

## CHAPTER 9

### MAKING USE OF OTHER RESOURCES

#### *At AAMC*

1. *Faculty Roster System* (contact Paul Jolly Ph.D., Senior Associate Vice President, tel 202/828-0642)

- Publications such as *U.S. Medical School Faculty* (source for the most frequently asked questions about faculty) and *Women and Minorities on U.S. Medical School Faculties*.

- Recruitment assistance: The user writes to the FRS staff describing a faculty vacancy, criteria for the position, and parameters of the database to be searched. The database contains records for about 95% of all active full-time U.S. medical school faculty members (contact Lisa Sherman, Research Associate, tel 202/828-0611).

2. *Student and Applicant Information Management System* (contact Information Management and Research, tel 202/828-0645; <cdkillian@aamc.org>): SAIMS is the repository for all data collected by AAMC on students who take the MCAT, apply to and attend medical school, or participate in an ACGME-accredited residency. Information Management and Research Resources staff respond to a large variety of school requests designed to provide information about how students compare with all medical students or with a specified reference group.

3. *Institutional Profile System* (contact Donna Williams, Director, Institutional Profile Systems, tel 202/ 828-0647; <djwilliams@aamc.org>): IPS offers information on student enrollment and other data items such as total numbers of faculty, student financial aid, and tuition. An IPS brochure is available which explains data types and the number of ways data can be presented.

4. *Report on Medical School Faculty Salaries* (produced annually; contact William C. Smith, Jr., Research Associate, tel 202/828-0649; <wcsmith@aamc.org>; also see Chapter 5). Every year, AAMC collects faculty salary information and publishes tables showing the mean, 20th, 50th and 80th percentile of total and base compensation by public/private, geographic region, degree, rank, and department (see Chapter 5).

5. AAMC's monthly journal *Academic Medicine* publishes a rich variety of research articles, national policy perspectives, book reviews and other features of interest to faculty, administrators, and anyone involved with medical education. A number of supplements, e.g., AAMC's Research in Medical Education Proceedings, are published annually. Individual subscriptions are \$60/year (tel 202/828-0416, <acadmed@aamc.org>). The table of contents and abstracts now appear on AAMC's web site (see #8 below).

6. AAMC STAT ("short, topical, and timely") is a weekly electronic newsletter offering AAMC constituents information bites about AAMC's activities plus news from the wider world of medicine. To review a current issue, visit AAMC's web site at: <<http://www.aamc.org/events/aamcstat/aamcnews.htm>>. To receive a free subscription, choose "subscribe" at our web site or send e-mail message, subscribe aamcstat, to: <majordomo@aamcinfo.aamc.org>.

7. WIM-SERV, begun on July 1, 1996, is AAMC's Women in Medicine electronic discussion forum. In an effort to increase communication and encourage networking

among its constituents, subscribers are encouraged to share ideas for local WIM-sponsored events and programs with a focus on (but not limited to): organizational issues and current activities; improving equity and addressing sexism in medicine; leadership development issues; programs and working toward salary equity; family and flexibility issues; and women's health in medical education. WIM-SERV is a moderated, closed and private (contact: tel 202/828-0586, <kcroft@aamc.org>).

8. AAMC's Web Site <<http://www.aamc.org>>: (contact Thom Watson, Electronic Information Specialist, tel 202/828-0252, <webmaster@aamc.org>): The AAMC web site was inaugurated in November 1995 and is rapidly growing and evolving. The web site offers information of broad interest in the areas of medical education, biomedical research, health care for the nation, related policy issues, student and applicant relations, and more. Among other materials, the web site offers a downloadable version of the AMCAS-E electronic application software, access to current issues of AAMC STAT, tables of contents and abstracts from *Academic Medicine*, online ordering of association publications and materials, information about the Women in Medicine program, and links to constituent web sites and other sites of interest related to academic medicine. The web site includes private, password-protected areas for the AAMC ACCESS project and the AAMC's Center for the Assessment and Management of Change in Academic Medicine (CAMCAM). Online announcements of major industry meetings, as well as presentation slides and handouts from AAMC-sponsored meetings are also accessible on the web site. The AAMC is committed to making the web site a valuable resource both within the world of medical education and to the public at large. Future plans for the web site include: the migration of AAMC surveys to the web; access to selected AAMC databases via the web; the provision of

secure, confidential communication among the AAMC and its constituents; and the development of an Intranet for internal AAMC business and data access.

### *Other National Organizations*

1. *American Medical Women's Association (AMWA)* was founded in 1915 and is an independent network of women physicians and medical students. *AMWA* acts as the voice for the interests of more than 90,000 women physicians nationwide. It holds annual, interim, regional and branch meetings and offers many member discounts. *AMWA* publishes *The Journal of the American Medical Women's Association (JAMWA)* and a variety of other periodic booklets. *AMWA's* website is <<http://www.amwa-doc.org>>. Established in 1994, the *AMWA* Gender Equity Award recognizes faculty members who promote a gender-fair environment for the education and training of physicians and assure equal opportunities for women and men to study and practice medicine. The goal in developing the award is to help create an environment where all future physicians treat each other, staff, colleagues, other health professionals and their patients with appropriate respect and sensitivity. For more information: tel 703/838-0500.

2. *American Medical Association's (AMA) Women in Medicine Advisory Panel* and WIM Services offer numerous programs and activities in support of women in medicine. For example, *AMA* sponsors a WIM month, is compiling information on flexible training programs and alternative practice arrangements, recently endorsed gender neutral language in all medical communications, and has created an internal women's health office. For more information: tel 312/645-4392.

3. *American Council on Education's (ACE) Office of Women in Higher Education* was

founded in 1973 and has greatly assisted many of the women who are currently college and university presidents in their career development and networking. In 1977, *OWHE* created a National Identification Program (NIP) for the Advancement of Women in Higher Education Administration. Assisted by *OWHE*, state coordinators and planning committees develop programs and strategies to promote the advancement of women increasing at all levels of higher education, the NIP is now focusing more attention on the organizational life of campuses and how men and women can reach a new level of understanding and communication. *OWHE* also sponsors numerous other programs of value to women as well as many valuable publications, including *Educating the Majority: Women Challenge Tradition in Higher Education* by Pearson, C., et al. and *Women in Presidencies* by Touchton, J., et al., which summarizes data about the 348 U.S. women college presidents in 1992 including the perceptions of their presidencies. For more information: One Dupont Circle, Washington, DC 20036; tel 202/939-9390; <deb\_ingram@ace.nche.edu>.

4. *Academic Physician and Scientist (APS)* is a monthly publication which serves as the central posting of faculty vacancies in academic medicine. A major goal of *APS* is to improve outreach to women and minority candidates. *APS* now reaches 70,000 faculty, 23,000 clinical fellows, and 3,000 senior administrators, and is mailed to every minority physician who graduated from a U.S. medical school since 1979. All openings are available on the internet at <gopher://gopher.acad-physci.com>. For more information: tel 916/939-4242.

5. *Association for Women in Science (AWIS)* is a national nonprofit organization of over 4,500 members working together to promote educational and employment opportunities for women and girls in all fields of science, mathematics, and engineering. Events at more

than 50 local chapters across the country are designed to facilitate networking between women scientists at all levels and in all career paths. *AWIS* chapters also encourage the participation of girls and women in science by sponsoring educational activities in schools and communities. *AWIS* publishes a variety of materials to inform girls and women about science programs and women's issues, including the bimonthly *AWIS Magazine*. For more information: 1522 K Street, NW, Ste. 820, Washington, DC 20005; tel 202/326-8940; fax 202/326-8960; <awis@awis.org>.

6. *National Association for Women in Education (NAWE)* is an independent nonprofit organization dedicated to the education and professional and personal development of women and girls. An important force in American education for more than 75 years, the Association develops innovative programs to meet the ever-changing needs of women in education. For more information: 1325 18th Street, NW, Washington, DC 20036-6511; tel 202/659-9330.

7. *Women in Higher Education (WIHE)* is a national monthly electronic journal for women administrators and faculty which provides support to women in confronting and overcoming gender bias on both institutional and personal levels. *WIHE*'s web site includes a job board, conference announcements, and tables of content for its recent journal issues. To review an article sample, such as "Practical Tips from the Hot Seat in Dreaded Campus Job Interviews" (August 1996), choose "recent articles" on the web page; to order a subscription, choose "subscribe" for costs and further instructions <<http://www.itis.com/wihe/>>.

8. *Women in Science and Engineering (WISE)* of the National Academy of Sciences was established to foster networking and sharing of common concerns within the Academy complex. *WISE* sponsors an annual formal

program which includes senior scientists and students from high school. *WISE* and other related groups are listed on the internet at <<http://xerxes.nas.edu:70/cwse>>.

9. The *American Association of Higher Education (AAHE)* is a national organization dedicated to improving the quality and addressing the challenges of higher education. One program of value to medical faculty is the annual Forum on Faculty Roles and Rewards which focuses on faculty expectations, evaluation, and rewards in a rapidly changing academic environment. *AAHE* also has special-interest groups which sponsor additional activities throughout the year, and "action communities" (e.g., Research Forum) which provide members with networking opportunities. *Change* magazine often includes articles of interest to medical faculty. For more information: One Dupont Circle, Suite 360, Washington, DC 20036-1110; tel 202/293-6440; fax 202/293-0073; <<http://www.aahe.org>>.

### ***WIM Specialty Organizations***

While participation in mainstream organized medicine is essential to developing networks, many women have formed specialty groups with very positive results including improved networking opportunities, investigative collaborations, and formulation of policy changes adopted by the "parent" society or college. These organizations are highly diverse. Below is a listing of contacts at 23 clinical and 12 basic science/research organizations that is as complete as possible:

#### **Clinical**

##### **Committee on Women's Involvement in American Academy of ALLERGY, ASTHMA & IMMUNOLOGY**

Andrea J. Apter, M.D., Chair  
Chief, Section of Allergy & Immunology,  
Department of Medicine, University of

Connecticut  
Farmington, CT 06030-3945  
tel 860/679-2449

##### **Committee on Women in CARDIOLOGY**

Rita Redberg, M.D., Chair  
University of California-SF Medical Center  
Box 0214  
San Francisco, CA 94143  
tel 415/476-2562

##### **Women in CARDIOTHORACIC SURGERY**

Dr. Phyllis Edwards, contact  
700 West Parr Avenue, Suite G  
Los Gatos, CA 95032  
tel 408/866-2939

##### **Women's DERMATOLOGIC SOCIETY**

American Dermatology Association  
Sharon Goldberg, Coordinator  
930 North Meacham Road  
Schaumburg, IL 60173-6016  
tel 708/330-9830

WDS has sponsored two professional development conferences, including workshops on presentation skills, practice management, conflict management, and constructive problem-solving.

##### **Joint Committee for the Advancement of the DERMATOLOGIC HEALTH OF WOMEN**

Cheryl Hayden, contact  
American Academy of Dermatology  
1350 I Street, Suite 880  
Washington, DC 20005  
tel 202/842-3555

##### **American Association of Women EMERGENCY PHYSICIANS**

21 West Colony Place, Suite 150  
Durham, NC 27705  
tel 919/490-5891

AAWEP's 8th annual leadership conference in 1995 was on "Survive your Career: Values-

based Decision-making for Professional Choices.” Its 1996 conference was on “The Rules of the Game.” AAWEF publishes a newsletter *Emergency Physician Interim Communique (EPIC)* and has active committees on violence prevention, mentorship, finance, professional development, public relations, and well-being.

**Committee on Women in FAMILY MEDICINE**

American Academy of Family Physicians  
Linda Benedetti, Recording Secretary  
8880 Ward Parkway  
Kansas City, MO 64114  
tel 800/274-2237

**Women in GASTROENTEROLOGY Committee**

Rachel Croitoru, M.D., FACG  
American College of Gastroenterology  
4900 B South 31st Street  
Arlington, VA 22206  
tel 703/ 820-7400; fax 703/931-4520

**GASTROENTEROLOGY Women's Coalition**

(in addition to above group, this Coalition includes Steering Group for Women in the American Gastroenterology Association and a similar group in the American Association for the Study of Liver Diseases and the American Society for Gastrointestinal Diseases). Information is available from any one of the parent organizations or from Rosemarie Fisher, M.D., Professor of Medicine, Yale University; tel 203/785-7113.

**Society of GENERAL INTERNAL MEDICINE**

Women's Caucus  
Elnora M. Rhodes, Executive Director  
700 13th Street, NW, Suite 250  
Washington, DC 20005  
tel 800/822-3060 or 202/393-1662

**Women in NEPHROLOGY**

Ulla Kopp, M.D.  
Assistant Professor of Medicine, Department of Internal Medicine, University of Iowa  
Iowa City, IA 52242  
tel 319/338-0571 (ext. 7608); fax 319/339 7023

**Women in NEUROLOGY Section**

American Academy of Neurology  
Connie Volcke  
2221 University Avenue, SE, Suite 335  
Minneapolis, MN 55414  
tel 612/623-2457

**Women in NEUROSURGERY**

Lucy C. Love, M.D.  
Assistant Professor, Division of Neurosurgery, University of South Florida  
Harbourside Medical Tower  
4 Columbia Drive, Suite 730  
Tampa, FL 33606  
tel 813/257-0892; fax 813/259-0900

**Women in OPHTHALMOLOGY**

Bernice Z. Brown, M.D., President  
1300 North Vermont Avenue, Suite 904  
Los Angeles, CA 90027  
tel 213/660-1504; fax 213/660-5528

**Ruth Jackson ORTHOPAEDIC SOCIETY**

Pricilla Wessell, Meeting Coordinator  
6300 North River Road, Suite 727  
Rosemont, IL 60018-4226  
tel 708/698-1693

**Women's PLASTIC SURGEONS**

American Society of Plastic and Reconstructive Surgeons  
Plastic Surgery Educational Foundation  
Carolyn Amengual, Staff Liaison  
444 E. Algonquin Road  
Arlington Heights, IL 60005  
tel 847/228-9900

**Committee on Women and Caucus of Women PSYCHIATRISTS**

Deborah A. Zarin, M.D.

Deputy Medical Director, American  
Psychiatric Association Office of Minority  
National Affairs  
1400 K Street, NW  
Washington, DC 20005  
tel 202/682-6239

**Association of Women PSYCHIATRISTS**

Marion Z. Goldstein, M.D.  
P.O. Box 542  
Buffalo, NY 14215-0542  
tel 716/898-5327

**Women's Caucus of the Academy of  
PSYCHOSOMATIC MEDICINE**

Barbara Schindler, M.D., Chair  
Professor of Psychiatry, Medical College of  
Pennsylvania  
3200 Henry Avenue  
Philadelphia, PA 19129  
tel 215/842-4281

**American Association for Women  
RADIOLOGISTS**

Ann Rosser, Executive Director  
1891 Preston White Drive  
Reston, VA 22091  
tel 800/ACR-LINE or 703/648-8939

AAWR was previously “of” women radiologists but changed “of” to “for” to enable men to join. AAWR’s Research and Education Foundation Professional Leadership Award now sends a woman to AAMC’s Junior and Senior WIM Seminars (see Chapter 4). AAWR has standing committees on bylaws, finance and long-range planning, and program. Current ad hoc committees include corporate support, historical, local groups, mentoring, appointment of women to national committees, and member-in-training. It has published *AAWR Focus*, a newsletter, for 14 years.

**Women in RHEUMATOLOGY**

Sherrie H. Cathcart, Director of Education  
American College of Rheumatology  
50 Executive Park South, Suite 150  
Atlanta, GA 30329  
tel 404/633-3777; fax 404/633-1870

**Association of Women SURGEONS**

Judy Keel, Executive Director  
414 Plaza Drive, Suite 209  
Westmont, IL 60559  
tel 630/655-0392  
<aws@adminsysts.com>

Over half of the women surgeons in the U.S. are AWS members. AWS’s 8th annual fall conference in 1996 is on “Hardball for Women Surgeons” and features Pat Heim. AWS also now offers a speakers bureau and a job referral program. AWS’ *1995 Resource Manual* may be of interest to other women’s specialty organizations as a model and to student affairs deans as an aid in informing women students about surgery as a career. See Chapter 4 for information on AWS’ *Pocket Mentor* and other resources.

**Women in UROLOGY**

Kristene E. Whitmore, M.D.  
One Graduate Plaza, Suite 606  
Philadelphia, PA 19146  
tel 215/893-4184

**Basic Science and Research**

**American Society for BIOCHEMISTRY  
and MOLECULAR BIOLOGY**

Sandra Bonetti and Linda Hodges, Subchairs  
Equal Opportunities for Women  
9650 Rockville Pike  
Bethesda, MD 20814  
tel 301/530-7145  
tel 719/549-2526 (Bonetti)  
tel 404/638-6382 (Hodges)

**BIOPHYSICAL Society**

Committee on Professional Opportunities for Women

Dr. Joyce E. Jentoft, Chair  
9650 Rockville Pike  
Bethesda, MD 20814  
tel 301/530-7114; <jej@po.cwru.edu>

**Women in CANCER RESEARCH**

Dr. Faye Austin  
NCI DCBDC  
Room 500, Executive Plaza North  
Rockville, MD 20892  
tel 301/496-8636; fax 301/496-8656

**American Society for CELL BIOLOGY**

Committee on Women in Cell Biology  
W. Sue Shafer, Chair  
9650 Rockville Pike  
Bethesda, MD 20814  
tel 301/530-7153

**Women in ENDOCRINOLOGY**

Endocrine Society  
9650 Rockville Pike  
Bethesda, MD 20814  
tel 301/571-1802

**Professional Women in GENETICS**

American Society of Human Genetics  
9650 Rockville Pike  
Bethesda, MD 20814  
tel 301/571-1825

**American Association of IMMUNOLOGISTS**

Committee on the Status of Women  
B. J. Fowlkes, Ph.D.  
NIAID - NIH, Building 4, Room 111  
Bethesda, MD 20892-0001  
tel 301/496-5530; fax 301/402-4891

**American Society for MICROBIOLOGY**

Committee on the Status of Women  
Microbiologists  
Amy Chang, Assistant Director of Education and Training, and Janet Shoemaker, Assistant

Director of Public Affairs  
1325 Massachusetts Avenue, NW  
Washington, DC 20005  
tel 202/737-3600

**American Society for Investigative PATHOLOGY**

Committee on Career Development, Women and Minorities  
Deborah Powell, M.D., Chair  
Chair, Department of Pathology & Laboratory Medicine, University of Kentucky  
Lexington, KY 40535  
tel 606/323-5425

**Subcommittee on Women in PHARMACOLOGY**

American Society for Pharmacology & Experimental Therapeutics Committee on Professional Affairs  
9650 Rockville Pike Bethesda, MD 20814  
tel 301/530-7060

**American PHYSIOLOGY SOCIETY**

Committee on Women in Physiology  
Dr. Cheryl Heesch  
Department of Physiology  
Ohio State University  
1645 Neil Avenue  
Columbus, OH 43210  
tel 614/292-5448

[See Chapter 4 for description of APS' Mentoring Program for Women in Physiology]

**Association for WOMEN IN SCIENCE**

Catherine Jay Didion, Executive Director  
1200 New York Avenue, Suite 650  
Washington, DC 20005  
tel 202/326-8940; fax 202/326-8960;  
<awis@awis.org>