

Partners Office for

Women's Careers

at MGH

Staff at Office for Women's Careers

Nancy J. Tarbell, MD: *Director*
 Rebecca Starr, MBA; MSW: *Program Manager*
 Brenda Vega, *Staff Assistant*



FROM THE DIRECTOR

Dear Colleagues,

So the busy holiday season is upon us and another year comes to an end. I want to extend our warm wishes to all housestaff, fellows, and faculty on behalf of the OWC.

The OWC was created to help facilitate the retention and advancement of women faculty.

We welcome your input and involvement.

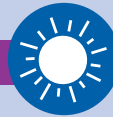
Happy holidays to all!

Sincerely,

Nancy J. Tarbell, MD



MASSACHUSETTS
GENERAL HOSPITAL



SPOTLIGHT ON WOMEN



Nancy J. Tarbell, MD, Professor of Radiation Oncology, Harvard Medical School; Director of Pediatric Radiation Oncology; and Director, Partners Office for Women's Careers at the Massachusetts General Hospital, Boston has been elected to the **Institute of Medicine**. She has pioneered the use of novel radiation therapy delivery systems for pediatric cancers

and has charted new territory at MGH for the advancement of women faculty in academic medicine.

Current active members elect new members from among candidates chosen for their major contributions to health and medicine or to related fields such as social and behavioral sciences, law, administration, and economics.



Libby Hohmann, MD, of the Infectious Diseases Division at MGH was appointed to the MGH GEC in September 2002, as a representative of the clinical research community at Partner's/MGH. Dr. Hohmann's academic research is in translational development of live bacterial vaccines and vaccine vectors based upon live attenuated Salmonella and Listeria

bacteria. She is also Chair and Director of the IRBs at BWH and MGH.

Susan Pauker, MD, HMS associate clinical professor of pediatrics at MGH, has been appointed associate master of the Francis Weld Peabody Society.

Susan Saidman, PhD, HMS assistant professor of pathology and director of the histocompatibility lab at MGH, has been appointed the histocompatibility committee chair for the United Network for Organ Sharing, a non-profit organization linking all members of the organ procurement, transplantation, and histocompatibility communities.



FEATURE PRESENTATION

Source: MGH Hotline

An MGH pioneer returns

By AMY MOQUIN

The MGH had a special visit Nov. 5 from a pioneer in the world of women's health. Janet McArthur, MD, ScD, *right*, — one of the physicians highlighted in the "History of Women in Medicine" exhibit displayed in the Main Corridor — came to see the exhibit, which was sponsored by the MGH Office for Women's Careers (OWC). The display featured women physicians from the past who helped build the reputation of the MGH and paved the path for today's women in medicine.



McArthur first joined the MGH in 1943. She received her first appointment in 1950 as instructor in Pediatrics. When she later became professor of Obstetrics and Gynecology at Harvard Medical School (HMS), she was the first woman from the MGH to become a full professor at HMS. She has made several important contributions to women's health research and has written 68 papers about women's health and endocrine research throughout her career. From 1963 to 1967, she served on the subcommittee for the Standards of the Pituitary Hormone Distribution Committee of the Endocrinology Study Section of the National Institute of Arthritis and Metabolic Disease.

"Janet was and is an icon in the field of women's health," says Issac Schiff, MD, chief of the MGH Vincent Obstetrics and Gynecology Service. "She revolutionized the field and made it easier for all of us who have followed in her footsteps. Anyone in the women's health profession is privileged to know and work with Janet."

Friends, family and staff gathered in the Main Corridor to view the exhibit, which highlights McArthur and six other women physicians at the MGH. One of those physicians is Patricia Donahoe, MD, *left*, current chief of MGH Pediatric Surgery, who was mentored by McArthur. A special reception was held

after the viewing to honor McArthur for her years of service, research and contributions to the field of women's health. Dr. Anne Young, chief of Neurology, who was out of town for the reception, was also one of the women faculty highlighted in the exhibit.

Job opening to address Women's Leadership in Academic Medicine

Janet Bickel is leaving the AAMC and a search committee is searching for her replacement.

AAMC Job Description:

ASSOCIATION OF AMERICAN MEDICAL COLLEGES, Washington, D.C.; Position Description: Associate Vice President of Medical School Affairs

The ideal candidate for this position will have a doctorate degree, direct experience in faculty management and development, a track record of commitment to women's career development, extensive national networks, and excellent writing and presentation skills. The successful candidate must also be an established scholar and skilled in communicating with academic medical center leaders.

Faculty and leadership development are critical components of the AAMC's work with its constituents. For example, the Women in Medicine program at the AAMC is nationally recognized as a model program for enhancing women's role in Academic Medicine. Other outstanding programs include those established in the Divisions of Community and Minority Programs, Medical Education and Student Services and Affairs. To further enhance attention to and involvement in faculty and leadership development, the AAMC is establishing an in-house committee on faculty and leadership development to provide an umbrella for already established activities in a number of the Divisions. This committee can provide a nidus for coordination of such activities as branding, data sharing, cross-linking of themes and programs, long term planning, and outcomes assessment. It will also facilitate fund raising to support existing and new programs. The Associate Vice President, Division of Medical School Affairs will chair this committee.

In addition the Associate Vice President will direct the Women in Medicine and Faculty Affairs/Faculty Development programs as well as Leadership Development programs currently in evolution.

The AAMC Women in Medicine program is an expression of the association's recognition that its members have not sufficiently adapted their institutional cultures to the full participation of women. The AVP is responsible for exploring these challenges and broadening the recognition of them, developing programs responsive to the identified needs (including increasing the number of women leaders in academic medicine), and tracking the progress of the community. These missions are accomplished through scholarly research, network development, benchmarking studies, workshops for women faculty, presentations and consultations at medical centers, work with institutional representatives to become more effective change agents, and collaborations with other national organizations toward these ends.

AAMC's Faculty Affairs/Faculty Development Program encompasses: the initiation of faculty work lives (recruitment, appointment, and orientation), development and retention of faculty (annual work plans, compensation, performance assessments, mentoring, quality of work environment), and the pivotal events of promotion, tenure, family/medical leaves, post-tenure review and retirement. The AVP will seek and disseminate innovations in these areas, working closely with medical administrators in faculty affairs/development to create strategies responsive to their needs and furthering the improvement of their offices.





PROFESSIONAL DEVELOPMENT

Leadership Development for Physicians and Scientists (for HMS faculty)

January 16-18, 2003 Henderson House, Weston, MA

This is a first-time pilot leadership course being planned in cooperation with several HMS affiliated institutions as well as our office. The goal is to build on the knowledge base and skills of HMS physicians and scientists to enhance their professional development as administrative leaders in academic medicine. Participants will acquire skills in institutional organization, health care economics, legal and regulatory issues, and the full spectrum of communication skills.

We had an incredibly strong applicant pool of over 100 people, from which we chose 50 participants. Intended to be an annual program, we hope that you will think about applying for next year's course.

The Hedwig van Ameringen Executive Leadership in Academic Medicine (ELAM) Program for Women

is now seeking applicants for its 2003-2004 class of approximately 45 fellows. ELAM offers extensive educational, networking and mentoring opportunities in support of women leaders who aspire to the highest administrative ranks at academic health centers. The curriculum mixes traditional executive seminars and workshops on topics pertinent to AHC management with group projects and individual assignments aimed at developing personal leadership. Fellows attend three educational sessions of 5-7 days each, two at a suburban setting outside Philadelphia. Candidates must be at associate professor rank or higher and must demonstrate significant administrative

responsibilities and potential for advancement to top levels of academic administration.

Submission deadline is February 1, 2003. Contact Deidra Lyngard 215-842-6041 or www.drexel.edu/elam

The University of Arkansas for Medical Sciences, the University of Tennessee, Vanderbilt University and Meharry College of Medicine

are hosting a Southern Regional Women in Medicine and Science Leadership and Balance Conference in Memphis, September 26-28, 2003. Using a survey this past summer, the planners assessed the perceived career development needs for women. The conference will feature skill-building workshops, networking, and mentoring experiences and will incorporate a minority women's focus. All are welcome.

Contact Glenda Cooper at cooperglenda@uams.edu or 501-661-7965 or Robin Lewis of UT Memphis at rlewis@utmem.edu

The Scholars in Clinical Science Program

is accepting applications for its postgraduate training program at HMS designed for individuals interested in pursuing careers in patient-oriented research. Graduates of the two-year program receive a master of medical science degree from HMS. The deadline for applications for the 2003-2204 academic year is January 15, 2003. Candidates must have an MD or DMD degree and have completed their clinical training by the time the program begins in July. Individuals with a PhD in a clinical discipline may also be eligible. For more information visit: www.hms.harvard.edu/gradprograms/scsp or contact Sophia Reaud at 617-432-1386.

FEBRUARY 28 - MARCH 1, 2003 - WOMEN PHYSICIAN LEADERS SUMMIT

Register now to attend the WPC's Women Physician Leaders Summit February 28 -March 1, 2003 in Washington, DC. This annual event brings together women physicians from across the country to share information and experiences on women in medicine issues. This year's summit will explore professional development and delve into a woman's sexual health journey. Speakers include: Linda Austin, MD author of "What's Holding You Back? Eight Critical Choices for Women's Success; Nancy Nielsen, MD, PhD, Vice Speaker of the AMA House of Delegates; Marilyn Benoit, MD, President of the American Academy of Child and Adolescent Psychiatry; Judith Reichman, MD, author of *I'm Not in the Mood: What Every Woman Should Know About Improving Her Libido*"; and Kate O'Hanlan, MD an oncological gynecologist and past president of the Gay and Lesbian Medical Association. To register and view the summit schedule visit www.ama-assn.org/go/wpc or email Joanna_Johnson@ama-assn.org



RESOURCE FILE

CAREER/WORK-LIFE

HMS Promotion Office

Mary Clark, PhD, Associate Dean for Faculty Affairs at HMS is available to meet with faculty at the MGH site for one morning per month. She can meet with you to talk about your academic careers, CV's, and the Harvard Medical School promotion process.

Burr Conference Room 1 Bar Hall Ext:

January 16, 2003	8:30-12:30 pm
February 20	8:30-12:30 pm
March 20	8:30-12:30 pm
April 17	8:30-12:30 pm
May 15	8:30-12:30 pm
June 19	8:30-12:30 pm
July 17	8:30-12:30 pm
August 21	8:30-12:30 pm
September 18	8:30-12:30 pm
October 16	8:30-12:30 pm
November 20	8:30-12:30 pm
December 18	8:30-12:30 pm

To schedule an hour appointment, please call our office at 724-5229.

HMS Promotion Criteria in Writing

<http://www.hms.harvard.edu/falhandbook/purplebook>

Harvard Ombuds Office

The Ombudsperson, Linda Wilcox, is an impartial complaint handler who strives to see that people are treated fairly and equitably at HMS, HSDM, and HSPH. The Ombudsperson will provide you with a safe forum to voice your concerns, evaluate your situation, organize your thoughts, assess your feelings, and decide what is important and relevant to your specific circumstance. Such issues as Sexual Harassment, Racism and other discrimination, Scientific/Professional Misconduct, Intellectual Property, Ethics, Personality Conflicts, and Fear of Retaliation are safely discussed. The Ombudsperson will be at MGH to meet with you on the following dates:

White Building 644 (Carter Rowe Conference Room):

January 22, 2003	10-12 Noon
March 19	10-12 Noon
May 14	10-12 Noon

Burr Conference Room 1 Bar Hall Ext:

February 19, 2003	1-3 pm
April 23	1-3 pm
June 18	1-3 pm

To schedule an appointment, please call Linda Wilcox directly at 617-432-4040.

Employee Assistance Program at MGH

617-726-6976

The EAP is a workplace-based consultation, short term counseling, information and referral program for employees of MGH. The EAP has helped thousands of employees put their problems in perspective and get the help they needed to be happy and productive. All EAP services are strictly confidential and free-of-charge. If you have a difficult situation that is causing stress at work or at home, or affects your personal health and happiness, you may wish to contact the EAP. EAP consultants have graduate level training in a variety of mental health disciplines. The EAP also presents a variety of work-life focused workshops for hospital employees.

Harvard Medical Center Office of Work and Family

617-432-1615

Offers childcare resources, elder care information and referral, lunchtime seminars on issues of concern to parents with children of all ages as well as those caring for aging relatives, who are attempting to balance work and family life.

CHILD CARE

Website for information on Child Care at MGH: <http://www.massgeneral.org/childcareservices>. To request information, please call Sheryl Lauber Weden at 617-724-9751

MGH Backup Child Care Center, Warren Lobby

Info: 617-724-7100

- Monday through Friday, 7 am to 6 pm
- Designed for toddler, pre-school, and school age children
- Intended to assist employees of MGH and Partners, as well as patients, when their primary care falls through or when school is closed.

MGH Children's Center, Captains Quarters, CNY

Info: 617-726-5437

- First priority for Partners HealthCare System employees
- 6 weeks to 5 years old open 6:15 am to 5:45 pm Monday through Friday — 65 kids/day. There is a waiting list.

The Children's Quarters at the MGH Institute of Health Professions at CNY,

Info: 616-726-6010

- Priority to Partners employees and the Charlestown community
- Full time/Part time daycare for Preschool and Kindergarten children ages 2.9 to 6 years old
- Open 6:15 am to 5:45 pm, Monday through Friday
- 49 available slots

To request information, please call Sheryl Lauber Weden at (617) 724-9751.

WEBSITES

Financial

Social Security Online For Women
<http://www.ssa.gov/women>

MomMD®

"The leading online community for women in medicine. Women at all stages of their medical career can find information and resources to balance and enrich their professional and personal life. Connect with other women across the world."

<http://www.mommd.com/>

NIH Achieving Xcellence - Advancing Women in Science

<http://www4.od.nih.gov/axxs/default.htm>

Research

<http://mghra.partners.org/>

<http://crnet.mgh.harvard.edu/home/home.asp>

<http://grants1.nih.gov/grants/oer.htm>

<http://www.aamc.org/>



THE BOOKSHELF

New book written by MGH Woman - Helen Riess, MD, Director of Education for Psychotherapy Supervisors "Integrative Group Treatment for Bulimia Nervosa." (2002) by Helen Riess, MD, and Mary Dockray-Miller, Columbia University Press

This book presents a treatment approach that integrates the four major effective therapies for eating disorders: cognitive behavioral therapy, psychoeducation, relational and interpersonal therapy. These have been brought together in an accessible group format that can be used by a wide variety of mental health providers. It has sections on cultural influences, medical consequences, nutritional concepts, self-esteem building and solving relational problems, relaxation techniques and a group meal. The book includes essays by Mary Dockray-Miller and reading suggestions. This treatment method was developed at MGH and pilot data have shown it to be very effective. Integrative groups continue to be offered at MGH.

Dr. Riess is a psychiatrist in the eating disorders unit at MGH and assistant clinical professor of psychiatry at HMS. Mary Dockray Miller is assistant professor of English at Lesley College. She is the author of *Motherhood and Mothering in Anglo-Saxon England*.

A MUST READ ...

Allison Pearson's debut novel, "I Don't know How She Does It" (Knopf), reveals the ironic and hilarious daily life of Kate Reddy, hedge fund manager and mother of two. She lies to her own mother about how much time she spends with her kids, "distresses" store-bought baked goods to pass them off as her own and practices Kegels in the boardroom. Pearson, herself a columnist for the *London Evening Standard* and mother of two, hatched her harried heroine after realizing she had interviewed Tom Hanks with spitup on her sleeve. See? You are not alone.

Source: *Working Mother*
December/January 2003



MARK YOUR CALENDAR

Thursday January 9, 2003 - Noon to 1 pm
Bartlett Building, 3rd Floor, Burr 5 Conference Room
Noontime Learning Series for Women Faculty #5

From Piles to Files:

How to Organize your Office

Learn strategies to tackle the piles of paper cluttering your office and the hundreds of emails cluttering your inbox. You will take home tips that will relieve stress and increase your productivity.

Allison Schnipper received her PhD in Genetics from Harvard in 1997. She founded Professional Organizing Services in Spring 2000 and is a Board Member of NEPO (New England Professional Organizers).

Feel free to bring your lunch. Beverages will be provided.

Monday January 13, 2003 - 12 to 1:30 pm
Austen Conference Room, Bulfinch 2

WAM (Women in Academic Medicine) Committee meeting

Thursday February 13, 2003 - Noon to 1 pm
Bartlett Building, 3rd Floor, Burr 5 Conference Room

Noontime Learning Series for Women Faculty # 6

Handling Conflict in the Workplace

Conflict is everywhere. Without conflict, there is no growth or change. Learn 3 key principles of managing conflict at work, at home, or anywhere.

Ericka B. Gray maintains a mediation and arbitration practice focusing on workplace and interpersonal issues. She is on the faculty at Suffolk Law School, teaching mediation.

Feel free to bring your lunch. Beverages will be provided.

Tuesday March 4, 2003 - Noon to 1:30 pm
Austen Conference Room, Bulfinch 2

WAM (Women in Academic Medicine) Committee meeting



FUNDING OPPORTUNITY

Call for Applications for the 2003 Claflin Distinguished Scholar Awards

*sponsored by The Office for Women's Careers and the
Executive Committee on Research of the Massachusetts
General Hospital*

Although women scientists are recruited to Massachusetts General Hospital programs, their advancement to senior faculty positions is still far less frequent than that of their male counterparts. In 1993, The Women in Academic Medicine Committee, originally chaired by Mrs. R. Morton Claflin, Honorary Trustee, was established to facilitate the academic careers of women in science at MGH. Recognizing that a significant obstacle to career advancement is the difficulty of maintaining research productivity during the child-rearing years, this Committee, with the sponsorship of ECOR, established the Claflin Distinguished Scholar Awards. The purpose of the Claflin Distinguished Scholar Award is to provide bridge funding for junior faculty to sustain research productivity during the child-rearing years. In 1998, the newly formed MGH Office for Women's Careers assumed the responsibility for administering these awards, with the support of ECOR. It is intended that this transitional funding will increase opportunities for women to advance to senior positions in academic medicine.

Eligibility

- MD, PhD, or equivalent advanced degree; candidate must be within 7 years of first faculty appointment at the time the award is initiated
- Academic appointment at the level of instructor or assistant professor at Harvard Medical School
- Primary appointment at the Massachusetts General Hospital
- Current recipients of the HMS 50th Anniversary Scholar Award are not eligible
- Evidence of strong research training, productivity, and a well-defined focus in either basic or clinical research
- Submission of a project description on which the applicant is clearly the principal investigator, whose academic progress would benefit from such funding support
- Responsible for care of children

Awards

Awards will be for two years, with a maximum of \$30,000 in direct costs per year. Award funds may be used for support of a technician, postdoctoral fellow or graduate student as well as for supplies. Award funds cannot be used for support of the investigator's salary, except with the specific approval of ECOR.

Proposal Submission and Review

Applications following the application format should be submitted to Research Management, Grants and Contracts Office, 50 Staniford Street, 10th Floor, by **4 PM, WEDNESDAY, JANUARY 29, 2003**. Proposals will be evaluated and ranked for funding priority by the Subcommittee on Review of Research Proposals (SRRP), whose recommendations will be submitted to the Executive Committee on Research (ECOR) for final approval.

Application Format

MGH investigators will be nominated by the Subcommittee on Review of Research Proposals (SRRP) based on the following information submitted by interested candidates. SRRP recommendations will be submitted to ECOR for final approval. Applications must include:

- Title Page: project title; candidate's name, MGH unit number, Service/Department/Unit, MGH and HMS professional appointments, office or laboratory address, telephone and fax numbers, email address.
- Research Proposal Summary (3-page limit, excluding references): research objectives; background; preliminary data; experimental methods; references.
- Candidate's Biosketch (2-page limit, NIH format)
- Other Support (NIH format)
- Proposed Budget (\$30,000 direct costs/year for 2 years maximum)
- Letters of Support: (a) department chairman - include statement of applicant's independence and institutional commitment of resources; (b) research colleague or former mentor - this letter should be from an individual outside the applicant's current department whenever possible.
- Briefly describe child-rearing responsibilities and impact on career
- MGH Research Proposal Cover Sheet

Submit one MGH Research Proposal cover sheet, with original signature of chief of service/department, and five copies of the application to Research Management, Grants and Contracts Office, 50 Staniford Street, 10th Floor, by Wednesday, January 29, 2003, 4 pm. Awards will be announced in March 2003.

Applications from both basic and clinical research investigators will be considered by the Subcommittee on Review of Research Proposals (SRRP). All applicants will be notified of the results of the review process by mail following approval by the Executive Committee on Research.

For More Information contact: mksmith@partners.org or call 617-724-2722.



OF NOTE

1 *Janet Bickel speaks to women faculty about the environment at MGH for women*

Janet Bickel of the AAMC started off the OWC sponsored program in October with the statement that “We are one of the most learned communities in the world. We now need to become a learning community.” She was referring to a need, on the part of academic health centers, to learn a new way of valuing and integrating women faculty. She said there needs to be a move to a more community-type orientation, that actively disseminates information, rewards interdisciplinary team efforts, and targets the professional development needs of faculty.

Five key recommendations were encouraged:

- Emphasize faculty diversity in departmental reviews, evaluating department chairs on their development of women faculty.
- Target the professional development needs of women within the context of helping all faculty make the most of their faculty appointments, including guidance for men to become more effective mentors of women.
- Assess which institutional practices tend to favor men's over women's professional development, such as defining “academic success” as largely an independent act and rewarding unrestricted availability to work (i.e. neglect of personal life).
- Enhance the effectiveness of search committees to attract women candidates, including assessment of group process and of how candidates' qualifications are defined and evaluated.



Left to right: Dr. Nancy J. Tarbell, OWC Director; Rebecca Starr, OWC Program Manager; Janet Bickel, AAMC Associate Vice President

- Financially support institutional Office of Women's programs and regularly monitor the representation of women at senior ranks.

See full report in AAMC Paper - “Increasing Women's Leadership in Academic Medicine: Report of the AAMC Project Implementation Committee” *Academic Medicine*, October 2002

2 *Women in Academic Medicine (WAM) Committee reorganizes*

The Women in Academic Committee (WAM) was originally formed by Mrs. Jane Claflin to address career advancement for women in science at MGH. This committee provided the original impetus for the creation of the Office for Women's Careers and has served in an advisory capacity to OWC ever since.

Now that five years has passed, we are now looking ahead to the next five years. Our challenges are much the same but our action steps must and will change. To move us forward to our next phase, we have decided to re-organize the WAM Committee so that it will be a more representative group of faculty, trainees, and people in positions of leadership at the hospital and medical school. Representatives from well positioned bases in the hospital will hold appointed seats.

Women faculty will be elected from each academic rank and from both the MD and the PhD communities. We encourage you to vote by sending back the ballots that were mailed to you. It is our intention to initiate the newly organized WAM Committee at our March 2003 meeting.

3 *BENEFITS OF ATTENDING OUR NOONTIME LEARNING SERIES!!!*

We recently sponsored a one-hour workshop on how to use PowerPoint to enhance presentations. One of our attendees sent in this comment ...

“I used the techniques on animation in my presentation at the New England Respiratory Research Competition and Awards Program. I got rave reviews and the 2nd place award — \$1000.”

Deborah A. Quinn, MD
Pulmonary/Critical Care Unit

You too can attend any of our upcoming workshops. You might not win dollars but your career will surely benefit.

Encouraging girls in science

Think you have a budding Madame Curie living under your roof? There are plenty of ways to support your daughter's interest in science. Several websites are tailored to girls who love beakers and lab coats. A few to check out:

- **Engineergirl.org** What does a materials engineer do all day? Find out at this site developed by the National Academy of Engineering. The site introduces curious girls to various jobs in the field. Follow the gallery link to meet women engineers and learn about their work. Take a quiz with your daughter to see who knows more about the bridge-and-tunnel crowd.
- **Girlscouts.org/girlsgotech** A new section of the Girl Scouts website. Girls Go Tech is divided into three age-specific areas. Click on the link for 9 - 11 year olds, for instance, and you'll land in a preteen's bedroom that's booby-trapped with science projects.

The Survey Says ...

In the last few years, some medical schools and universities have released important data on the status of women faculty. Below are links to Websites containing some of these reports:

Association of Medical Colleges

<http://www.aamc.org/members/wim/iwl.pdf>

Massachusetts Institute of Technology

<http://web.mit.edu/fnl/women/women.html>

California Institute of Technology

<http://diversity.caltech.edu>

National Science Foundation

<http://www.nsf.gov/sbelsrs/nsf00327/start.htm>

University of California, San Francisco

<http://chancellor.ucsf.edu/CWF/contents.htm>

University of Toronto

http://www.artsandscience.utoronto.ca/resources/pdfs/survey/exec_summary.pdf

- **Explorescience.com** Go here when your ten-year-old asks you to explain gravity or some other complex scientific concept. Created by online educational publisher ExploreLearning, the site teaches older kids about everything from astronomy to physics through fun interactive activities. Who knows? You might learn something yourself.

Source: *Working Mother* May 2002



WAM COMMITTEE MEMBERS

Women in Academic Medicine Committee at MGH

Joseph Avruch, MD

Susan Briggs, MD

Jane D. Clafflin

Jean Elrick, MD

Judy Friend

Anne Klibanski, MD

Ron Newbower, PhD

Britain Nicholson, MD

Elena Olson, JD

John Parrish, MD

Allison Rimm

Colleen Ryan, MD

Elizabeth Sands

Isaac Schiff, MD

Eleanor Shore, MD

Debra Weinstein, MD

Anne Young, MD, PhD

Nancy Tarbell, MD

Director

Rebecca Starr, MBA, MSW

Program Manager

Brenda Vega

Staff Assistant

EDITOR

Rebecca Starr

Please send your input, ideas, suggestions and comments to the editor at rstarr@partners.org

Published by

Partners Office for Women's Careers at MGH

Massachusetts General Hospital

Bulfinch 360

55 Fruit Street

Boston, MA 02114

Phone: 617-724-5229

FAX: 617-726-0568