Big Bold Results from the President’s Retreat

The 1999 American Medical Women’s Association’s President’s Retreat took place at the Holiday Inn Select in Old Town Alexandria, VA on January 29-31. I selected the challenging theme “Stepping Out of the Box: Risk and Opportunity in the New Millennium.” I gave the charge to the attending leaders and staff to be bold, unconventional, and to break the mold in their vision of AMWA in the 21st Century.

Over the course of the weekend, facilitator Denise Cavanaugh, of Cavanaugh, Hagan & Pierson, challenged the association’s leadership to carefully examine current activities and programs and to establish core objectives that will ensure a vibrant, relevant, and strategically positioned organization well into the next century. Working in small teams, AMWA leaders and staff developed strategies for achieving what Ms. Cavanaugh termed “big, bold results.” In the end, following a series of paper ballots, the participants agreed on four initiatives:

Women Doctors Connected

This vision focused on building a future for AMWA by constructing a technology infrastructure compatible with the methods of knowledge production and dissemination which will prevail in the next century. By maintaining a database of e-mail addresses for all women physicians, students, and interested consumers, AMWA would have a means of providing quick, regular e-mail updates and facilitating two-way communication. Committee work could also be done on-line. Live and stored Web casts of Annual, Interim, and Regional meetings would allow those unable to physically attend to view portions of the meetings. We also recognized that with the explosion of information on the Internet, consumers need a way to quickly determine that a Web site contains accurate, medically valid information. To address this need, a Web site or Web page certification service was envisioned.

Parity for Women

This “big, bold result” focused on advocating parity for women within the medical field. The primary objectives of this proposal were; striving to achieve parity in pay for all women physicians, doubling the number of women physicians in leadership positions, and doubling the number of women in certain medical specialties.

Universal Access to Quality Health Care

The third proposal to emerge from the retreat saw AMWA as an organization dedicated to promoting universal access to health care. Looking forward to 2005, the plan envisioned AMWA being involved in the completion of a study on the options for universal access and the presentation of the completed plan at local, state, and federal levels.

A New Vehicle for AMWA

The fourth initiative focused on revamping the current structure and governance of AMWA. Proposals to drastically streamline the Board of Directors and committees, hold public forums in lieu of the House of Delegates, decentralize CME meetings, and either abandon or fully support the regions and branches were discussed.

I closed the retreat by thanking all of the participants for their insights, careful thought, and hard work. I observed that strategic planning is an ongoing process, and that it has little value if it is not acted upon. I informed the group that the summary of the President’s Retreat will be shared with interested parties, and a progress report card will be released on a regular basis. I concluded by reiterating my commitment to lead the organization in implementing the strategic initiatives.
WOMEN'S HEALTH—AMWA continued and initiated new CME projects in 1998. AMWA's Department of Defense (DoD) grant, reported on in previous newsletter articles was revised and provided six train-the-trainers workshops for 55 DoD trainers. Under the leadership of Laura Morris, MD, with a team of AMWA master faculty, AMWA completed a program which trained over 6,000 primary care managers in the armed services in 177 all day training sessions in the United States, Europe, and the Pacific over a period of 9 months. Other AMWA CME projects in 1998 that should be highlighted include the CME workshop on cardiovascular disease in women, the International Advanced Curriculum on Women's Health conference, held in Miami in March, which drew over 300 physicians from 15 countries, the Arthritis train-the-trainers project, the grant from the Department of Justice for an online CME project on domestic violence, and the grant from the Robert Wood Johnson Foundation in conjunction with ACOG which tailored the AHCPR Smoking Cessation guidelines to the needs of women and girls and trained a master faculty to present 20 continuing medical education workshops for primary care providers.

ARCHIVES—AMWA Past Presidents funded a special archives project at the national office to assure permanent housing of papers and memorabilia of AMWA Past Presidents and leaders.

AWARDS—AMWA recognized the outstanding achievements and contributions of women physicians and students through AMWA's awards program. In 1998, AMWA presented the Lila A. Wallis Women's Health Award for the first time at the first-ever awards luncheon at the Annual Meeting.

MEETINGS—AMWA had a successful 83rd Annual Meeting in New Orleans drawing over 700 attendees. AMWA also formed a partnership with Simmons College to present a Career Development Institute at AMWA's Annual Meeting, AMWA Region I and Region II meetings, and at Simmons College. Prior to the Interim Meeting, AMWA sponsored a People to People Ambassador's Delegation to the People's Republic of China and sent an additional delegation to Scandinavia prior to the Annual Meeting.

FOUNDATION—The Foundation had a successful annual fundraising campaign that resulted in the recruitment of ten Corporate Partners and raised approximately $100,000. AMWA continued to provide, through AWHS, funding for clinics, projects, and primary care for medically underserved areas in the US and abroad. Fundraising for the Advanced Curriculum resulted in grants from two new foundations and a new health care company. Marjorie Braude, MD was recognized for her award to the Reproductive Health Initiative (RHI) of a $25,000
AMWA Helps Launch Public Education Effort on Cervical Cancer: Its Causes and Detection Methods

In partnership with the National Cervical Cancer Public Education Campaign, AMWA recently spearheaded the first National Summit on Cervical Cancer, held in Washington, DC on January 12, 1999. Representatives from the nation’s leading women’s health, cancer and civic groups, including more than a dozen founding partners of the Campaign, came together to officially launch an initiative to better educate American women about the human papillomavirus (HPV), its link to cervical cancer, and improved detection techniques.

AMWA Past President Sharyn Lenhart, MD served as moderator for the Summit and was joined by Past President Diana Dell, MD, who spoke about AMWA’s involvement in this effort. Drs. Lenhart and Dell, both of whom serve on AMWA’s Advisory Committee to the Campaign, highlighted the fact that in the United States alone, there are an estimated 15,000 cases of cervical cancer resulting in almost 5,000 unnecessary deaths each year. “Awareness and early detection are powerful tools in preventing cervical cancer,” said Dr. Lenhart. “No woman should die of this preventable disease.”

Other speakers at the Summit included Leslie Walton, MD of the University of North Carolina School of Medicine; Linda Alexander, PhD of the American Social Health Association; Carol Ann Armenti of the Center for Cervical Health; Bruce Dan, MD of Medcast Networks; Jane Delgado of the National Coalition of Hispanic Health and Human Services Organizations (COSSMHO); Wayne Shields of the Association of Reproductive Health Professionals; Bill Ivey of the National Endowment for the Arts; and entertainer Donna Summer, who gave the keynote address. U.S. Senator Connie Mack (FL) and U.S. Representative Juanita Millender-McDonald (CA) were recognized for their leadership in the designation of January as Cervical Health Month.

Stay tuned for details on upcoming Campaign activities. For further information, contact Angela Broom at AMWA at 703-838-0500, call the Campaign directly at 202-530-4884, or visit the Campaign’s Web site at www.cervicalcancercampaign.org.

LEGISLATIVE UPDATE

Lobby Day Activities

AMWA members held a successful Lobby Day on January 29, 1999 during the President’s Retreat. After a breakfast briefing on how to be an effective advocate, AMWA members boarded a bus for downtown DC to the Old Executive Office Building at the White House. There they met with Jenny Luray, the new Director of the White House Women’s Office. AMWA President, Clarita Herrera, MD, gave a brief overview of AMWA, and then several AMWA members spoke about AMWA’s three key legislative issues for 1999. Debra Judelson, MD, Chair of AMWA’s Governmental Affairs Committee, Willa Brown, MD, and Michele Bloch, MD spoke about Patients’ Rights, Reproductive Health Issues, and Tobacco Control. After their meeting at the White House, AMWA’s advocates shuttled down to Capitol Hill for individual meetings with their Congressional Representatives and legislative assistants. In just half a day in the Capitol, AMWA members managed to meet with approximately 30 Congressional staffers.
**DIRECTOR OF STUDENTS**

Greetings and Best Wishes for a Successful Year

*Diana Dell, MD*

Welcome! I am honored to accept the appointment of Director of Students. I want to first say a special thanks to Ellie Hirshberg and Tanya Warwick for their leadership and dedication to AMWA while serving as the 1997-1998 National Student Coordinators (NSCs) and welcome to Seema Kumbhat and Heather Williams, your newly-elected 1998-1999 NSCs. Please feel free to contact Seema, Heather, or myself whenever we can be of assistance. All of us are looking forward to a great year and lots of communication between AMWA students. We are here to help with problems encountered educationally or in personal growth as you proceed through your school years, residency, and join the medical community. And we want your input on how AMWA can serve your needs.

Please feel free to get in touch questions, give comments, or just say hello. Contact your NSCs by e-mail: Seema Kumbhat at skumbhat@newsun.med.miami.edu and Heather Williams at hcwillia@cord.iupui.edu. I can be reached at delld@amwa-doc.org, or by mail or fax.

**MEMBERS IN THE NEWS**

Roselyn Payne Epps, MD, MPH, MA, Past President of AMWA, accompanied six other US medical specialists as faculty for the 1998 Schweitzer Institute Regional Conference on Maternal and Child Health in Bishkek, Kyrgyzstan from November 11-14, 1998. In the photo, Dr. Epps discusses issues with several medical leaders attending the conference from the Newly Independent States. In addition to participating in the overall conference, Dr. Epps presented and moderated a panel discussion on maternal mortality with leaders from Kyrgyzstan, Uzbekistan, Kazakhstan, and Tajikistan. She also made a presentation on Women’s Health Issues and Perinatal Outcome and emphasized the role of national and international Non-Governmental Organizations (NGOs), like AMWA and MWIA, in all aspects of women’s health, especially advocacy.

Sorosh Roshan, MD, AMWA member and President of the International Health Awareness Network has hosted meetings of the steering committee for the UN Health Conference, “Women’s Health and Development in the 21st Century,” taking place on March 16, 1999. Other AMWA members helping to plan the conference include Clarita Herrera, MD; Satty Gill Keswani, MD; Joyce Braak, MD; and Mimi Buchness, MD. Topics for discussion at the conference include Reproductive Health, Tobacco, Gender Issues, and Human Rights.

**RESIDENT ROUNDS**

Do You Have E-mail?

*Wendy E. McCurdy, MD, Resident Representative*

In this rapidly expanding technological age, computer literacy is almost a must. It is one of the desirable skills for practitioners delivering health care in the 21st century. Everything from billing to radiologic imaging is intimately involved with computer technology.

Although initially intimidating, once you are familiar with the potential of the computer, you will be quickly drawn in. For interns, residents, and fellows, computers with Internet capability and the appropriate software offer instant literature searches, specialty teaching files from numerous universities, word processing applications (for your curriculum vitae, job applications, etc.), the ability to make your own slides, and e-mail (allows you to communicate with friends and colleagues around the world).

Computer teaching is increasing in medical schools and the applications in medical practice continue to flourish. The "computer resource room" at the Annual Meeting has been a wonderful education tool for the beginner to the advanced computer guru wishing to become more familiar with the latest technology.

Do you have e-mail? AMWA has less than 10 percent of e-mail addresses for residents, interns, and fellows. I suspect many more have it and would greatly appreciate it if you would forward your address to the AMWA national office at gashton@amwa-doc.org or call 1-800-995-AMWA. Most educational institutes offer e-mail to their interns, residents, and fellows free of charge. If you do not have it, ask your residency/fellowship directors or the computer department how to get it. For AMWA, it is the most cost-effective and efficient way to communicate.

Online (e-mail delivered) Resident Rounds now exists, but unfortunately it reaches few residents. E-mail will be the best vehicle of communication in the new millennium, so I would hope to have at least half of our members (with your help) online by the year 2000.

Wishing you all a belated healthy and happy new year! It is a pleasure and honor to represent you in 1999. I welcome your feedback, concerns, criticisms, and suggestions. Please contact me at wmccurdy@amwa-doc.org.


**Grant Project Update**

**Education Project on Coronary Heart Disease in Women**

AMWA is pleased to announce that the CHD workshop will be presented at the Society of Teachers of Family Medicine’s Annual Spring Conference in Seattle, WA. The three-hour-long presentation will provide teachers of family medicine with the most up-to-date information on the evaluation and treatment of risk factors, dietary recommendations, accurate detection of CHD, and cost-efficient evaluation of chest pain. Attendees, who train family medicine physicians, will be able to use this material to teach their students, thereby improving the quality of patient care and helping to decrease the incidence of and mortality from CHD among women.

The “Nutrition and Heart Disease” loaner kit is still available to present talks to lay and professional audiences, for class lectures at medical schools, and for AMWA Branch Meetings. The loaner kit, available to AMWA members for two months free of charge, is a user-friendly slide lecture complete with talking points and the brochure, “Guide to Heart Healthy Eating,” which can be duplicated and hand-ed out. To obtain the loaner kit contact Stephanie Woodfin, CHD Project Manager, at the national office at 703-838-0500 or swoodfin@amwa-doc.org.

AMWA’s Education Project on Coronary Heart Disease in Women, a CME program covering the state-of-the-art information on preventing, treating, and diagnosing CHD in women, is funded by an unrestricted medical educational grant from DuPont Pharma Radiopharmaceuticals, a division of the DuPont Merck Pharmaceutical Company, as part of its Difference in a Woman’s Heart Program. The “Diet as Prevention and Treatment” component of the project is funded by an unrestricted medical educational grant from the National Association of Margarine Manufacturers.

**Arthritis Education—Coming to a Meeting Near You**

With the completion of the Master Faculty Training last November in New Orleans, the Arthritis Education Initiative is beginning its year of presentations on the current diagnosis and treatment trends in arthritis. Throughout the country, the presentations: “Approach to Arthritis: A New Look At An Old Problem,” will be conducted at several medical and health association meetings. The carefully crafted curriculum is strategically designed into eight modules. Each presenter is able to select modules that best meet the needs of her audience.

Mark your calendars for the following dates and times:

<table>
<thead>
<tr>
<th>Event/Organization</th>
<th>Day &amp; Date</th>
<th>Place</th>
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<tbody>
<tr>
<td>Ninth Annual CME &amp; SKI Winter Conference</td>
<td>Saturday, February 6, 1999</td>
<td>Bethel, ME</td>
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<tr>
<td>Downeast Association of Physician Assistants</td>
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<tr>
<td>California Family Practice Annual Scientific Symposium</td>
<td>Saturday, February 13, 1999</td>
<td>San Diego, CA</td>
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<td>Ski Utah Convention</td>
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<tr>
<td>Utah Academy of Family Physicians</td>
<td>Sunday, February 14, 1999</td>
<td>Park City, UT</td>
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<td>New Jersey State Society of Physician Assistants</td>
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<tr>
<td>2nd Annual CME Conference</td>
<td>Friday, March 5, 1999</td>
<td>Princeton, NJ</td>
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<tr>
<td>Advanced Practice Nurse Update 1999</td>
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<tr>
<td>Delaware Nurses Association</td>
<td>Friday, March 19, 1999</td>
<td>Wilmington, DE</td>
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<tr>
<td>Nebraska Family Practice Annual Meeting</td>
<td>Friday, March 26, 1999</td>
<td>Omaha, NE</td>
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<tr>
<td>Atlantic Regional Osteopathic Convention (AROC)</td>
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<tr>
<td>New Jersey Association of Osteopathic Physicians and Surgeons</td>
<td>Wednesday, April 14, 1999</td>
<td>Atlantic City, NJ</td>
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<tr>
<td>Annual Charter Oak Conference and Northeast Regional Meeting</td>
<td>Thursday, April 29, 1999</td>
<td>Waterbury, CT</td>
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<tr>
<td>Connecticut Academy of Physician Assistants</td>
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Don’t worry if you don’t see a presentation listed in your area. Stay tuned for future updates, as there’s sure to be a presentation coming to a meeting near you. Efforts to secure additional presentation opportunities are ongoing.

Please contact Roohi Husain, Associate Director, at 703-838-0500, ext. 3309 or e-mail rhusain@amwa-doc.org with suggestions for presentation venues or for more information.
Grant Project Update

Tobacco Control and Prevention Initiative

The Tobacco Control and Prevention Initiative has been busy. The Initiative was selected as one of 10 organizations to exhibit at the 2nd Annual Conference of the American Association of Health Plans (AAHP) from January 31 - February 2, 1999, in San Diego, CA. This year's topic was "Addressing Tobacco in Managed Care." Response to the exhibit was very positive. Also, the first edition of the Women AGAINST Tobacco newsletter is now available. To receive free copies, please contact Angela Broom, JD, Project Director, at the national office at 703-838-0500.

To further publicize the importance of tobacco control as a women's issue, the project is currently developing a Web site. More information on the Web site will be posted in a future newsletter.

A kickoff event for the Mothers and Daughters Race Against Teen Smoking (MADRATS) was held on December 1, 1998 in New York City. The race itself will take place on June 6, 1999 in Central Park, so save the date! For details on participating, please contact Joanne Kildare at 212-746-6967.

Reproductive Health Initiative

The following AMWA Reproductive Health Electives are still available for Spring 1999:
Columbia—one student per month: March, April, May
Tufts Western Campus (Springfield, MA)—March
SUNY Syracuse— availability depends on course director's schedule

Continued on page 7

Loans, Scholarship and Awards Available to Students

Applications are currently available for the following student financial awards. Please contact Marie Glanz at the national office for more information.

- Applications are now being mailed for AMWA medical education loans of $2,000 to $2,500 and the Wilhelm-Frankowski Scholarship of $4,000. The deadline for both is April 30, 1999 and the deadline for supporting documents is May 15, 1999.
- AMWA also offers the Janet M. Glasgow Essay Award of $1,000 to the author of the best 1,000 word essay about a woman physician who has been a role model and mentor. The deadline is May 31, 1999.
- The Carroll L. Birch Award of $500 is presented for the best original research paper. The deadline is June 30, 1999.

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Student Senate

Responding to Gender Bias and Harassment

Seema Kumbhat, National Student Coordinator

A friend of mine has begun his first year in a surgical subspecialty program. I saw him recently accompanied by some other male colleagues, and I began to wonder if they ever ventured out of the hospital alone. I rarely saw him out of the company of his fellow male residents no matter where he went: be it the gym, a local restaurant, or even the grocery store. This thought soon prompted the question, "What would it be like for a woman resident in this program?"
When I asked him, he replied, "Out of thirty residents, there is only ONE woman. She will be leaving this year, and another woman will take her place. And that's it. It's a good ol' boys club, and they don't like girls."

"Who is They?" I wondered to myself. And do they realize that more women than ever are applying to medical school? Do they understand that in the era of estrogen replacement therapy, heart disease, breast cancer, health and fitness, and osteoporosis, women's health has reached new heights as an utmost concern that will demand women physicians to meet those concerns? Yet they don't want women in their residency programs?

I then asked, "I have a friend who is interested in applying to this program. What would you suggest SHE do?" "She?" he asked. "She?" he asked again. "Does she have thick skin?" Another resident offered more friendly input. "As long as she's cool and can talk back to them, she'll be fine. Oh, it helps if she's married and steers clear of pro-feminist stances."

The above anecdote epitomizes the regard of women in predominately male residency programs, and thus necessitates the need for our attention. As AMWA members, should we send out the message that in order to make it through these programs, one should get married, refrain from any remarks hinting of equal rights for women, and be certain to keep a few snide remarks on hand to use as needed? Certainly the above should not be requirements for involvement in any program. What we need to do instead is to train ourselves continually on effective verbal communication—the kind that gets the point across, without sounding antagonistic and without perpetuating further debasement. In addition, we need to learn the fine line between professional camaraderie and harassment or hazing. Finally, we need to enable ourselves to attain the same degree of success as our male colleagues, even though stumbling blocks to it may arise. Many of us have read "Hardball for Women" and other books that could help us address these issues. I am asking you now AMWA stu-
Renew Your AMWA Membership Today

Membership Renewal Notices were mailed in November 1998 to all AMWA members. Please renew so you do not miss out on the many AMWA benefits. Mail in your renewal payment today to continue receiving JAMWA, career development opportunities, and networking and mentoring programs. Renew your membership by March 1st and receive a $25 certificate to use toward AMWA programs, meetings, products, or your 2000 membership renewal.

E-mail Update

Members are urged to provide Member Services with their e-mail address. It is vital that all membership information is kept current so that members can receive updates and information in a timely manner. Please forward any membership information additions/changes to Katrese Phelps, Member Services Coordinator, at member@amwa-doc.org, 1-800-995-AMWA, or fax to 703-549-3864.

Attention New Branch Presidents

If you are a new student or physician branch president, please contact Member Services if you have not done so already. We are in the process of updating the Leadership Directory and need to list current branch presidents.

Calling All Branch Presidents

AMWA calls on all of its branches to contribute ideas for successful branch meetings, fundraising, CME workshops, and more. Beginning in February 1999, physician and student branch presidents will receive “The Branch Connection” with their bi-monthly branch mailings. This newsletter incorporates ideas from physician and student branch presidents to offer ideas and advice on how to strengthen AMWA branches. We invite all past and present branch presidents to contribute helpful hints or success stories on topics such as: how to have a successful branch meeting, fundraising for student branches, how to offer CME as a part of branch meetings and events, and increasing branch and national participation. For more information contact Member Services at 1-800-995-AMWA or e-mail to member@amwa-doc.org.

AMWA’s President “On The Road”—The 1999 Branch Ambassador Program

During the upcoming months AMWA President, Clarita Herrera, MD, will travel to branches and speak with members and non-members on “Career Development for the Woman Physician,” “AMWA’s History,” and the many benefits of AMWA membership. The Branch Ambassador Program offers excellent opportunities to recruit new AMWA members. If your branch is interested in hosting Dr. Herrera, please contact Katrese Phelps, Member Services Coordinator, at the National Office by April 1, 1999 to schedule a visit.

RHI, Continued from page 6

Schools are also using AMWA’s curriculum as part of Women’s Health Electives which cover reproductive health topics along with topics such as menopause, osteoporosis and coronary heart disease. Northwestern University has space available March through June, 1999 for one Women’s Health Elective student per month. If you are interested in applying for an elective, please send a cover letter explaining your interest and the specific elective(s) and dates you are interested in, along with a current resume to Stephanie Woodfin, RHI Project Manager, at the national office. Also, make sure to keep your eyes open for the 1999-2000 academic year elective schedule.

Student Senate, Continued from page 6

If you think a workshop on these topics would be in order? How could we do it? Who would we involve? We want to hear from you!

Reminder, please check your e-mail for updates and bulletins. If you have not been receiving our e-mail messages, please e-mail me at skumbhat@newssun.med.miami.edu or Heather Williams at hwillia@iupui.edu with your address so that you may be added to our list. Also, please keep us updated on your progress, concerns, and ideas.
WHAT'S HAPPENING IN

AMWA
801 North Fairfax St., Suite 400
Alexandria, VA 22314
www.amwa-doc.org

Calendar

RHI Medical Student Summer Intern Needed!
Internships at the AMWA national office in Alexandria, VA are available. Internships vary in length; housing can be provided. Please contact Stephanie Woodfin at 703-838-0500 for more information.

Web Site Reminder
Remember AMWA members that if you purchase CD's, tapes, or books (including the Women's Complete Wellness Book!) from Amazon.com by linking from the AMWA Web site, AMWA gets royalties from your purchase. What a great way to make a few extra dollars for AMWA!

Community Service Nominations Sought
Help AMWA recognize an AMWA physician who has given outstanding volunteer service to her local community with an AMWA Community Service Award. Send your personal statement describing the community service of your nominee along with a current CV to Marie Glanz at the national office. The awardees will be recognized at AMWA's Annual Meeting. Deadline for receipt of nominations is July 15, 1999.

Newsletter Committee and Staff
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Mary Guinan, MD, Co-Vice President, Communications
Carolyn Webber, MD, Co-Vice President, Communications
Diana Dell, MD, Chair, Publications Committee and Director of Students
Sema Kumhat and Heather Williams, National Student Coordinators
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