptional contributions to medical science, especially in women's health, through her basic and/or clinical research, her publications and leadership in her field.

Etta Pisano, MD

Professor of Radiology & Adjunct Professor, Biomedical Engineering, University of North Carolina School of Medicine

Dr. Pisano's development of new technologies in digital breast imaging and diffraction enhanced imaging has improved lives. Her research, teaching, leadership, and publications reflect the national importance of her work in improving the early detection and diagnosis of breast cancer.



Camille Mermod Award

Presented to a non-physician who has rendered exceptional service to the Association or on occasion, to a physician whose contributions are unrelated to her duties as a physician.



Ruby Bailey Edmondson

AMWA Office Coordinator

AMWA pays tribute to the "Voice of AMWA." Throughout her 16 years, countless members have enjoyed Ms. Edmondson's cheerful welcome. AMWA is fortunate to have her representing the Association.

Especially for Residents, Interns, Fellows

Saturday, January 29, 2005

- Mentoring Breakfast
- 7:30 am - 8:30 am
- Poster Presentations
- 11:30 am - 1:00 pm
- Hestia, Hippocrates and Me: Wellness for Women in Medicine
- 1:00 pm - 2:00 pm
- Liked or In Charge? Healing the Strained Relationships Between Female Doctors and Staff
- 2:00 pm - 3:00 pm
- Balancing Personal Life with a Medical Career: A Panel Discussion
- 3:00 pm - 4:00 pm
- In Search of Balance: Motherhood, Medicine and Madness
- 4:00 pm - 5:00 pm
- Resident and Young Physician Mixer
- 6:30 pm - 7:30 pm

Especially for Medical Students

Saturday, January 29, 2005

- Mentoring Breakfast
- 7:30 am - 8:30 am
- Opportunities for Students in International Reproductive Health
- 8:30 am - 9:30 am
- AMWA Student Elections
- 12:00 pm - 1:00 pm
- Female Sexuality in Medicine
- 1:00 pm - 2:00 pm
- Successes Across the Nation: Regional Student Coordinators Reports
- 2:00 pm - 3:00 pm
- Balancing Personal Life with a Medicine Career: A Panel Discussion
- 3:00 pm - 4:00 pm
- An Introduction to Sexual Violence and Gender Roles in American Society
- 4:00 pm - 5:00 pm
- AMWA Student Leader Orientation
- 6:30 pm - 7:00 pm
- Beat the USMLE: Secrets for Steps I and Beyond (1st & 2nd year students)
- 7:00 pm - 8:00 pm

Sunday, January 30, 2005

- Transforming the Curriculum: The RHI Model Curriculum as a Catalyst
- 8:00 am - 9:00 am

OSTEOPOROSIS: THE RISKS AND IMPACT OF THIS CRIPPLER OF WOMEN

2005 Program

*Includes CME approved programming

Wednesday, January 26, 2005

4:00 pm - 7:00 pm

Registration

Thursday, January 27, 2005

7:00 am - 6:00 pm

Registration

8:00 am - 9:00 am

Student Loan Committee Meeting
Executive Committee Meeting

9:00 am - 10:00 am

CME Committee Meeting
Women's Health Committee Meeting

9:00 am - 11:00 am

Membership Committee Meeting

10:00 am - 11:00 am

Awards Committee Meeting
Advocacy Committee Meeting

10:00 am - 12:00 pm

Nominating Committee Meeting
(closed session)

11:00 am - 12:00 pm

Career Development Committee Meeting
Bylaws Committee Meeting
American Women's Hospitals Service Committee Meeting

12:00 pm - 1:00 pm

Committee Luncheon - \$40/ticket
(see Registration Form) Join AMWA's leadership for lunch; open to all committee members and interested participants.

1:00 p.m. - 2:00 p.m.

Resolutions Committee Meeting

1:30 pm - 2:30 pm

Advancing Women-Centered Health Care: Moving Beyond Sexism and Internalized Sexism*

Justina A. Trott, MD, FACP, and
Janice Werbinski, MD, FACOG

Benefit: Assess attitudes towards col-

leagues, students, patients, and ourselves to understand how sexism and internalized sexism can be and should be eliminated.

Most women struggle with sexism – a powerful force that has been institutionalized in every aspect of society. Awareness of how sexism affects our lives everyday is the first step in the challenge to eliminating sexism. Sexism has become internalized to such an extent that it seems both normal and natural – holding us back both personally and professionally.

Format: Interactive discussion

1:30 pm - 2:30 pm

Osteoporosis: An Occupational Risk*

Cheryl Lambing, MD, and representatives of AARP and the National Osteoporosis Foundation

Benefit: Gain an improved understanding of the epidemiology, manifestations, prevention and treatment options; and the challenges for patients and their families in coping with osteoporosis.

Discuss the risks and impact of osteoporosis to workers in the context of the first Surgeon General's Report on Osteoporosis and Bone Health, to be released late fall 2004. The session will appeal to both physicians and the public and will include Q&A.

Format: Panel discussion

2:00 pm - 3:00 pm

Program Committee Meeting

2:30 pm - 3:30 pm

Women and Medications*

Rosaly Correa-de-Araujo, MD, MSc, PhD

Benefit: With a focus on women, learn the known differences between men and women in terms of pharmacokinetics, pharmacodynamics, and pharmacogenetics.

Focus on the physiologic variations and their impact on pharmacologic effect that in turn affect use and safety of medications in women. Aspects of pharmacogenetics, pharmacokinetics and pharmacodynamics by sex/gender and race/ethnicity will be highlighted as relates to potentially clinically relevant adverse drug events in women: drugs that can prolong QT interval and induce arrhythmias, drug combinations (drug-drug; drug-food) to be avoided or used with caution, and herbal products particularly used for menopausal symptoms and their potential for clinically relevant drug interactions.

Format: Lecture with discussion

2:30 pm - 3:30 pm

Fighting Tobacco Addiction and Secondhand Smoke: Progress and Prospects*

Susan C. Stewart, MD

Benefit: Gain a clear idea of the evidence-based methods of helping patients quit smoking, and a grasp of approaches that are more effective in adolescents and women.

Tobacco use has caused lung cancer to become the leading cause of cancer death in men and women in the U.S. Tobacco is a major risk factor for heart disease. The risk of inhaling secondhand smoke in public places and work places has been a strong rationale for clean indoor air legislation and has led to some startling successes. Helping a patient quit smoking is the most cost-effective preventive intervention that a practitioner can offer.

Format: Lecture with discussion

3:00 pm - 5:00 pm

Finance Committee Meeting

3:30 pm - 4:30 pm

Women and Pharmaceutical Marketing*

JoDean Nicolette, MD, and
Kate Patterson-Neely, MD

Benefit: Gain an awareness of the impact of pharmaceutical marketing on medical practice, and especially medical care of women.

Discuss promotion and marketing techniques, using photographic and video examples about timely clinical issues, including menopause, hormonal products, and osteoporosis. Engage in two marketing analysis activities that can be applied in your own practice to facilitate critical evaluation of promotions and acquisition of objective information.

Format: Lecture with discussion

3:30 pm - 4:30 pm

Discussing Alcohol Consumption with Patients: Physician Education and Tools*

Monica Gourovitch, PhD,
Raymond Scalettar, MD, DSc,
and Mark S. Gold, MD

Benefit: Walk away with an improved understanding of assessment tools to conduct a meaningful discussion with a patient who has a drinking problem.

WOMEN'S HEARTS: KEEPING THEM HEALTHY.

Review research on the health effects of alcohol consumption, explore opportunities for physician education and discuss resources to facilitate alcohol assessment and patient discussions. Participants will be able to appreciate the science underlying the moderate consumption of alcohol and integrate that knowledge in their practice.

Format: Lecture with discussion

4:30 pm - 5:30 pm

Women at Work: Traditional and Non-Traditional Hazards and Prevention Strategies*

Rosemary K. Sokas, MD, MOH,
Laura S. Welch, MD, and
Melissa A. McDiarmid, MD, MPH,
DABT

Benefit: Participants will gain a clearer understanding of occupational hazards affecting women and will be able to identify appropriate resources to aid in prevention.

Women routinely encounter preventable workplace threats ranging from physical assaults to chemical and biologic exposures to biomechanical and psychosocial stressors. Specific hazards encountered by women in both traditional women's jobs ("Generally Regarded as Safe", or "GRAS"), as well as in the very non-traditional work of the construction trades will be examined.

Format: Panel discussion

5:30 pm - 6:30 pm

Attendee Welcome & Orientation

Meet other women physicians; learn about AMWA and how to benefit most from the Annual Meeting. All attendees are welcome.

6:30 pm - 9:00 pm

Board of Directors Dinner & Meeting

7:00 pm - 8:00 pm

Unique Issues for Women Physicians in the Workplace*

Leah J. Dickstein, MD

Benefit: Gain the knowledge to be proactively prepared to react and act in order to promote equitable treatment.

Academic women are given more teaching and clinical responsibilities and are more commonly overlooked for leadership

roles. For women physicians, negotiations are more difficult. Often lower salaries are offered, support systems not offered, and less important responsibilities are saved for the women.

Format: Lecture with discussion

8:00 pm - 9:00 pm

How to Launch and Build a Medical Esthetic Practice

Victoria L. Rayner

Benefit: In today's hyper competitive medical marketplace this information will teach you how to succeed in the business of medicine.

Prepares physicians with the full spectrum of business intelligence required to develop a medical esthetic component to their practice. Every aspect will be discussed from where to begin, to the volume of investment required, to cost management precautions, to staffing the operation, to procedures that will produce the fastest potential for profit to marketing and even how to minimize a lawsuit.

Format: Lecture with discussion

Friday, January 28, 2005

7:00 am - 6:00 pm
Registration

7:00 am - 8:00 am

Fusion: Yoga and Pilates

Robin Sachs Murphy, ACE and
SAFAX certified

Benefit: An important element of women's health is exercise! For a positive start to your day, join this morning class!

Learn some yoga and pilates postures, and how to incorporate modification of movement for those individuals that cannot do all of the exercises.

7:00 am - 8:00 am

Medical Abortion Regimens*

Anne Burke, MD

Benefit: For participants interested in expanding the delivery of reproductive health options for their patients, this workshop will provide a good foundation for administering medical abortion services.

Provides an overview of the regimens that

can be used in administering medical abortion; and the current FDA approved regimens for medical abortion as well as evidence-based alternatives.

Format: Lecture with discussion

7:00 am - 8:00 am

Traumatic Stress and the Practice of Medicine*

Joan A. Turkus, MD

Benefit: Participants will become more skilled in treating trauma survivors and making appropriate referrals as well as gaining the skill to monitor their own level of secondary trauma and doing periodic inventories of self-care with appropriate lifestyle interventions.

The impact of traumatic stress in medicine in this era of terrorism, interpersonal violence, the abuse of women and children, and significantly stressful vocations has reached levels never before seen. Explore the spectrum of emotional and physical traumatic stress reactions encountered by both physicians and their patients.

Format: Lecture with discussion

8:00 am - 9:00 am

Acute Coronary Syndrome in Women and Clinical & Pathological Consideration of the Aging Heart to Common Cardiac Arrhythmias*

Leslie Hamilton Poor MD, FACC, and
Saroja Bharati, MD

Benefit: Gain a better understanding of the origin and pathology of cardiac conduction abnormalities with aging which will improve the diagnosis and the selection of appropriate treatment measures.

Increase in aging of the population and how we will be seeing more patients with conduction problems such as cardiac arrhythmias and associated secondary problems will be examined, including gender differences in presentation of Acute Coronary Syndromes in women.

Format: Lecture with discussion

8:00 am - 9:00 am

Education About Emergency Contraception: Dispelling the Myths*

Linda Prine, MD, Ruth Lesnewski,
MD, Sapna Chaudhary, MD, and
Christi Ray, MD

Benefit: Learn the extensive scientific

STOP VIOLENCE AGAINST WOMEN.

evidence that supports the safety and efficacy of emergency contraception (EC). Many medical organizations have endorsed the proposal for EC to be available over-the-counter in the U.S. Yet debate persists in the popular press and thus among patients. This lecture/discussion will address the common misperceptions about "abuse" of EC and review the studies that address these concerns.

Format: Lecture with discussion

8:00 am - 9:30 am

Bylaws and Resolutions Hearings

9:00 am - 10:00 am

Cardiac Dilemmas in Women: Estrogen, Young Women and the Metabolic Syndrome*

Debra R Judelson, MD, FACC, FACP

Benefit: Gain a better understanding of the differences of coronary heart disease in women, the controversial role of estrogen, and the expanding complications from the metabolic syndrome and obesity.

Evidence-based material is presented for attendees interested in their own cardiac risk as well as for physicians interested in the evaluation, screening, testing and treatment of the number one cause of death and disability in women. Includes discussion with attendees regarding their post-presentation questions and review of individual cases that attendees bring. This session is based upon AMWA's Education Project on Coronary Heart Disease in Women.

Format: Lecture with discussion

9:00 am - 10:00 am

Providing Reproductive Health Care in Religiously Affiliated Settings*

Linda Prine, MD, Ruth Lesnewski, MD, Surah Grumet, MD, and Alina Merrill, DO

Benefit: Engage in a brainstorming session about creative ways to address patients reproductive health needs in religiously affiliated settings.

Millions of women throughout the U.S. rely on the health center or hospital closest to their home to meet their health care needs. Approximately 20% of patient care occurs in religiously affiliated institutions. Clinicians in these hospitals' residency programs and outpatient centers may or

may not agree with institutional restrictions regarding reproductive care. Reported are the results of preliminary research done by the presenters on how this issue is addressed in several religiously affiliated residency programs and medical schools.

Format: Lecture with discussion

10:15 am - 12:15 pm

Opening Plenary*

Keynote:

Violence Against Women: Death in the Workplace

Marcella F. Fierro, MD
Chief Medical Examiner
Commonwealth of Virginia

How the Environment Shapes Life, Death and Sex - Lessons From When Smoke Ran Like Water

Devra Lee Davis, PhD, Director, Center for Environmental Oncology
University of Pittsburgh Cancer Institute

(See Meeting Highlights on Page 2)

12:15 pm - 2:15 pm

Awards Luncheon

Pay tribute to the innovators and leaders in medicine at our annual awards program. (See award recipients on Page XX.)

2:30 pm - 5:00 pm

Meeting of the Members

See AMWA in action! The Meeting of the Members considers AMWA positions and elects AMWA officers and board members. As a Quorum is required, all members are strongly encouraged to participate in the meeting. Elections 4:30 pm - 5:00 pm.

5:30 pm - 6:30 pm

Welcome Reception

6:30 pm - 10:00 pm

Presidents Banquet Celebrating AMWA's 90th Birthday!



Host: President
Diane Helentjaris, MD
Inauguration of
Carolyn Webber, MD,
as AMWA President
2005-2006

AMWA

The Vision and Voice of Women



Saturday, January 29, 2005

7:00 am - 6:00 pm

Registration

7:00 am - 8:00 am

Fusion: Yoga and Pilates

Robin Sachs Murphy, ACE and
SAFAX certified

Benefit: An important element of women's health is exercise! For a positive start to your day, join this morning class!

Format: Interactive and active workshop with handouts

7:30 am - 8:30 am

Mentoring Breakfast

Benefit: Giving and Receiving - Part II!

Offer your wisdom to students and residents and receive gratification in seeing someone benefit from your guidance.

Presentation of the Anne C. Carter Student Leadership Award

Students, residents and physicians meet for breakfast to explore opportunities within various medical specialties.

8:30 am - 9:30 am

In a Different Voice: Mentoring to Meet the Needs of Women in Academic Medicine*

Mary Blitzer Field, MPhil, and
Helene Elting, PhD

Benefit: Giving and Receiving - Part III!
Learn how to align mentor and mentee expectations of mentoring sessions so that both parties can "speak the same language" regardless of gender.

Presents findings from focus groups conducted at the University of Pennsylvania School of Medicine regarding satisfaction of mentoring relationships. This information will prove useful in coaching mentors on conducting effective mentoring sessions.

Format: Discussion and Role play

8:30 am - 9:30 am

Opportunities for Students in International Reproductive Health

Lisa Haddad

Benefit: Students will receive valuable

Have your Dates 5:45 pm

WOMEN EXCELLING: AT WORK, AT LIFE, AT MAKING MONEY.

training in delivering medical care to culturally diverse and/or underserved populations.

Research has shown that skills in cultural competence, community health, outreach, patient education, prevention, interdisciplinary teamwork, and communication are necessary for the practice of medicine in the U. S. as well as abroad. The benefits of participating in international reproductive health opportunities, provides a forum for other students' experiences, including preparation, funding, and lessons for future education and practice.

Format: Lecture with discussion

9:45 am - 11:45 am

Plenary*

Women in the Global Economy

Cecelie Counts, Director AFL-CIO Civil, Human and Women's Rights Department

Women in the Military Workplace: Opportunities and Obstacles

Jacqueline Garrick, ACSW, CSW, BCETS, and Mary Krueger, DO, MPH, MAJ, MC, USA

(See Meeting Highlights Page 2)

11:30 am - 1:00 pm
Poster Presentation

12:00 pm - 1:00 pm
AMWA Student Elections

1:00 pm - 2:00 pm

New Sisterhood of Breast Cancer: What We Know, What We Don't Know, and What We Need to Know*

Devra Lee Davis, PhD, Debrah Axelrod, MD, and Janet Gray, PhD

Benefit: Walk away with the latest information on statistics and risk factors for breast cancer

Review state of the art information in biochemical, toxicologic and epidemiologic evidence on the role of environmental hormones for inducing or promoting breast cancer and a spate of male mediated health effects. Session discusses classification systems for cancer-causing agents of IARC, and provides criteria for inferring causation in environmental epidemiology and the implications of current uses of epidemiologic and mechanistic evidence in developing environmental policies and regulations.

Format: Lecture with discussion

1:30 pm - 2:00 pm

Hestia, Hippocrates and Me: Wellness for Women in Medicine*

Heather A. Kirkpatrick, PhD, Barbara L. Joyce, PhD, and Joseph Mustal, PhD

Benefit: Learn a structured cognitive coping technique to help both women physicians and their women patients deal effectively with four (4) stress themes.

Presents a new conceptualization of the stresses that women physicians experience using the Double-Blind Conflict Model to identify four major themes associated with working women's experiences: 1) career vs. family; 2) self-assertion vs. modesty; 3) intelligence vs. femininity; and 4) ability vs. effort attributions of success.

Format: Lecture with discussion

1:00 pm - 2:00 pm

Female Sexuality in Medicine

Sarah Friedman, Natalie Gallant and Mylaina Gordon

Benefit: Improve comfort in taking sexual histories and initiating discussions with female patients regarding sexual issues and concerns.

Female sexual health issues are either absent or need reinforcement in the medical school education curriculum. Topics to be discussed include the female sexual response cycle, aspects of female desire (physical, mental and emotional) and its interference, identifying sexual orientation (Kinsey's Sexual Identity Scale) and common sexual disorders of desire, arousal, orgasm and pain.

Format: Lecture with discussion

1:00 pm - 3:00 pm
AMWA Foundation Board of Directors Meeting

2:00 pm - 3:00 pm

AMWA - Your Health Provider - Your Empowerment - Your Future

Nancy R.G. Church, MD, and Claudia Morrissey, MD

Benefit: Learn how AMWA can help empower you to succeed personally as well as professionally.

Benefit from learning how to maximize all that AMWA has to offer you including

becoming involved in AMWA leadership! Learn about the structure of our organization and our programs. Learn the responsibilities of our committees and how their efforts help improve the status of women in medicine. Most importantly, become knowledgeable as to how you can benefit from and contribute to these various committees. Learn to become a consensus builder and bring people together.

Format: Lecture with discussion

2:00 pm - 3:00 pm

Liked or In Charge? Healing the Strained Relationships Between Female Doctors and Staff*

Patricia L. Raymond, MD, FACP, FAGC

Benefit: Learn how to be in charge, enjoyed and respected.

The role of women in the workplace as employer and employee is fraught with difficulty as we lack the tools to be in charge comfortably, when we really want to be friends. The socialization of women in childhood to play well together, and to avoid being labeled 'bossy' causes women physicians to experience conflict in the estrogen-laden hierarchy of medicine.

Format: Lecture with discussion

2:00 pm - 3:00 pm

Successes Across the Nation: Regional Student Coordinators Reports

AMWA Regional Student Coordinators

- Kim Pham, Erin Rebele, Susie Hagen, Kristi Mahaffey, Kristi Tough, Rebecca Fredrick, Laura Houser, Devon Newman, Jill Edwardson, Erika Schroeder, and Esther Smith

Benefit: A great chance to share experiences and ideas for an active student chapter.

Learn about the different programs that have been implemented on a local chapter level to increase awareness of women's health and to promote career development for medical student members - from mentorship programs, monthly lecture series, community health work, and the success of the Student Get a Physician Campaign. Each Regional Student Coordinator will highlight one outstanding and unique program in her region.

Format: Interactive discussion

THE REALITIES OF DEPRESSION

3:00 pm - 4:00 pm

New Contraception Options*

Norma Jo Waxman, MD

Benefit: An important update and review of the indications, pharmacology, directions, adverse effects and advantages of various contraception methods.

An evidence-based lecture demonstrating that in the last four years American women finally gained access to a number of new and effective contraceptive options. In particular the new levonorgestrel IUD, the contraceptive patch, the vaginal ring, and a new oral contraceptive will be discussed. Learn about some important non-contraceptive uses of these methods.

Format: Lecture with discussion

3:00 pm - 4:00 pm

How to Operationalize a Part-Time Physician Program*

Sara M. Larch, FACMPE

Benefit: Learn the options of "part-time work" and its impact on a medical practice.

Increasing numbers of women have entered the health care workforce and struggle to balance their career and family roles. Maturing physicians face increasing barriers to continuing their practice. Younger generations have a different approach to "work." Medical groups are faced with part-time physician requests like never before. In this workshop, we will explore part-time physician programs and how those options impact the operations of a physician practice. Leaders of medical groups will have a framework for considering part-time physician programs from an economic, rather than gender or age, perspective.

Format: Lecture with discussion

3:00 pm - 4:00 pm

Balancing Personal Life with a Medical Career: A Panel Discussion*

Roxanne Todor, MD, and
Gloria Valencia, MD

Benefit: Hear the experiences of others in balancing personal and professional lives.

Many women in medicine face difficulty balancing their personal lives with their career ambitions. Listen to women physicians from diverse backgrounds and

different priorities discuss trying to manage their personal lives and their medical careers. These experiences will help students and residents reflect and consider their specific future options.

Format: Panel discussion

4:00 pm - 5:00 pm

Managing Your Wealth in Today's Markets*

Shawn P. Fowler

Benefit: Learn how to have your earned income work for you.

So often women are charged with not knowing how to manage and increase their wealth. Learn how to manage a financial portfolio utilizing an Asset Allocation Approach.

Format: Lecture with discussion

4:00 pm - 5:00 pm

In Search of Balance: Motherhood, Medicine and Madness*

Janis E. Blair, MD, Julia A. Files, MD,
and Anita Mayer, MD

Benefit: Learn creative strategies developed by women physicians in managing conflicting time demands and improving satisfaction with work/life balance.

Develop a strategy to ensure a successful balance between the demands of career and family, a serious issue for many women in medicine. The challenges of pregnancy, delivery and parenting are amplified by the concomitant pursuit of career advancement. The conflict experienced by women in this situation may result in stress and burnout. Explore the factors contributing to role conflict and dissatisfaction with work/life balance.

Format: Interactive discussion

4:00 pm - 5:00 pm

An Introduction to Sexual Violence and Gender Roles in American Society

Fatima Cody Stanford, MPH

Benefit: Be enlightened as to how our society's gender roles perpetuate the current problem of sexual violence.

The sheer volume of sexual violence in the U.S. is extremely disturbing. Sexual violence is equal opportunity, affecting all strata, regardless of race, socioeconomic status, gender, etc. Investigate the effects

of sexual assault on survivors, as well as their families and friends, and discuss the definition of sexual assault and sexual assault statistics.

Format: Interactive discussion

5:00 pm - 6:30 pm

Reproductive Health Initiative (RHI) Advisory Committee Meeting

5:15 pm - 6:15 pm

Nancy D. Binder, MD, PhD, Care for the Caregiver Memorial Lectureship and Forum

Time, Narrative, and Loss: How We Work, How We Live*

Rita Charon, MD, PhD

Benefit: Acquire invaluable information, understanding, and acceptance of the realities of depression as it relates to sharing responsibility for our own health and the health of others.

This annual lectureship is an on-going tribute to Nancy Binder, MD, PhD, a valued AMWA board member, who struggled with depression. The series promotes an understanding and acceptance of the realities of the illness to better share responsibility for our own health and the health of others.

Grave losses surround physicians in their work; and the means of finding joy and security amid the defeat and suffering of illness is extremely difficult at times. It does not work to distance ourselves from the pain and suffering of patients. Yet, to engage with sick and dying persons authentically and consistently requires sophisticated skill and rigorous training. Explore forms of narrative training that can help health care professionals attend to patients, benefit by what can be learned about life from them, and provide support to those who face illness and loss. Participate in narrative workshops that have helped doctors, nurses, and social workers face and cope with the gravity of our work and recognize that depression in this context can cause extreme suffering.

Format: Lecture with discussion

6:30 pm - 7:30 pm

Resident and Young Physician Mixer

6:30 pm - 7:00 pm

AMWA Student Leader Orientation

OUR FUTURE - WOMEN LEADERS

7:00 pm - 8:00 pm

Beat the USMLE: Secrets for Steps 1 and Beyond (1st & 2nd year students)

Sarah Friedman and Natalie Gallant

Benefit: Invaluable! Learn from others who have been there; done that!

Students will conquer the USMLE and find a study plan that works for them. Learn about the areas emphasized on the exam and for which of these areas your school may or may not prepare you. Helps students learn different studying techniques to achieve success on the exam and throughout medical school. Hear from several students who used different methods and who all performed well.

Format: Lecture with discussion; Panel discussion

7:00 pm - 8:00 pm

AMWA: A View From The Archives*

Eliza Lo Chin, MD

Benefit: The "herstory" of AMWA culminating in the celebration of its 90th Birthday.



In honor of AMWA's 90th birthday, this session is a brief overview of the history of AMWA with photographs, letters, and other memorabilia from the AMWA archives. Highlights of the past nine decades of AMWA will be chronicled, including various initiatives and a tribute to some of our great past leaders.

Format: Lecture with discussion

8:00 pm - 10:00 pm

Senior Physicians Dinner

Sunday, January 30, 2005

7:00 am - 11:00 am

Registration

7:00 am - 8:00 am

Program Committee Meeting

8:00 am - 10:00 am

Board of Directors Meeting

8:00 am - 9:00 am

Transforming the Curriculum: The RHI Model Curriculum as a Catalyst*

Cathy Lazarus, MD, FACP, and Dawn Ogawa, MD

Benefit: Gain an overview of this resource for medical education.

RHI Model Curriculum, 2nd ed., a comprehensive model curriculum in reproductive health designed for use in medical education will be explored including ways to incorporate the topics covered in the Curriculum into medical school's curriculum. A panel of faculty members and students will discuss their experiences with the Curriculum. Attendees will have the opportunity to ask questions and share ideas and concerns specific to their institution.

Format: Panel discussion

8:00 am - 9:00 am

Am I Hungry? An Innovative Approach to Weight Management*

Michelle May, MD

Benefit: Walk away with an innovative, effective approach to help patients achieve a healthier weight and lifestyle without dieting.

Traditional diets so often fail. The real key to successfully fighting the epidemic of obesity requires long-term weight management and does not lie in a magical (or even logical) combination of diet and exercise. Instead, individuals must develop "normal" eating patterns in response to hunger cues and learn to meet their other needs in more satisfying ways.

Format: Lecture with interactive discussion

9:00 am - 10:00 am

Steps Toward Transformation: Women as Change Agents in Academic Medicine*

Claudia Morrissey, MD, MPH and Michelle Hoersch, MA

Benefit: Learn how to improve your status at your own institution.

Orients participants to the current status of women in academic medicine and the barriers to advancement, and articulates the steps described in *Beyond Parity: Workbook for Action*. Participants will use the "steps for action" outlined in the workbook to develop action plans for changing their own institutions.

10:00 am - 4:00 pm

New for 2005! Special Leadership Symposium

Developing the Will to Lead* (priced separately)



Katie Hurley

Peter Block, MA

Peter Koestenbaum PhD

Benefit: Achieve greater success in your career.

Medicine is a business, as well as a science. Learn to link the deep insights of philosophy with immediate, bottom-line business/practice issues to break through "stuck points." This workshop will compress the complexity of universal themes that have recurred throughout history into a simple but not simplistic model - the Leadership Diamond® - a model of the leadership mind and a methodology for expanding leadership. The Diamond distinguishes four interdependent leadership imperatives or "orientations": Ethics, Vision, Courage, and Reality. The relationship among the four orientations determines the shape and size of the space within your Leadership Diamond®. Participants will develop a new leadership language that will help them mobilize the will necessary to make the changes they seek to make in their lives, while helping them to become better leaders.

Accreditation Statement

The American Medical Women's Association designates this CME activity for a maximum of 5 hours in Category 1 of the Physician's Recognition Award of the American Medical Association. Each physician should claim only hours for credit that she/he actually spent on the education activity.

Attendees will learn to:

- Develop leadership literacy through an introduction to Dr. Koestenbaum's Leadership Diamond Model
- Apply this knowledge to assist in having transformative leadership conversations
- Differentiate between leadership and non-leadership language
- Use tactical skill and innate wisdom to develop the will to lead a life of their own choosing

REGISTRATION & HOTEL INFORMATION

Women Work^{at}

The Xtra X Factor

January 27-30, 2005
Washington, DC

AMWA PROGRAM COMMITTEE

We thank the members who served on the Program Committee and played a vital role in planning AMWA's Annual Meeting. This meeting would not be possible without their time and dedication.

Roberta Gebhard, DO - Program Chair
Diana Galindo, MD - VP Program
Diane Helentjaris, MD - AMWA President
Gillian Baty, MD
Violet Boodaghians, MD
Joyce Braak, MD
Wendy Braund, MD
Elinor Christiansen, MD
Marlene Cutitar, MD
Leah Dickstein, MD
Christine Frissora, MD
Susie Hagen
Susan L. Ivey, MD, MHSA
Kristi Mahaffey
Wendy McCurdy, MD
Melissa Meridith, MD
Maureen Mullins, MD
Diane Nugent, DO
Margaret Palmquest, MD
Rachel Schonberger, MD
Susan Sklar, MD
Susan Stewart, MD
Laurel Waters, MD
Norma Jo Waxman, MD
Carolyn Webber, MD
Cheryl Weinstein, MD
Linda Hallman, Executive Director

Special Accessibility Needs

We encourage participation by all individuals. If you require special accommodations in order to participate fully in the meeting, please send a written description of your needs along with your registration form. Please notify us of your needs by December 17, 2004.

Child Care

AMWA is committed to providing childcare at our meeting in order for families to be able to attend and be with their families. If you would like information regarding childcare during AMWA's Annual Meeting, please contact the Capital Hilton at (202)393-1000 about available babysitting service and children's activities.

REGISTRATION INFORMATION

Registration

To take advantage of the early bird registration rates, AMWA must receive your registration on or before **November 1, 2004**.

Registration Methods

The fastest, easiest way to register is **online** on our improved registration site, via the secure Internet site at www.amwa-doc.org/annualmeeting

To register via **fax**, fully complete the enclosed registration form and fax it to AMWA at (703) 549-3864. Your faxed registration is considered your original form. **Please do not send a hard copy by mail as this will result in a duplicate registration.**

To register via **mail**, fully complete the enclosed registration form and mail it to the AMWA National Office at AMWA, c/o Meetings, 801 North Fairfax St., Suite 400, Alexandria, VA 22314-1767. Please keep a copy of your original form.

Cancellation Refund Policy

Written cancellations received by the AMWA National Office on or prior to **December 17, 2004** will qualify for a refund minus a \$25 processing fee. Written cancellations received after **December 17, 2004** will be eligible for a 50% refund. Refunds will not be issued to participants who do not attend the conference and do not cancel the registration by January 7, 2005.

Registration Desk

Name badges and final programs will be distributed at the AMWA registration desk located on the second floor of the Capital Hilton. The registration desk will be open during the following hours:

Wednesday, January 26, 2005	4:00 pm - 7:00 pm
Thursday, January 27, 2005	7:00 am - 6:00 pm
Friday, January 28, 2005	7:00 am - 6:00 pm
Saturday, January 29, 2005	7:00 am - 6:00 pm
Sunday, January 30, 2005	7:00 am - 11:00 am

HOTEL INFORMATION

Capital Hilton
1001 16th Street NW, Washington, DC 20036
(202) 393-1000 Fax (202) 639-5784

The Capital Hilton, located in the center of downtown Washington, DC, is just two blocks from the White House and within walking distance of monuments, museums, shopping, the National Mall, local attractions and restaurants. This landmark hotel also features The Capital City Club and Spa, Washington, DC's premiere, 11,000 square foot health club and day spa, offering more than 60 pieces of exercise equipment and group exercise programs. The beautiful day spa offers five treatment rooms for rejuvenating massages, facials, and manicures.

Room Rate

The very special AMWA room rate is \$179 single or double occupancy, exclusive of applicable local taxes. This special rate is available until January 3, 2005.

Check-in time is 3:00 p.m.; check-out time is 12 noon.

Room Sharing Service

Looking for a roommate? If you would like to share a double room, let us know if we can give your name and number to other members who want to share a room. Please e-mail the AMWA Meeting Planner at meetings@amwa-doc.org by December 17, 2004.

REGISTRATION FORM

Please complete one Registration Form for EACH person attending!

Step 1 - Contact Information

Name _____ Degree _____ Specialty _____
(Last, First, Middle)
Preferred FIRST Name on Badge _____
Address: Home Office Street/Suite _____
City _____ State _____ Zip _____
Home Phone (____) _____ Office Phone (____) _____
Fax (____) _____ E-mail _____

AMWA Member ID _____

Is this your first AMWA meeting?
☐ Yes ☐ No

☐ Please check here if you need special assistance and AMWA staff will contact you.

Step 2 - Registration Fees

Full Registration includes: All CME Sessions, Awards, Luncheon, President's Reception & Banquet, and Mentoring Breakfast

Early Bird
(*til 11/01/04)

Regular
(11/04-12/17)

check one

Member ☐ \$475
Nonmember ☐ \$575
Resident/Student Member ☐ \$275
Resident/Student Nonmember ☐ \$375
Physician Retired ☐ Member ☐ Nonmember ☐ \$375

☐ \$525
☐ \$625
☐ \$325
☐ \$425
☐ \$425

TOTAL REGISTRATION FEE \$ _____

Not a Member?
Call 1-800-995-2692
Join today
and receive the
Member Discount!

Step 3 - Special Events - NOT INCLUDED in registration fees

Special Events

Committee Luncheon, Thursday, January 27, 2005
Senior Physicians Dinner, Saturday, January 29, 2005

Ticket Price

\$ 40 x
\$ 85 x

of Tickets

____ = ____
____ = ____

Post Annual Meeting Leadership Conference, Sunday, January 30, 2005

Member
Nonmember

\$150 x
\$175 x

____ = ____
____ = ____

TOTAL SPECIAL EVENTS \$ _____

Step 4 - One Day Registration & Additional Tickets for Annual Meeting Events

Single Day - Includes CME Sessions only - All categories

Check Day(s) ☐ Thursday, 1/27 ☐ Friday, 1/28 ☐ Saturday, 1/29

Check one ☐ Member ☐ Nonmember

\$175/day x ____ = \$ ____
days

Annual Meeting Events

Awards Luncheon, Friday, January 28, 2005
President's Reception & Banquet, Friday, January 28, 2005

Ticket Price

\$ 50 x
\$100 x

of Tickets

____ = ____
____ = ____

TOTAL REGISTRATION FEE & TICKETS \$ _____

Step 5 - Payment Information

Choose from 3 ways to register:

- Online at www.amwa-doc.org/annual meeting (for credit cards only)
- By Fax 703-549-3864 (for credit cards only)
- Mail to AMWA, c/o Meetings, 801 N Fairfax St., Suite 400, Alexandria, VA 22314

Cancellation Fees:

Prior to Dec. 17, 2004: \$25; after Dec. 17, 2004: 50% refund. After Jan 7, 2005 or No Show: No Refund

TOTAL STEPS 2, 3 & 4

TOTAL \$ _____

☐ Enclosed is my check for \$ _____ made payable to AMWA.

☐ Please charge my (please circle one): VISA MC AMEX

Card # _____ Exp. Date _____

Signature _____

Name on Card (please print) _____

For AMWA use only

Member ID # _____ Check # _____ Amount \$ _____ Date _____ Batch # _____

Woman to Woman mentoring program

Building Runways

Patricia L. Raymond, MD, FACP, FACG
Woman to Woman mentor and author of *Don't Jettison Medicine*

Some of us have great runways already built for us. If you have one, take off! But if you don't have one, realize it is your responsibility to grab a shovel and build one for yourself and for those who will follow after you. — Amelia Earhart

Kay, my first woman medical mentor, was no lightweight.

Hugely gravid and only one month until due date, propelled regally on McGuire VA gastroenterology rounds in a geri-chair to provide her edematous ankles a break, she as our team's resident, benevolently dispensed knowledge, praise, and mild chiding with a steady hand.

I wanted to become her when I grew up. To a third year med student, accustomed to the male-dominated medical education system of aggressive pimping, Kay's courteous leadership was refreshing.

There were other medical women who could have acted as my mentor. But the female medical students were as clueless as I, and I didn't connect with the few women professors we heard in class. Although my assigned guidance counselor was a woman physician, her life juggling career and family wasn't relevant to my twenty-two years of study.

And then came Kay. A major influence in my medical career, assigned by chance, and so relevant to forming the physician I would become. Since Kay's advent, I have tried to be a benevolent educator, to rule with her queenly grace. She never realized her impact. I ran into Kay at a regional AMWA meeting a few years ago and discovered that she couldn't even recall the details of that rotation.

This is mentoring: mentors modeling the future for our young, or the mentees identification of someone whose hind sight might become their foresight. And this modeling, conscious or unaware, is vital to our ability to formulate and then realize our goals. Lacking many female mentors in my own training, I am rabid about building runways; providing mentors for the women that choose to follow.

I participate each year in my alma mater's shadowing program, inviting women college students considering a career in medicine to round with me several days over spring or winter break. I have assisted the membership committee of the American College of Gastroenterology in establishing a mentorship program for trainee fellows and helped establish the committee on Women in Gastroenterology's program at each annual meeting in the host city aimed to entice women residents into GI fellowship. I am considering following the lead of a friend, also a physician, who annually takes time off to assist a local high school biology teacher teach the chapter dealing with his favorite organ system. And I'm involved with the *Woman to Woman* Mentoring Program.

Mentoring has three categories: found, forced, and fixed. Found mentors occur by happenstance, a connection by lucky

coincidence. Forced mentors are assigned counselors, often awkward or strained relationships that wither soon after the task is completed. Fixed mentors are the simplest, like a blind date with another couple and a limited time frame.

The *Woman to Woman* Mentoring Program is such a fixed mentor relationship; a short term relationship that might blossom, an easy opportunity to build runways.

If you can't be a good example, then you'll just have to be a horrible warning. — Catherine Aird

Come join us. Build someone a runway.



***Interested in gaining support
from other women physicians?***

***Want to help make a difference
in the lives of the next generation
of women in medicine?***

***Be a part of the
Woman to Woman
Mentoring Program!***

(www.woman2womanmentoring.com)

The Not-So-Southern Belles inaugural regional AMWA conference

Kristi Tough, MSIII, University of Texas,
San Antonio Health Science Center
Student Region Coordinator

For many people, the South conjures up stereotypical images of intense sun, peach ice tea, and friendly smiles. There is a great energy in the South and a strong sense of community.

On Saturday, September 25, 2004, all students in AMWA chapters from medical schools in Texas, Louisiana, Oklahoma, Alabama, Tennessee, and Mississippi are invited to attend a conference of academic and private physicians, residents, and medical students. The goal of this CME event is to unite our region by providing networking opportunities, leadership training, discussion of women's health issues, and sharing of chapter ideas. We want to extend Southern hospitality and promote professional comradeship among our region's women in medicine.

As women physicians, we share unique experiences and challenges in our profession. The conference will provide an excellent forum for discussion and education. In support of this important inaugural event, I hope to see many students, residents, and physicians attend and benefit from the rich community in our region.

Here in Region V, there's more to us than Southern charm!

For more information, an agenda, and a registration packet, contact Kristi Tough at (210) 744-3725 or (tough@uthscsa.edu).

The Voice of Women in Medicine

Just in time for Women in Medicine month, AMWA is partnering with the Association Internet Radio (AIR) Network to produce AMWA's own online radio program.

With an innovative online talk show format for our members, AMWA will provide a platform for the many voices of our organization that literally can be heard through our Web site.

We look forward to providing the voice of AMWA, so look for the AIR logo soon on our homepage (www.amwa-doc.org). Click to listen, participate, and enjoy.

Political agenda trumps evidence-based medicine

Emergency contraception

Mary Jo Hessert, MSIII, University of New England College of Osteopathic Medicine,
Student Newsletter Editor

May 6, 2004, was a sad day for Americans, particularly American women. This day marked the Food and Drug Administration's (FDA) announcement rejecting over-the-counter status for emergency contraception (EC). The reason many women are upset by the negative ruling is that women are being denied access to a safe and effective drug. All Americans, men and women alike, should be gravely concerned because our government filibustered this ban – a political agenda accomplished at the expense of human health.

Emergency contraception is nonprescription in 33 nations worldwide; it is endorsed by more than 70 scientific societies (including the American Medical Association, the American College of Obstetrics and Gynecologists, and the American Academy of Pediatrics, and AMWA) for similar status in the U.S. Experts are baffled and outraged at the FDA's sanction on the product. According to the Union of Concerned Scientists, "FDA officials and medical advisors...call the move an almost unprecedented repudiation of government scientific expertise."¹ The FDA's multi-specialty panels reviewed research regarding EC and responded to all specific concerns, including safety in teens (EC is safe for adolescents) and EC as a method of birth control (women do *not* use EC as a routine mode of contraception), but to no avail.

Historically, the FDA has followed the advice of their expert medical council indeed, the need for expertise is precisely the reason these committees are formed by the FDA. In the case of EC, *all* of the authorities deemed the drug safe for non-prescription status, and they voted 23 to 4 to recommend EC for over-the-counter status.¹ Committee members described the drug as "the safest product the committee had reviewed in years" and expressed "absolutely no concern about the use of this drug by young girls."¹ EC final approval was nixed by Steven Galson, the acting director of the Center for Drug Evaluation and Research at the FDA in the face of pressure from certain conservative members of Congress and the House of Representatives. The Planned Parenthood Vice President of Medical Affairs, Dr. Vanessa Collins, stresses that "dangerous anti-choice ideology is trumping scientific fact".²

The FDA promotes itself as a benevolent, caring, unbiased entity. Its mission includes "protecting the public health by assuring the safety, efficacy, and security of human and veterinary drugs...[as well as] advancing the public health by helping to speed innovations...and helping the public get the accurate, science-based information they need."³ This statement, however, does not resonate with the agency's recent behavior. Indeed the EC prohibition 1) is not necessary to protect the well being of women and adolescent girls, 2) does not speed innovation, and 3) does not embrace accurate, science-based information.

Because the FDA is bound by law to authorize drugs that are safe and effective, and its own panel of experts confirms that EC is safe and effective, the FDA should be investigated. The American people have a right to safety, quality, access, and reliable information; we should not allow the FDA risk our health for the advancement of right wing political ideology and conservative theology.

1. www.ucssa.org/global_environment/rsi/page.cfm?pageID=1443
2. www.plannedparenthood.org/about/pr/040506_EC.html
3. www.fda.gov/opacom/morechoices/mission.html

JAMWA suspended

AMWA has a 90-year history of growth and adaptation to the times. That evolution over the past near-century is why AMWA has persisted, and why generations of medical students have continued to seek involvement with AMWA year after year. We have adapted when faced with changes in the needs of women in medicine and as advocates for women's health. Most recently, a metamorphosis for JAMWA is part of adapting to the realities of a new publishing and communication environment. JAMWA has been published in print format since 1947. However, we are in an age where volumes of the latest information about every aspect of medicine are easily accessible on the Internet and where, increasingly, cutting edge research journals are available on-line, often at little or no cost. This has changed the niche and created challenges for JAMWA.

JOURNAL of the **AMERICAN MEDICAL WOMEN'S ASSOCIATION**

The growing opportunities presented by the popularity of the *AMWA NewsFlash*, our new Web site, and the increased popularity of *AMWA Connections* we send to members, give us a variety of venues to provide information on topics of interest to AMWA members. These include career building, leadership and business-oriented topics; mentoring, life balance, time management and stress management articles; and information on the subjects of reproductive health, physician marriages, childcare, and being physicians and mothers. JAMWA has a long history as an admirable peer-reviewed research journal, but the changing environment and the increasing costs of traditional journals challenge AMWA to respond in new and dynamic ways.

At this time, we will no longer publish JAMWA in its current format as we shift our resources to meet the changing needs of our members. However, we would like to reassure the public and authors that we are examining publishing alternatives over the coming months and will make an announcement on our Web site as to whether this suspension in publication is temporary or permanent. We thank you, members and readers of JAMWA, for continued interest in AMWA, for support of women's health issues, and for special contributions as women in medicine.

October is Breast Cancer Awareness Month

Patients ask: Are MRI's better than mammograms for detecting breast cancer?

Phones "rang off the hook" the week after July 18 at Sentara Norfolk General Mammography Clinic in Virginia following a nationally syndicated report of a study conducted at the Rotterdam Family Cancer Clinic in Holland that extolled the benefits of MRI over mammograms for detecting breast cancer. Patients wanted to cancel their appointments for mammograms and schedule MRIs instead.

AMWA *Connections* asked Janet O'Such, MD, professor of surgery and epidemiology, Michigan State University, to comment on the study's findings:

This research was performed on 1,909 women, all of whom had a very high risk for developing breast cancer because of a family history of breast and/or ovarian cancer in their mothers and/or sisters. Yearly mammography and MRI were performed, and clinical breast examinations (CBE) were performed every six months. Of forty-five cancers detected, 79.5% of these were visible on the MRI, 33.3 % were visible on the mammogram, and 17.9 % were palpable on CBE. This means that MRI missed 20.5 % of the cancers; mammography missed 66.6%, and CBE missed 82.1% (false negatives). There is clearly a benefit for using MRI in breast cancer detection in the high-risk setting, where mutation carriers have a 50-85% chance of developing breast cancer during their lifetime.

For the average-risk woman, however, it is unknown if the benefits of MRI outweigh the risks because of the false positive rates of the examination. This refers to the proportion of tests that are "positive" when a woman really does not have breast cancer. The false positive rate for CBE, mammography, and MRI in this study was 1.9%, 5%, and 10.2%, respectively. False-positive results mean anxiety and increased economic costs, as well as needless biopsies or follow-up tests.

No randomized, prospective studies have been conducted to test the usefulness of MRI vs. mammography in saving lives from breast cancer. Therefore, women who will be referred for MRI breast imaging will be restricted to those with a personal history of breast cancer, those with a genetic predisposition to the disease, or those in research studies.

Whenever a diagnostic test is used, the benefits and risks of the tests must be considered. Currently, the risks of breast MRI outweigh the benefits in normal-risk women. This perspective honors the "first, do no harm" tenet that should underlie every decision that is made in medicine.

Get out and vote!

It is more important than ever to vote this November. This election not only marks a new presidential term or new administration, but also marks the start of the 109th Congress. This transition in Congress can have a huge impact on legislation regarding women's health and other issues important to our members. With less than a month before the first voter registration deadlines, there is no time to lose.

Many elections in this country were decided by very few votes. Women won the right to vote in the U.S. in 1920 by a single vote cast in the Tennessee legislature, yet over twenty-two million single women did not vote in the 2000 election. Our foremothers fought to gain the right to vote; now is the time to exercise this right!

The Hippocratic Oath reminds us of our responsibility to society. Voting in November is one way to uphold this oath. Go to the League of Women Voters Web site (www.lwv.org) to get more information and register to vote online.

Take six minutes to watch One Vote, an inspiring video about women and voting. Through interviews the video captures the political attitudes, feelings, beliefs, and desires of millions of women and discusses what makes voting crucial to them and for their children's future. View film at www.onevotefilm.com.

AMWA calendar

September 25, 2004

AMWA Regional Conference, hosted by the University of Texas, San Antonio Health Science Center
San Antonio, TX

October 7, 2004

AMWA Tucson Branch Meeting, Tucson, AZ

October 8 - 11, 2004

AMWA Revitalization Weekend (by invitation only), Tucson, AZ

October 15, 2004

Deadline for Poster Presentation submissions

E-mail Shantal Hall (shall@amwa-doc.org) for more information

October 23, 2004

AMWA Regional Conference

Hosted by the University of South Carolina School of Medicine, South Carolina

October 29, 2004

Deadline for Local Legends nominations

E-mail Lindsay Hemphill (locallegends@amwa-doc.org) for more information

October 31, 2004

Deadline for AMWA's Community Service Award nominations

Deadline for the Anne C. Carter Student Leadership Award application

E-mail Marie Glanz (mgglanz@amwa-doc.org) for more information

January 27-30, 2005

AMWA's Annual Meeting – Women at Work: The Xtra X Factor

Capital Hilton, Washington, DC

AMWA branches are encouraged to submit activities and meeting dates for the AMWA Calendar.

AMWA Connections

Committee and staff

Diane Helentjaris, MD, AMWA President

Linda D. Hallman, Executive Director

Susan Ivey, MD, Vice President,
Communications

Jean Fourcroy, MD, PhD, Publication Chair

Mary Jo Hessert, Student Newsletter Editor

Meghan Kissell, MSW, Director of
Communications and Advocacy

Adair Heyl, PhD, Editor

Pam Johnson, Assistant Editor

John W. Prince, Art Director

AMWA Connections is published six times per year by the American Medical Women's Association (AMWA). All editorial material becomes the property of AMWA. AMWA reserves the right to edit all materials. For a copy of an article or an issue of AMWA Connections, contact AMWA, 801 N. Fairfax Street, Suite 400 Alexandria, VA 22314.

703-838-0500 Fax 703-549-3864

E-mail: info@amwa-doc.org

Editorial Office: Hofheimer Hall, Suite 310,

Eastern Virginia Medical School,

825 Fairfax Avenue, Norfolk, VA 23507-1912

757-446-7468 Fax 757-446-7442

E-mail: amwaconnections@evms.edu

Inside this issue:

Beyond Parity.....	1
MWIA International Congress.....	2
President's Perspective.....	3
RHI news.....	4
Mentoring.....	5
Emergency contraception.....	6
Are MRI's better?.....	7
AMWA calendar.....	8

AMWA Connections

American Medical Women's Association
801 North Fairfax Street, Suite 400
Alexandria, VA 22314

Address Service Requested

NONPROFIT
U.S. POSTAGE
PAID
NORFOLK, VA
PERMIT NO. 508

*Preliminary Program
inside this issue!*

AMWA

The Vision and Voice of Women in Medicine

Women
Work^{at}

The Xtra X Factor

January 27-30, 2005
Washington, DC



*****AUTO**3-DIGIT 945
KATHRYN A. WILLIAMS MD 35
70 LA CUESTA RD 145
ORINDA, CA 94563-2326