



WHAT'S HAPPENING IN

AMWA

Volume XIII, Number 4/Fall 1988

AMWA on the Move

This winter, AMWA will move its national headquarters from New York City to our new home at 801 North Fairfax Street in Alexandria, Virginia. AMWA's new office is on the fourth floor of a waterfront building overlooking the Potomac River near Alexandria's historic Old Town district, in the heart of "association row." Just a few minutes by taxi from Washington's National Airport, the building is within walking distance of hotels and restaurants. An "open house" reception is planned for the spring to introduce AMWA to its new neighbors.

Eileen McGrath, AMWA's executive director, is already immersed in the myriad tasks involved in the move. New York City members Susan Stewart, MD, and Mary Bongiovi are helping to sort through back files, but as the move approaches, more and more staff time will be claimed by the relocation. Ms. McGrath's goal is to maintain continuity in membership services while recruiting and training new staff. "This will be difficult to achieve and we ask the indulgence and understanding of our membership during the transition," said Ms. McGrath. "We promise to make the disruption as brief as possible."

FAMWA Reorganizes

John P. (Sean) Callan, MD, newly elected president of FAMWA, has announced plans to reorganize and revitalize the Friends of AMWA. FAMWA will take on a new and distinct mission: helping to expand AMWA's influence and recruiting more members for both groups. FAMWA members will staff an information booth in the exhibit hall at the 1988 Annual Meeting and will also sponsor several activities. Membership, a mere \$10 annually, is open to anyone who would like to support AMWA but is ineligible for regular membership. To find out more, contact Dr. Sean Callan at 312-680-7918 (h), 815-385-6400 (o), or write the national office directly for membership information and forms.

In addition to securing the necessary legal and regulatory permits such as zoning approval, relevant tax exemptions, corporate registration, and local authority to do business, there are a number of mundane but important practical jobs to be done, including transferring staff benefit plans and revising personnel policies to comply with local laws. Plans are underway to select new furniture, a new telephone system, copier, and FAX machine. We will need to establish new banking relationships and select a local accountant.

Ms. McGrath plans to use the spacious corridors of our new office as a gallery for women physicians' art. "We want to create an environment that will reflect the professional nature of our Association and I welcome the suggestions of members," she said. "On a less practical note, it's important to remember that the reasons for this move go far beyond the need for convenient and suitable office space. AMWA intends to vastly improve its image and visibility while bringing the voice of women physicians to national health policy debates."

Last Call for 1988 Annual Meeting

Have you registered for the 1988 AMWA Annual Meeting and blocked out November 2-6 in your datebook? You still have time—but registration fees will increase on September 21, so don't delay.

The program for the Chicago meeting emphasizes leadership. Denise Cavanaugh, the management consultant who took AMWA through strategic planning, will return to offer a special all-day workshop, "Building Toward Leadership: The AMWA Model of a Leader." This is a "don't miss it" program, so be sure to remember it when you register.

Besides this and several other leadership skills sessions, there will be a comprehensive program on the latest thinking in osteoporosis prevention. "Controversies in Osteoporosis" will bring together international experts in a stimulating and educational seminar. Sunday's scientific session, "Women, Children and AIDS: Women Physicians Respond to the New Health Care Crisis," promises to be the highlight of the meeting. AMWA members who attended the first part of this program at Interim in Nashville know that the panelists speak about this frightening epidemic with impressive expertise and deep concern.

A quick outline of the four-day program appears on page two. Don't pass up this chance to develop your skills, network with women colleagues from across the country, and learn while earning up to 18 CME credits. Why not register right now by phone—just call 212-353-3822 and have your MasterCard or Visa number ready.

Annual Meeting

Thursday

AM/PM:
Committee, Task Force, and Business Meetings

PM:
Student Senate and Reception
Board of Directors' Meeting

Evening:
Welcome Reception, Art Institute of Chicago with
private viewing of Gauguin show

Friday

AM:
Opening Session
• Wilhelmina Cole Holladay
• Candidates' speeches

PM:
House of Delegates/Election of Officers
Workshops

Evening:
Bob Oaks Tour: Second City Theater

Saturday

AM:
Controversies in Osteoporosis
Leadership Workshops

PM:
Workshops
Awards Ceremony and Inauguration
Student Senate/Election

All Day:
Building Toward Leadership:
The AMWA Model of a Leader

Evening:
New President's Welcome Reception
President's Banquet

Sunday

AM:
Women, Children and AIDS:
Women Physicians Respond to
the New Healthcare Crisis

PM:
Student Leadership Training Workshops
Board of Directors' Meeting

AMWA Elections

AMWA has a number of national and regional offices and positions that are filled by election, each one slightly different. In order to clarify the various processes, we explain here who is elected by whom, when, and how.

• **National Officers:** A slate of national officers is selected by the Nominating Committee each year at the Interim Meeting. (Nominations may also be made from the floor.) The slate is voted on by the House of Delegates at the Annual Meeting. See the September/October *JAMWA* for the statements of this year's candidates.

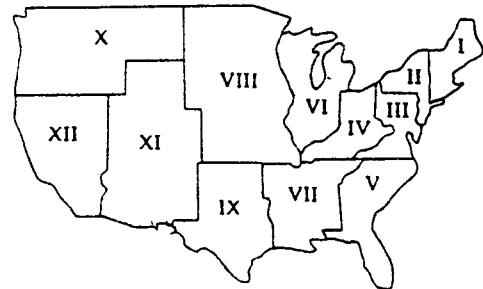
• **Delegates:** Any AMWA member attending an Annual Meeting who wishes to be considered as a voting delegate must present credentials certified by an officer of her branch or qualify as a national delegate.

• **Nominating Committee:** A five-member Nominating Committee is elected annually by the entire membership from a slate of nominees submitted by the Regional Boards and Board of Directors. The election is by mail ballot.

• **Regional Governors:** Regional governors are elected by all AMWA members in each region (see map) by mail ballot. This year, there will be elections in odd-numbered regions only.

• **State Directors:** State directors represent their states' at-large members in the House of Delegates and are elected by them. Nominations are made by branch presidents or, in states that have no branches, by the members-at-large. The election is by mail ballot. Because state directors serve two-year terms, elections are held every other year. There will be no election this year.

A single combined mail ballot was sent to all AMWA members in early September. If you have not received your ballot by **September 15**, call the national office.



I CT, ME, MA, NH, RI, VT

II NJ, NY **III** DE, DC, MD, PA, VA

IV KY, OH, WV

V FL, GA, NC, SC, PR

VI IL, IN, MI, WI

VII AL, AR, LA, MS, TN

VIII IA, KS, MO, MN, NE, ND, SD

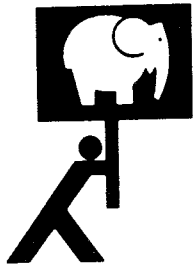
IX OK, TX **X** AK, ID, MT, OR, WA

XI AZ, CO, NV, NM, UT, WY

XII CA, HI

LEGISLATIVE ALERT

Presidential election time is upon us once again. Because it's sometimes difficult to sort through the rhetoric, the claims and counterclaims, we contacted both the Dukakis and Bush headquarters for the facts. We offer here a rundown of the two presidential candidates' positions on issues AMWA has spoken out on in recent years. All quotes are taken directly from campaign materials.



Vice-President George Bush

Legal Abortion: "I support a constitutional amendment that would reverse the Supreme Court's *Roe v. Wade* decision on abortion."

Federal Funding for Abortion: "I oppose the use of federal funds to pay for abortion except when the life of the mother is threatened."

Equal Rights Amendment: "I do not support the ERA."

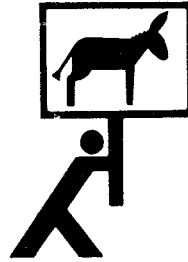
Family and Medical Leave Act: "The federal government should not mandate parental leave."

Act for Better Child Care: Vice-President Bush has announced his own comprehensive plan for improving child care services, based on a refundable tax credit of up to \$1,000 per child under age four.

Civil Rights Restoration Act: Vice-president Bush supported President Reagan's veto of the CRRA.

Pay Equity: "I am not for a federal mandate to require pay according to a scale of 'comparable worth'."

Governor Michael Dukakis



Legal Abortion: "I will continue to support the decision of the Supreme Court in *Roe v. Wade*."

Federal Funding for Abortion: "I support federal funding—where essential—to assure that women in poverty have the same right [to abortion]."

Equal Rights Amendment: "As President, I will fight hard for a federal Equal Rights Amendment."

Family and Medical Leave Act: "I support the proposed Family and Medical Leave Act."

Act for Better Child Care: "I endorse the goals for national action recently put forward by the Alliance for Better Child Care, and will do all I can . . . to implement that agenda as President."

Civil Rights Restoration Act: "I support the Civil Rights Restoration Act."

Pay Equity: "As President, I will support similar efforts [to a pay equity program he initiated as governor of Massachusetts] at the federal level."

There are 91.5 million American women who are eligible to vote. This compares with 82.4 million eligible men. Women outnumber men in all voting age groups except for 18 to 24, where the numbers are equal. Over age 65, women constitute 60% of eligible voters.

Women constitute 53% of all registered voters. 59.5 million women (65%) and 52.2 million men (63%) were registered to vote in 1986.

Nine U.S. senators and three governors owed their victories to the women's vote in 1986: Governors Casey (PA), Mickelson (SD), and Kunin (VT); Senators Shelby (AL), Cranston (CA), Wirth (CO), Fowler (GA), Breaux (LA), Reid (NV), Sanford (NC), Conrad (ND), and Adams (WA).

A gender gap between women and men continues to exist. Voting differences in the 1984 presidential elections:

	Women	Men
Reagan	55%	64%
Mondale	45%	36%

Personal concerns—Public issues

Using your vote is a public expression of your personal concerns about your family's future and the future of the United States. Give each candidate a fair hearing and then ask yourself:

- Does the candidate offer realistic solutions to the problems you and your family have?
- Does the candidate discuss the problems in the United States that most concern you?
- Does the candidate discuss economic and international issues in a way that is consistent with your concerns and values?
- Does the candidate's plan for the future of the United States seem clear and sensible to you?

* This section is adapted from a fact sheet, "Women and the Vote—1988," published by the National Commission on Working Women of Wider Opportunities for Women.

STUDENT SENATE

Consortium News

Tien-Bao Chao (Columbia College of Physicians and Surgeons)

AMWA student members are becoming more prominent not only within AMWA but also among medical students nationally via our participation in the Consortium of Medical Student Organizations. The purpose of the Consortium is to increase communication and cooperation among member groups and, very importantly, to provide a mechanism through which we can speak with a unified voice.

Benefits of the increased communication include updates on such issues as changing the National Boards' grading system to pass/fail. The AAMC student leaders have informed us that this recommendation has been sent to committee until approximately 1991, pending the results of a comprehensive study. They also mentioned that the AAMC has established a discount program with Continental/Eastern Airlines for medical students flying to residency interviews. To take advantage of the savings, students should contact their dean's office for the 800 number and access code.

An important issue taken up by the Consortium is the problem of discriminatory or illegal questions asked during residency interviews. As a Consortium, we recommended that the AAMC include this topic on their graduation survey, which is sent to all graduating medical students. As previously reported, these results are significant, but final results are still pending. Another cooperative project is the plan for AMWA and the AMSA Women in Medicine group to co-sponsor a workshop on maternal/fetal rights at the next AMSA convention.

One of the most important functions of the Consortium is to provide a strong, integrated voice. A new issue we are tackling is minority admissions. The Association of Native American Medical Students originally introduced

this topic, saying that as many as 30% of medical school positions intended for Native Americans are being taken by non-Indians. This has adverse effects on the recruitment of Native Americans and it diverts financial resources intended for them. A possible solution is to persuade the AAMC to change the AMCAS application so it will state that documentation of minority status (e.g., a tribal certificate) may be required. The Puerto Rican and Chicano/Latino groups report that, at times, this is a problem for their admissions, too.

The Consortium is doing two things to address these admissions problems. First, we are drafting a letter to the AAMC director of the section for minority affairs to alert him to these problems and to outline our recommendations. Second, to address the Puerto Rican students' situation, we are in the process of collecting information on how to review minority applications and interview minority students to ascertain more accurately how closely they identify with their culture. The goal is to develop a pamphlet or workshop for admissions officers to educate them about and sensitize them to these issues.

The next Consortium meeting will be held in conjunction with AMWA's Annual Meeting in Chicago on Saturday, November 5, 1988. The leaders of member organizations (AMA-MSS, AMSA, AAFP-NCSM, SNMA, etc.) will all be there, so if you'd like an update on any of the above issues, feel free to contact any of them or me after the meeting.

And if you are interested in any of the Consortium's ongoing projects and would like to offer assistance, or if you have an issue you think the Consortium should address, please contact me, Tien-Bao Chao, at 212-927-0844.

How to Be an Effective Delegate

Mary Bongiovi (Columbia College of Physicians and Surgeons)

AMWA student members are considered full members of the organization and, therefore, have equal voting rights on every issue. This empowers us to take stands on issues of importance to students, from women's health to political activism to male membership. With our voting privilege comes the ability to effect change.

To make our voices heard, we should take complete advantage of our delegate status. Each chartered branch of at least 8 members is entitled to one delegate and an alternate; more than 45 members results in two delegates. It behooves us to increase our local membership because this translates into more delegates and a larger voting bloc.

If your branch has the right to a delegate use this privilege wisely. Here are a few suggestions for how to get the most out of your vote:

1. Credential your delegate(s) before the Annual Meeting. Every branch president will receive notice of the number of delegates her branch is entitled to. At that time she should decide who the delegates and alternates will be and notify the national office using the proper forms. This way, delegates will be made official in advance and everyone's valuable time will not be wasted credentialing at the meeting.

2. Know the issues. All delegates receive advance copies of the resolutions and bylaws changes that will be voted on at the upcoming meeting. Peruse them so that you are aware of important issues. When you arrive at the meeting, attend the hearing on resolutions; this year it is scheduled for 11:00 am to 1:00 pm on Thursday, November 3. Learning the pros and cons of issues will help you make informed decisions. Knowing the issues allows for more effective caucusing.

3. Know the candidates. Since dele-

Message from the Director of Students



AMWA will host the Consortium of Medical Student Organizations at our 1988 Annual Meeting in Chicago. It is a great tribute to our student leaders, past and present, that the Consortium has accepted AMWA's invitation to hold its meeting with us. Other host organizations have been the AMA, AAMC, and AAFP. This brings much honor and prestige to AMWA as a major national organization.

AMWA's participation and influence in the Consortium have been growing in recent years, and our student leaders have already made a big difference in the group's perspective. AMWA is particularly interested in gender issues such as inappropriate residency interview questions, pregnancy and maternity leave in medical school, sexual harassment, and discrimination. Who is better able to understand these issues than AMWA members, who have confronted them in real-life situations. The answers are not easy and may often require flexible solutions and policy changes. AMWA members can share with our student representatives the lessons we have learned so that they can take a leadership role in making positive changes for the future.

The Consortium's presence at our Annual Meeting this November is an honor for us—this is our opportunity to welcome Consortium representatives, to showcase our organization to them, and to lend our support to their continuing efforts to unify all medical students for the common good.

—Lillian Gonzalez-Pardo, MD

gates vote for the officers of the association, it is important that you know as much as possible about their ideals. Attend the Student Senate (1:00 to 3:00 pm, Thursday, November 3) to meet the candidates for national student coordinator and the opening session (10:00 am to 12 noon, Friday, November 4) to hear the physician candidates give their speeches.

4. Attend the House of Delegates.

This year the House will hold a marathon session from 1:30 to 7:00 pm on Friday, November 4. The best way to deal with this huge block of time is to take the "tag team" approach. Since both you and your alternate will have followed the previous suggestions, you will both be aware of the issues and have caucused with your constituents to determine your stand. This will leave you free to switch off the responsibility of sitting in the House. Prear-

range times (e.g., every hour on the half hour) and a place (e.g., the back door of the House) to meet and pass over the delegate's badge. This way you do not have to attend the entire session and feel deprived because you may be missing a great workshop that is running simultaneously.

Being a delegate is a privilege and a responsibility. By following the above suggestions you will be a most effective and informed delegate. Use your vote wisely.

Call for Candidates

If you are interested in running for national student coordinator (NSC) or regional coordinator (RC), please follow these guidelines:

- Write to the national office for a copy of the job description detailing the responsibilities of the position.
- Submit a statement of interest and a curriculum vitae for distribution at the Student Senate; send them to Mary Bongiovi c/o the national office by October 3.
- Alternatively, candidates may declare themselves at the Annual Meeting anytime prior to the second meeting of the Student Senate. A statement of interest and curriculum vitae should be given to a current NSC, copies will be made and distributed at the next Student Senate.
- Candidates for NSC will have an opportunity to address the Student Senate for five minutes at its second meeting.
- NSCs will be elected by student delegates at the end of the House of Delegates.
- Each RC will be elected by the delegates from her region at the second meeting of the Student Senate. Candidates for RC will have the opportunity to address the members of their regions.

Reactivated Student Branches:

Case Western Reserve University,
Cleveland, Ohio
Michigan State University College of
Osteopathic Medicine, East Lansing
University of California, Irvine
University of California, San Francisco
University of Illinois, Chicago
Wright State University, Dayton, Ohio
Morehouse College School of Medicine,
Atlanta, Georgia
Mt. Sinai School of Medicine,
New York City

AMWA, Women Physicians Growing

New projections from the American Medical Association estimate that the total number of physicians will increase 21.9% by the year 2000. Most of that growth, however, will be in the number of *women* physicians, whose ranks will grow by an astounding 91.9%, compared to a rate of only 9.2% for their male colleagues.

This is good news for medicine and for AMWA. But it also means that we have our work cut out for us. While our numbers have grown along with those of women physicians as the chart below shows, we need to capture a higher percentage of our market. That is where you come in.

Peer-to-peer outreach is the most effective recruitment strategy we have and is necessary to keep our momentum going. AMWA pediatricians will have a chance to help out at the American Academy of Pediatrics meeting and scientific exhibit to be held at the Moscone Center in San Francisco, California, October 16 through 19. As soon as the AAP assigns our booth number, a memo will be sent to all AMWA pediatricians informing them of the exhibit hours and location, asking them to stop by the booth to greet nonmembers and to discuss the

benefits of membership in their association. Celia Rea Gibney will be in San Francisco to staff the booth and looks forward to your participation.

AMWA members can also contribute to our direct mail efforts. We are very pleased with the response to our June promotion—a first—to women physicians between the ages of 25 and 44. As of the end of July, we had 209 new AMWA members! Our fall promotion will go out to all women physicians in September. Remember . . . we can't remove members' names from the mailing list, so you will receive a copy. Watch for it and pass your brochure and application on to a non-member colleague.

New Issues Addressed in 1988

AMWA added two new issues to its strategic agenda in 1988: dependent care and osteoporosis. The Ad Hoc Committee on Dependent Care and the Osteoporosis Task Force have both begun to set goals and move forward.

The Ad Hoc Committee on Dependent Care, chaired by Roselyn P. Epps, MD, decided that its first task would be data gathering. The AAMC has some data on child care programs in medical centers: only 80 of the approx-

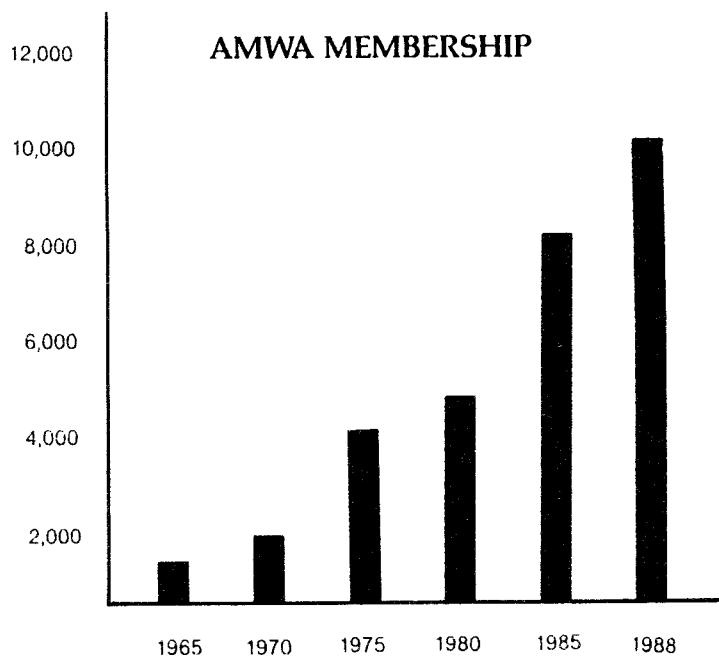
imately 700 centers sponsor programs of any kind.

What the Committee would like to do is survey those 80 with an eye toward a publication. The Day Care Council in New York City has submitted a proposal for planning and implementing the survey and analyzing data, and a budget request has been made. The information from the survey would be used in a "how to" for women in medicine wanting to organize child care. It would answer questions such as: What makes a teaching hospital ripe for establishing a child care facility? What type of care is appropriate to each setting? What are our options locally? The Committee is also concerned with legislation, specifically the Family and Medical Leave Act and day care bills.

The Osteoporosis Task Force, co-chaired by Ruth Ann Fitzpatrick, MD, and Rosalind Shorestein, MD, has set as its priority educating health professionals through programs at national and regional AMWA meetings. Task Force members have received four information packets, from the National Osteoporosis Foundation, ACOG, the American Dairy Council, and an international conference, for their own education and as background for preparing an AMWA resource guide. The Task Force is taking special pains not to duplicate the efforts of other organizations.

Other projects the Task Force would like to undertake include a speakers' bureau, nutrition information pamphlets for adolescents and adults, a series of educational videos for physicians to use with patients, and an osteoporosis hotline for the general public.

If you'd like to find out more about the work of either group or become involved, just stop by their meetings at the Annual Meeting in Chicago; the Dependent Care Committee will meet from 3-4 pm and the Osteoporosis Task Force from 3-5 pm, both on Thursday, November 3.



BULLETIN BOARD

Papers for MWIA

The 21st MWIA Congress will convene in Seoul, Korea, September 3-8, 1989. AMWA members are invited to present papers on the Congress theme, "Incidence of Cancer in Women in Different Countries." Suggested subtopics include incidence, predisposing factors, and epidemiology; biological, pathological, and immunological aspects; early detection and diagnosis; management and rehabilitation; and future investigation. Send paper title and an abstract by October 15, 1988 to Anne Barlow, MD, 856 Grove Ave., Flourtown, PA 19031.

Bed and Breakfast



AMWA offers a unique service to members: the option of free lodging in the homes of members around the country. To take advantage of the Bed and Breakfast program next time you travel, just call the national office when your itinerary is set. You will be matched with volunteer hostesses in each locale. Although the lodging is free, there is a \$5 per placement fee for administration. Bon voyage!

Setting the Records Straight

It's fall cleaning time at the AMWA national office. To get ready for the impending move, all organization files and records are being skimmed, sorted, and boxed. Old association records will go to the AMWA archive at Cornell University Medical College in New York City, while biographical material on individual AMWA members will be donated to the Archives and Special Collections on Women in

Medicine at the Medical College of Pennsylvania. AMWA members should keep the MCP Archives in mind as a repository for their own records. Staff there are endeavoring to build *the* national collection on women physicians—and you are part of it.

Regional Board Handbook

One of the best workshops at the 1987 Interim Meeting was organized by the regional governors to teach AMWA members how to build effective regional boards. Now, Jo-Ellyn Ryall, MD, (Region VII) has compiled the presentations into a short but very helpful handbook. This all-purpose guide includes practical information on organizing the regional board, holding a regional conference, and starting a newsletter, as well as lists of all relevant personnel for each region and the AMWA bylaws. Copies have been sent to all regional governors, if you haven't received yours, call Celia Rea Gibney at the national office.

Advertising Award

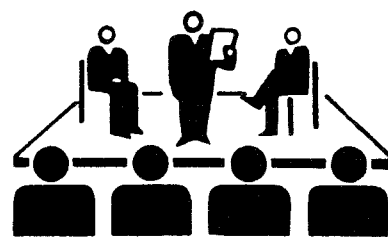
At the 1987 Annual Meeting, the Board of Directors voted to commend Baby Togs for an excellent ad that portrayed women physicians in a positive way. Publications Committee Chair Jean Fourcroy, MD, is collecting submissions for a 1988 citation. Keep your eye out and send any appropriate ads to Dr. Fourcroy at 6310 Swords Way, Bethesda, MD 20817, or bring a copy to the 1988 Annual Meeting in Chicago.

Apple Juice with Calcium

AMWA's Board of Directors has voted to put the AMWA seal of approval on Apple Citrus Hill Plus Calcium, the

third member of Procter and Gamble's family of calcium fortified juices. After a presentation of continuing research on the efficacy of the Citrus Hill calcium delivery system, the Scientific Evaluation Council unanimously recommended the move. The apple juice will be available in both liquid and concentrate forms. Initial introduction of Apple Citrus Hill is planned for the West Coast in October. Watch for it.

Western Regional Conference Set

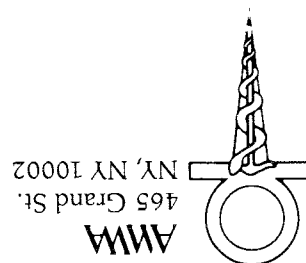


The Second Western Regional AMWA Conference has been set for the weekend of January 28-29, 1989. Plans for the program on "Current Issues in Women's Health Care: Advances and Treatment Strategies" have just been finalized and the conference organizers hope to top their first highly successful western regional meeting. Join your colleagues at the Hotel Meridian in Newport Beach, California for a weekend of education and networking. For more information, call or write: Professional Communications, 520 Broadway, Suite 400, Santa Monica, CA 90401; 213-394-3322.

And Gary Makes Three

Nancy Gary, MD, was recently appointed dean of the Albany University School of Medicine in Albany, New York. She joins Lyn Behrens (Loma Linda) and Nydia de Jesus (University of Puerto Rico) as one of three women—out of 127 deans—of U.S. medical schools. A nephrologist, Dr. Gary is currently associate dean for educational affairs and professor of medicine at the Robert Wood Johnson Medical School in New Brunswick, New Jersey.

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AMWA

WHAT'S HAPPENING IN

Doris G. Bartuska, MD, President
Eileen McGrath, Executive Director
This issue prepared by Jane Williamson

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Volume XIII, Number 4
Fall 1988

AMWA MEMBERSHIP APPLICATION

NAME _____

ADDRESS _____

CITY _____ STATE _____ ZIP _____

PHONE (HOME) _____ (WORK) _____

MEDICAL SCHOOL _____ YEAR _____

SPECIALTY(S) _____

LICENSE(S) _____

SPECIALTY BOARD CERTIFICATION(S) _____

MAIL TO: AMERICAN MEDICAL WOMEN'S ASSOCIATION
465 GRAND ST., NEW YORK, NY 10002

<input type="checkbox"/> Regular Member \$100
<input type="checkbox"/> Member-In-Training \$40
<input type="checkbox"/> Student Member \$40
four years including sub- scription to <i>Journal</i>
<input type="checkbox"/> Check Enclosed
<input type="checkbox"/> VISA/MC # _____

(\$40 minimum charge)
Exp. Date _____
<input type="checkbox"/> Local Dues