

Partners Office for

Women's Careers

at MGH

Office for Women's Careers

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

FROM THE DIRECTOR

Dear Colleagues:

Our Annual Reception to Honor Women Faculty is coming up! We hope you will mark your calendars and plan to attend what has become a very enjoyable, warm, and inter-active event. It will be held on Monday, May 24th from 4 to 5:30 pm in the Wellman Conference Room.

Rebecca will once again be creating a Tribute Book to highlight the achievements of women faculty in the year 2003. We hope you will submit an entry so that you can be featured.

Sincerely,

Nancy J. Tarbell, MD


**MASSACHUSETTS
GENERAL HOSPITAL**


AWARDS

Call for nominations for 2004 awards:

Mentoring Awards:

A. Clifford Barger Excellence in Mentoring Awards

William Silen Lifetime Achievement in Mentoring Award

It is widely understood that successful career development in basic/clinical medicine (teaching, research, clinical, administration) requires the experience of quality mentoring relationships. We request your nominations for candidates to receive these unique honors. You may nominate up to one individual for each award. Although your nominee for the A. Clifford Barger Excellence in Mentoring Award requires no minimum of years of service at HMS/HSDM, we recommend that your nominee for the William Silen Lifetime Achievement in Mentoring Award be at HMS/HSDM for a minimum of 20 years (it needn't be continuous service). There will be a celebration to honor the recipients of these awards.

Your recommendation should reflect the extent to which the mentor has provided sponsorship, encouragement and support for the career and/or personal development of yourself as well as for the career and/or personal development of other students, house officers, fellows and faculty. For more information call Joyce Johnson at 617-432-1847 or go to www.mfdp.med.edu/mentoringawards

DEADLINE: MONDAY, MARCH 1, 2004

Community Service Award

Dean Joseph B. Martin has frequently emphasized community service as an integral element of the HMS/HSDM academic mission. In keeping with this premise, the Dean's Community Service Award was established to recognize individuals who have made outstanding personal efforts in serving the local, national, or international community.

A committee of faculty, staff, trainees and students will review the nominations and select the recipients. At least one person from each of the four categories (faculty member, trainee (house officers, postdoctoral fellows), staff member, and student) will be selected. In addition to being recognized at a special award ceremony, each awardee's community service program will receive a check for \$1,000. For more information call Jacquelyn Smith - Crooks, EdD at 617-432-6132 or visit www.mfdp.med.edu/outreach/community_service_awards

DEADLINE: MARCH 26, 2004

(Continued on Page 2)

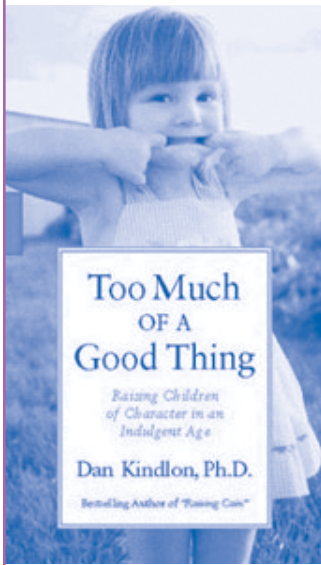


FEATURE PRESENTATION

Parenting practices of the current generation

In a recent Noontime Learning Series lecture, Dr. Dan Kindlon spoke about how children of affluent parents are turning out.

Dr. Kindlon shared with us the results of an important, new study he conducted, entitled Parenting Practices at the Millennium (PPM), which describes common parenting practices and attitudes, especially those more prevalent among the affluent, and the consequences on our children. His research sheds new light on what the results are of the social changes that have changed the parenting styles for this current generation of parents.



- **Today's parents are less strict than their parents were**

“About half the kids are really spoiled and they know it. They can get away with anything. Like it doesn't matter what they do, their parents are like: “Oh it's OK honey.”

– *Stephanie, a 17-year-old junior attending a private school*

- **Increased pressure on the kids for academic and career success**

Eighty percent of the top students in high school cheat, thinking that achievement is what is really important

- **Less family time**
 - Family conversation is down 100 percent
 - Children spend more time in school (homework up 50 percent for elementary school children)
 - Attendance at religious services down 40 percent
 - Children's time is more structured (sports participation has doubled)

- **Increased celebration of wealth and luxury**

Kids are much more interested in money than their parents were. In 1972, the most popular reason freshman gave for enrolling in college was “To help me develop a meaningful philosophy of life.” Today it is “to become very well-off financially.”

- **More overprotection of children**

Many kids believe that their parents spoil them. Instead of encouraging them to take on life's challenges and work hard toward their goals, parents try to protect them from every failure.

In his book “Too Much of a Good Thing – Raising Children of Character in an Indulgent Age,” Dr. Kindlon explores these issues in greater depth. Dan Kindlon, PhD, is a clinical and research psychologist specializing in the behavioral problems of children and adolescents. He holds joint assistant professorships in the Psychiatry Department of the Harvard Medical School and the Department of Maternal and Child Health at the Harvard School of Public Health, where he is engaged in teaching and research.

To see the PowerPoint slide presentation that Dr. Kindlon presented, go to our website at <http://www.massgeneral.org/womenscareers> and click on the Events tab and scroll down to his Noontime Learning Series workshop.



AWARDS

(Continued from Page 1)

Invitational Award Opportunities (The “Red Book”)

Each year over 50 Postdoctoral and Faculty Fellowships/Grants are available to the Harvard Medical Community by invitation only. The private foundations that fund these grants permit Harvard to nominate a limited number of individuals for each award. (Individuals *cannot* apply for these directly, but must be nominated by the institution.) In order to choose candidates that will represent Harvard in the national competitions, an internal review/selection process is conducted by the HMS Faculty Fellowship Committee.

A summary of the next cycle of invitational fellowships/grants, the RED BOOK, becomes available every February, both electronically and in hard copy. Hard copies can be reviewed in all Departmental Offices and appropriate Administrative Offices by mid-February.

By mid-February, updated information will be available on-line at: www.hms.harvard.edu/falfellowship2004

NOMINATION DEADLINE in the HMS OFFICE FOR FACULTY AFFAIRS: APRIL 12, 2004



SPOTLIGHT ON WOMEN



Fingold

Boston Magazine Lists the Best Up-and-Coming Doctors

Congratulations to the MGH women faculty who made this list. They were chosen by two years' worth of previous *Boston Magazine* top doctors as the most promising new medical talent in and around Boston.

Diane R. Fingold, *Medicine*

"Dr. Fingold is an excellent primary care doctor. While teaching her students, she stresses the importance of patient interaction. Her impact on her students' and her patients' lives will last for many years to come."

– Dr. Michael Barry, Chief,
General Internal Medicine Unit



Berkowitz

Lori Berkowitz, *Obstetrics and Gynecology*

"Dr. Berkowitz is a kind and sensitive physician. Her motivation spurs her to be as good as she can possibly be – which, in my opinion, is plain excellent. Dr. Berkowitz has also been trained in a special sub-area of OB-GYN, urogynecology, which is a relatively new field of scientific research. This puts her several cuts above the average physician."

– Dr. Fred Frigoletto, Chief of Obstetrics



Tarbell

Nancy J. Tarbell, MD has been recognized by Congressman Barney Frank as a Local Legend from Massachusetts. This honor has been bestowed upon women physicians who have demonstrated commitment, originality, innovation,



Thayer

or creativity in her field of medicine. The Local Legends recognition is a companion project to an exhibition created by the National Library of Medicine entitled *Changing the Face of Medicine: Celebrating America's Women Physicians*. The exhibition is located at the National Library of Medicine in Bethesda through April 2005. To learn more about the exhibition go to: <http://www.nlm.nih.gov/changingthefaceofmedicine>.

Sarah P. Thayer, MD, PHD, has recently been named the W. Gerald Austen Scholar at MGH by the Department of Surgery in recognition of her excellent research. The principal focus of her research is the examination of the contribution of developmental genes to pancreatic carcinogenesis. This work constitutes one of the most groundbreaking insights to date into the pathogenesis, progression, and maintenance of this disease. The paper describing this body of work was recently published in the journal *Nature*. Dr. Thayer's research was recently presented before the American Pancreatic Association. Her work was recognized as the best presentation at the meeting and received the Hirshberg Award.

Because of her contributions to pancreatic cancer research, she has been designated the principal MGH scientific contact on the "Pancreatic Cancer Think Tank" committee, a Harvard-wide gastrointestinal/pancreatic cancer program.



OF NOTE

Financial Learning Series a huge success

One hundred and thirty five people attended the Financial Learning Series our office, in conjunction with the MGPO, ran at the end of 2003. Topics ranged from general financial management strategies, to saving for children's education, to asset protection, and to estate planning for 21st century families.

Program evaluations were filled out by the attendees and the series was evaluated very positively.

This series clearly met an unmet need on the part of women trainees and faculty here at MGH. This program was the first, of what we hope will be many more, joint efforts between OWC and the MGPO's Professional Staff Benefits office which caters to physicians, PhD scientists, residents and fellows.



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, CVs, and the Harvard Medical School promotion process.

February 19	March 18
April 15	May 20
June 17	

To schedule an hour appointment, please call our office at 617-724-5229.

HMS Promotion Criteria in Writing

<http://www.hms.harvard.edu/fal/handbook/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:

Feb. 24	April 13
March 16	May 18
June 15	

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

www.hms.harvard.edu/hr/owf.html

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.

Professional Staff Benefits Office at MGH/MGPO

<http://is.partners.org/mgpoonline/physicianbenefits/index.htm>

This office's charge is to develop and administer a high quality and cost effective employee benefits program specific to the interests and needs of 2000 employed Professional Staff and 1500 Residents and Fellows. Programs under active management include health and welfare benefits, pension benefits, deferred compensation plans and professional liability (malpractice) insurance.

For assistance call or visit the Professional Staff Benefits Office located at: Massachusetts General Hospital, Bulfinch Building, Suite 126
Phone: 617-726-9267; Fax: 617-726-2252

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.

Parents in a Pinch

www.parentsinapinch.com

An employee benefit that offers back-up child care for emergencies. This compliments the service already in place for employees in the Warren Lobby, which is called the MGH Backup Childcare Center.

- Childcare is available 24 hours/day, 7 days/week in your home.
- Cost is \$10 per hour for one child, \$1 per hour more for each additional child.

Call Parents in a Pinch directly at 617-739-5437 to request childcare. Be certain to identify yourself as an employee of Mass General Hospital and provide your MGH Employee ID number.

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: 617-726-6010

- 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

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/oe.htm>
<http://www.aamc.org/>
<http://www.hms.harvard.edu/fal/facfel.html>



PROFESSIONAL DEVELOPMENT

1 Leadership Course for Physicians and Scientists

The annual Leadership Course for Physicians and Scientists will be held this year from March 31 through April 3 at the new Conference Center at Harvard Medical. After a very rigorous selection process, many MGH faculty were accepted into the 2004 Leadership Course. Of the 66 faculty accepted into this prestigious course, 15 will be from MGH and 1 from Spaulding. Listed below are their names and hospital departments.

This course is planned and executed by OWC in conjunction with other HMS affiliated hospitals and Harvard Medical School. It is intended for those in the early stages of leadership and not for chairs of departments or divisions.

Massachusetts General Hospital

Marylyn Addo, MD, PhD, MSc, Instructor
Medicine/Infectious Disease/AIDS Research

Shihab Ahmed, MD, Instructor
Anesthesia/Critical Care

Alice Brown, MD, PhD, Instructor
Neurology/Brain Tumor

Carlos Camargo, MD, Assistant Professor
Medicine/Emergency Medicine

Nadia Carlesso, MD, PhD, Assistant Professor
Medicine/Hematology Oncology & Regenerative Medicine

Anand Dighe, MD, PhD, Instructor
Pathology/Laboratory Medicine

Jeffrey Ecker, MD, Assistant Professor
Obstetrics & Gynecology/Maternal-Fetal Medicine

Umadevi Naidoo, MD, Instructor
Psychiatry

Andrew Nierenberg, MD, Associate Professor
Psychiatry

May Pian-Smith, MD, Instructor
Anesthesia/Critical Care

Thomas Ptak, MD, PhD, MPH, Assistant Professor
Radiology/Emergency Radiology

Deborah Quinn, MD, Assistant Professor
Medicine/Pulmonary/Critical Care

David Ring, MD, Instructor
Orthopedic Surgery/Hand & Upper Extremity

Dana Stearns, MD, Assistant Professor
Surgery/Emergency Medicine

Hensin Tsao, MD, PhD, Assistant Professor
Dermatology

Spaulding Rehabilitation Hospital

Jonathan Bean, MD, Assistant Professor
SRH/Hebrew Rehabilitation Center for the Aged
Physical Medicine & Rehabilitation

This is the website for information about the course:
<http://www.bms.harvard.edu/fa/leadership/>

2 Mid-Career Women Faculty Professional Development Seminar

July 10 to 13, 2004 - The Fairmont Hotel - Washington, DC

This seminar is designed for women at the assistant professor (with a minimum of four years experience in the position) and associate professor levels with clear potential for advancement to a major administrative position. It is targeted primarily to physicians but is also pertinent to PhD scientists. Seminar objectives include:

- To provide participants with insights into the realities of gaining a senior administrative position in academic medicine;
- To assist attendees in developing key skill and knowledge areas related to academic and organizational leadership; and
- To give attendees opportunities to expand their network of colleagues and their vision of their own potential.

Seminar enrollment is limited to 120. This seminar offers CME credit. For program information and application, go to:
<http://www.aamc.org/meetings/specmtgs/midwim04/start.htm>

Deadline for all applications and support letters is March 10, 2004.



Resources from the AAMC

Annual medical school faculty salary report available

The AAMC 2002-2003 "Report on Medical School Faculty Salaries" is now available. This publication is the AAMC's 39th review of full-time faculty compensation. The report includes 33 tables that present the total compensation attributable to teaching, patient care, or research for almost 74,000 full-time medical school faculty. The report uses fiscal year 2002-2003 data from 125 U.S. medical schools and covers all sources of compensation: fixed/base salary, medical practice supplement, bonus/incentive pay, and uncontrolled outside earnings.

Information: Go to <http://www.aamc.org/publications>

AAMC publishes first organizational history

The AAMC has recently published the first account of its organizational history in "With One Voice: The Association of American Medical Colleges, 1876 - 2002." This book examines the history of crises faced by medical schools and describes the ways in which the AAMC positioned itself to become the leading advocate for medical education in the United States.

Over time the association was able to achieve consensus among its membership about the need for national leadership dedicated to promoting quality in medical education. Today, the AAMC is a strong and vibrant national voice for the medical schools and teaching hospitals that it represents, with a solid history of accomplishment in improving medical education in America. Institutional members and past chairs of AAMC councils will receive complementary copies of "With One Voice" this month. The book is also available for purchase through the AAMC Publications Department.

Information: Go to <http://www.aamc.org/publications>



MARK YOUR CALENDAR

OWC Luncheon for Academic Coordinators

(These are the folks responsible for processing the paperwork regarding Harvard Medical School faculty appointments and promotions).

Tuesday, February 24 12:30 to 1:30 pm,
Sweet Conference Room

OWC Noontime Learning Series: Assistance Creating the HMS Formatted CV.

Monday, March 8, 12 Noon to 1 pm, Burr
Conference Rooms 5 and 6

Come hear from Dr. Mary Clark, HMS Associate Dean for Faculty Affairs, and Dr. Mort Litt, HMS Associate Dean for Educational Programs, speak about how best to create a CV so that it reflects one's achievements in the best light. They will also be doing a brief demonstration of the FIRST Program, a Computerized CV/Annual Report, or Biosketch which is now available to all faculty. CME's available.

OWC Noontime Learning Series: Leading Meetings Successfully

Thursday, April 8, 12 noon to 2 pm, Burr
Conference Rooms 5 and 6

Learn the basics of running effective meetings, which people will want to attend. CME's available.

OWC Noontime Learning Series: Monthly Research Budget Sheets

Monday, May 10, 12 noon to 1 pm, Burr
Conference Rooms 5 and 6

Learn the ins and outs of administering research monies. CME's available.

Two OWC Workshops: Communicating in Difficult Situations

Downward Communication - Wednesday, May 19 and
Upward Communication - Wednesday June 2.
CME's available.

(These are already filled ... new sign ups go on waiting list.)

Annual Reception to Honor Women Faculty

Monday, May 24th 4 to 5:30 pm in the
Wellman Conference Room

UCLA study on friendship among women

By Gale Berkowitz

A landmark UCLA study suggests friendships between women are special. They shape who we are and who we are yet to be. They soothe our tumultuous inner world, fill the emotional gaps in our marriage, and help us remember who we really are. Scientists now suspect that hanging out with our friends can actually counteract the kind of stomach-quivering stress most of us experience on a daily basis. A landmark UCLA study suggests that women respond to stress with a cascade of brain chemicals that cause us to make and maintain friendships with other women.

“Until this study was published, scientists generally believed that when people experience stress, they trigger a hormonal cascade that revs the body to either stand and fight or flee as fast as possible,” explains Laura Cousino Klein, PhD, now an Assistant Professor of Biobehavioral Health at Penn State University and one of the study’s authors. Now the researchers suspect that women have a larger behavioral repertoire than just “fight or flight.” In fact,” says Dr. Klein, “it seems that when the hormone oxytocin is released as part of the stress responses in a woman, it buffers the “fight or flight” response and encourages her to tend children and gather with other women instead. When she actually engages in this tending or befriending, studies suggest that more oxytocin is released, which further counters stress and produces a calming effect. This calming response does not occur in men,” says Dr. Klein, “because testosterone – which men produce in high levels when they’re under stress – seems to reduce the effects of oxytocin. Estrogen,” she adds, “seems to enhance it.”

The discovery that women respond to stress differently than men was made in a classic “aha!” moment shared by two women scientists who were talking one day in a lab at UCLA.

“I commented one day to fellow researcher Shelley Taylor that nearly 90 percent of the stress research is on males. I showed her the data from my lab, and the two of us knew instantly that we were onto something,” says Dr. Klein.”

The women started meeting with one scientist after another from various research specialties. Very quickly, Drs. Klein and Taylor discovered that by not including women in stress research, scientists had made a huge mistake: The fact that women respond to stress differently than men has significant implications for our health. It may take some time for new studies to reveal all the ways that oxytocin encourages us to care for children and hang out with other women, but the “tend and befriend” notion developed by Drs. Klein and Taylor may explain why women consistently outlive men. Study after study has found that social ties reduce our risk of disease by lowering blood pressure, heart rate, and cholesterol.

In one study, for example, researchers found that people who had no friends increased their risk of death over a 6-month period. In another study, those who had the most friends over a 9-year period cut their risk of death by more than 60 percent. Friends are also helping us live better. The famed Nurses’ Health

Study from Harvard Medical School found that the more friends women had, the less likely they were to develop physical impairments as they aged, and the more likely they were to be leading a joyful life. In fact, the results were so significant, the researchers concluded, that not having close friends or confidantes was as detrimental to your health as smoking or carrying extra weight! When the researchers looked at how well the women functioned after the death of their spouse, they found that those women who had a close friend and confidante were more likely to survive the experience without any new physical impairments or permanent loss of vitality.

Yet if friends counter the stress that seems to swallow up so much of our life these days, why is it so hard to find time to be with them? That’s a question that also troubles researcher Ruthellen Josselson, PhD, co-author of *Best Friends: The Pleasures and Perils of Girls’ and Women’s Friendships* (Three Rivers Press, 1998). “Every time we get overly busy with work and family, the first thing we do is let go of friendships with other women,” explains Dr. Josselson. “That’s really a mistake because women are such a source of strength to each other. We nurture one another. And we need to have unpressured space in which we can do the special kind of talk that women do when they’re with other women. It’s a very healing experience.”

Taylor, S. E., Klein, L.C., Lewis, B. P., Gruenewald, T. L., Gurung, R. A. R., & Updegraff, J. A. (2000). “Female Responses to Stress: Tend and Befriend, Not Fight or Flight,” *Psychological Review*, 107(3)



GET THE FACTS

about promotions ...

CV prep

Harvard Medical School is making it easier to keep your CV current and up-to-the-minute.

eCommons is a completely redesigned intranet for the Harvard Medical community and is based on a very important principle – content management by users. All HMS appointed faculty have access to eCommons and will now have a tool to help them with their CV. It is called FIRST (Faculty Information Retrieval and Search Tool) and users can input CV information in a variety of user friendly ways. For more information, or to request a training session for you and your colleagues, call 617-432-0042.

Please note, we have arranged for the architect of this tool to deliver a demonstration at our next Noontime Learning Series workshop on March 8.

EDITOR
Rebecca Starr

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

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Massachusetts General Hospital
Bulfinch 360
55 Fruit Street
Boston, MA 02114
Phone: 617-724-5229
FAX: 617-726-0568

OWC WEBSITE: <http://www.massgeneral.org/womenscareers/>

LATE WINTER NEWSLETTER 2003/04 Office for Women's Careers at MGH - *A Resource for Women Faculty*



THE BOOKSHELF

Over Thanksgiving break, I went to the Franklin Institute in Philadelphia (and bumped into none other than Erin Tracy, MD in OB-GYN) and picked up the following two books for our OWC library. I thought they might be interesting for women faculty to read, and one especially if you have daughters!

Book Recommendations

1) *History of Women in Science for Young People* by Vivian Sheldon Epstein.

This is a short paperback picture book that describes some women in each century who had great intelligence and determination to be educated and to become scientists. This book shows examples of role models for women in science.

2) *Nobel Prize Women in Science: Their Lives, Struggles and Momentous Discoveries* by Sharon Bertsch McGrayne. Since 1901 there have been almost five hundred recipients of the Nobel Prize in the sciences. Only ten of them – about 2 percent – have been women. Why? In this book the author explores the reasons and examines the lives and achievements of 15 women scientists who either won a Nobel Prize or played a crucial role in a Nobel Prize-winning body of work. The book reveals the relentless discrimination these women faced both as students and as researchers, and the passionate love of science that ultimately allowed them to prevail.

Have you changed your mailing address?

If so, please remove the mailing label from this newsletter, cross out the old address, write in the new one and send it to:

Brenda I. Vega, *Staff Assistant*
Office for Women's Careers
Bulfinch 360



WAM COMMITTEE MEMBERS

Women in Academic Medicine Committee at MGH

Jane D. Clafin	Anne Klibanski, MD	Peggy Slasman
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