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President's Message

The energy and elegance of the WDS luncheon in Washington, DC is a powerful memory that lingers within us. Who can forget the imagery of the stunning up-lit roses on the walls? The breathtaking sparkle of the grand chandelier down the center of the room still twinkles in my mind. The gathering of nearly 700 luncheon attendees was another milestone for the WDS, our largest attendance yet. Equally exciting was the celebration of our 1,000+ members. The warm memories of the gathering of our friends, families, and colleagues have sustained me during the coldest days of our Washington winter. I am deeply honored to be your WDS President for the next year. These memories serve to energize and inspire us towards the future of the WDS. Building upon the past successes of the WDS and my predecessors allows for tremendous opportunities for growth of the WDS.



SANDRA READ, MD

One of my main goals for this year is to continue to provide an organization that nurtures the professional growth and development of our membership. This is the essence of the WDS Vision and Mission Statement.

The WDS has fulfilled a need in my life, and I want to make sure that it is there for

Continued on page five

ANNUAL MEETING LUNCHEON

1,000 Roses and Blooming

By Michael Ming, MD, MSCE

Awonderful time was had by all at the 29th WDS Annual Luncheon, held on February 8, 2004 during the American Academy of Dermatology Annual Meeting at the Grand Hyatt Hotel in Washington, DC. The theme of the sold-out luncheon, attended by nearly 700 members, was "1,000 Roses and Blooming: a celebration of extraordinary membership growth," commemorating the addition of the 1,000th member to the society. Befitting the WDS message that the society should not be considered an organization exclusively for women, the thousandth member was **David Pariser, MD**, who was recognized during the luncheon.

In recognition of the theme of the luncheon and of the rose as the symbol of the WDS, the banquet hall was decorated with light projections of roses on the walls, and an individual rose was present at each place setting. With the exception of a few tables set

aside for reunions, members were randomly seated to enhance networking and to increase member interaction.



NEARLY 700 GUESTS ATTENDED THE ANNUAL LUNCHEON IN WASHINGTON, DC ON FEBRUARY 8.

The luncheon was a wonderful opportunity to make new friends and see old ones.

At the beginning of the luncheon, **Richard Odom, MD**, was honored as the recipient of the 2004 Rose Hirschler Award. The award, named after the first known woman dermatologist in the United States, is presented to a physician chosen for having made significant contributions to

Continued on page two

"1,000 Roses"

Continued from page one

dermatology and medicine, and who by his or her achievements has enhanced the role of women in the specialty. Dr. Odom has been a member of the WDS since 1980 and is a member of the Board of Directors. He has worked tirelessly



DR. FRANCES STORRS

on behalf of women in dermatology throughout his career. He was greeted with a standing ovation at the luncheon, and in his acceptance speech, he described the resources available to WDS members as well as the increasing role of women in dermatology, saying "Women are the future."

Dr. Odom then presented the Mentor of the Year Award to **Vera Price, MD, FRCP (C)** in recognition of her having sponsored 10 mentees in the WDS Mentoring Program as well as mentoring countless other dermatologists, fellows, residents, and medical students in the mysteries of hair loss. Dr. Price graciously thanked **Dr. Frances Storrs**, the founder of the WDS Mentoring Program, as well as those who make the program possible.

Next, our outgoing President, **Marianne O'Donoghue, MD**, presented the President's Award to her entire Executive Committee for all of their efforts on behalf of the WDS over the past year. Other award recipients were recognized, includ-

ing the 34 recipients and mentors of the Mentoring Program, the 5 recipients of the Career Development Awards, and the 10 International Travel awardees, who came from countries as diverse as Turkey, Italy, the Philippines, Colombia, Yugoslavia, and India.

The members then welcomed new WDS members, including 28 Active Members, 6 Affiliate/International Members, 8 Corporate Members, and 61 Graduate (Resident) Members. The outgoing officers were recognized, and the new officers were welcomed, including **Sandra Read, MD**, President; **Jean Bolognia, MD**, Vice President; **Suzanne Connolly, MD**, Secretary; **Tina Alster, MD**, Director; **Lisa Garner,**



DR. MAGGIE PARSONS AND
LAURA SAUL EDWARDS OF THE AADA

MD, Director; **Michael Ming, MD, MSCE**, Director; and **James Taylor, MD**, Director.

Dr. Alster then introduced our keynote speaker, **Maureen Orth**, author and special correspondent for *Vanity Fair*. In her provocative talk, partially based on her new book, "The Importance of Being Famous: Behind the Scenes of the Celebrity-Industrial Complex," Ms. Orth described her thoughts regarding the role of celebrities in our culture. She stated that she felt that "who becomes famous is almost arbitrary" and not related to achievement, but rather more to choices made by "the media beast (which) has to be fed." She described how the media choos-

es certain cases or circumstances, such as the Laci Peterson case, but completely ignores similar stories. She also discussed "how people who



DR. VERA PRICE, DR. NIA TEREZAKIS AND DR. KAREN BURKE CATCH UP AT THE WDS LUNCHEON.

are made into celebrities lose any sense of reality," being surrounded by handlers and by a world that treats them differently than "regular" people. Ms. Orth generously donated her entire honorarium to Camp Discovery.

In closing, **Sandra Read, MD**, the incoming WDS President, described her reasons for becoming involved in the WDS and her vision of what the WDS can do for its members. She explained how becoming involved and active in this "energetic association of brilliant and committed women and men" helped her own personal growth. "The WDS was there for me – I want to make sure the WDS is there for you," Dr. Read said. "We are going to help you grow.... Just ask."



DR. PEGGY CRAWFORD AND
DR. DAPHNE THIOLY-BENSSOUSSAN

ANNUAL MEETING LUNCHEON

Huge Crowd Fills Room to Celebrate

1,000 Roses and Blooming

A CELEBRATION OF EXTRAORDINARY
MEMBERSHIP GROWTH



DR. ELIZABETH TANZI, DR. ALISON GRUEN, DR. LUCILE WHITE,
AND DR. TINA ALSTER, CO-CHAIR OF THE ANNUAL LUNCHEON



DR. AMY PALLER AND DR. HEIDI ANDERSON

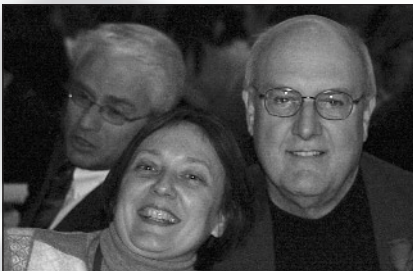


VANITY FAIR AUTHOR, MAUREEN ORTH, GAVE THE
KEYNOTE ADDRESS AND DONATED HER HONORARIUM
TO CAMP DISCOVERY



PRESIDENT DR. MARIANNE O'DONOGHUE PASSED THE GAVEL
TO PRESIDENT ELECT DR. SANDRA READ. DR. READ CO-
CHAIRING THE ANNUAL MEETING LUNCHEON (BUSY LADY!)

WDS members enjoyed a wonderful luncheon and plenty of networking!



Women Put Noses to the Grindstone – Miss Opportunities

By Carol Hymowitz (from the Wall Street Journal Online, February 3, 2004)

From kindergarten through graduate school, studies show that girls outperform boys in grades, admissions, and even extracurricular activities. Hard work is the driving force, as girls read more and spend far more time on homework than boys.

But the very traits that propel them to the head of the class – diligence, organization, a keen ability to follow instructions and to discern what teachers want – aren't enough to catapult them up the corporate ladder, and may even be holding them back.

When it comes to landing a corner office or executive title, what counts a lot more than conscientiousness is daring assertiveness and the ability to promote oneself – all qualities men more typically demonstrate.

Men and women business-school graduates seem to start out on equal footing, landing roughly the same number of line and staff corporate jobs across industries. But three decades after they entered the business world in droves, women still aren't climbing nearly as fast or as high as their male counterparts.

A recent study of women in corporate leadership by Catalyst, a New York research organization, found that women accounted for only 15.7% of corporate-officer positions and 5.2% of top earners at Fortune 500 companies in 2002. Even more telling, the vast majority of women in top jobs are in staff rather than line positions, which rarely lead to the very top. Women hold only 9.9% of line corporate-officer jobs – where they would be overseeing a business that earns money for their company – compared with 90.1% for men.

Researchers and female executives cite a variety of reasons for the meager showing: male executives' reluctance to mentor women, women's exclusion from informal networks, a hesitancy to consider women for the toughest posts, and women's own struggle to balance careers and families – sometimes leading them to settle for less-demanding roles at work.

But a big factor holding women back is their good-girl, or good-student, behavior. “Women will work themselves to death in the belief that if they do more and more, that will get them ahead, when it isn't so,” says Terri Dial, former vice chairman of Wells Fargo, and president and CEO of its Well Fargo Bank. “They think, ‘if I do the work, my bosses will see it and reward me.’”

That may never happen. Even Ms. Dial, now an advisor to companies, admits that as a senior executive she took advantage of her female subordinates' willingness to be grinds.



“Women must learn to negotiate artfully”, says Carol Schreiber, an executive coach.

“Good girls don't advertise, only prostitutes advertise,” she says. “We feel dirty promoting ourselves.” As a result, women are getting stuck in the middle, shut out of “the club at the top.”

Lisa Jacobson, CEO of Inspirica, a New York high school and college tutoring company, agrees that women often don't ask for what they deserve. In the 20 years since she founded her company, none of the female lawyers, graphic designers, public-relations experts, accountants, or others she has interviewed to do work for Inspirica ever quoted her as high a fee as their male counterparts. “The women almost seemed to say, ‘I'm \$125 an hour, but for you I'd charge \$75,’ when the guy just says flatly that he charges \$350,” she adds.

Women must learn to negotiate artfully, says

Carol Schreiber, a New Haven, Conn., executive coach. She cites the case of a woman executive at a large multinational who became perturbed when a male colleague who hadn't performed any better suddenly got a promotion. Instead of rushing in to complain to her boss when emotions were high, she spent several months building a case for herself, says Ms. Schreiber.

When the woman finally approached her boss, “she documented her accomplishments and talked about why she deserved a promotion and more pay” – and got both, Ms. Schreiber adds.

To make changes, women need mentors and to be careful to seek a workplace culture that recognizes and rewards their talents. At Pitney Bowes, Stamford, Conn., the largest provider of corporate mail services, about 24% of the top 300 to 350 employees are female. More than a decade ago, then-CEO George Harvey noticed that female sales employees were getting far better results than the male ones.

“He visited sales offices and found that the only people there at night were women, many of them former teachers,” says Johnna G. Torsone, senior vice president and chief human resources officer. “So he began insisting on hiring more women...and also insisting on a level playing field, figuring he would not only get better performance from women but create competition in men and raise their performance level too.”

He tried to ensure that men and women on his staff got equal treatment and pay. Today, Pitney Bowes has a “critical mass” of women in management, which has changed the work culture. “I never go to a meeting where there isn't another woman,” says Ms. Torsone.

But grooming more women for top line jobs remains a challenge. “There is still an invisible reluctance among men to trust women with the lifeblood of the company,” she says, “and some women themselves have backed away from these jobs which are tough and risky.”

President's Message

Continued from page one

you and for our colleagues throughout dermatology. Let me tell you why I was drawn to the WDS. Years ago, the big impersonal world of organized medicine and even the professional meetings were, for me, more a chore than a choice, more duty than pleasure. I felt like I wasn't getting the most out of the Academy meetings. And frankly, ordering room service for one left something to be desired. I wanted to participate in Academy life.

I decided to attack the problem by getting more involved and active, and I was fortunate that the WDS was there. I saw an energetic association of brilliant and committed women and men. The role models that I saw, the mentoring activity, the opportunities that the WDS offered for involvement were irresistible. I knew I wanted to be part of this group.

I approached a friend and asked about getting connected and involved with the WDS. From membership developed the opportunity to serve on the WDS Board, chair the Members Retreat, and be the editor of the newsletter. With each opportunity for participation and commitment within the WDS there developed deeper enjoyment and satisfaction with my professional career and growth.

Wherever you are in your professional life, advanced or starting, fulfilled or searching, we're going to help you grow. How can the WDS help you grow? By doing what women do naturally. We nurture, hence our mentorship program. The seed that comes from nurturing has blossomed into our successful mentoring. The WDS mentoring scope now encompasses professionals from medical school, to residency, and into mid-career. Our mentorship program has awarded over 200 recipients with a total of \$450,000. It was recognized by the AAD, for which we received the Academy's "Excellence in Education" award in 2001. However, mentoring is not only about scholarship

money, it is also about personal relationships.

For many of us, mentors have been key to our careers. Within the WDS, you will find mentors throughout your professional career. At all stages in life it is helpful to know that others have passed this way before you and that others will follow you. You don't have to do this alone. Mentoring is what we do best, because it suits us best.

How else can we help you grow? We offer networking opportunities, which are unique within our larger umbrella organization. The smaller and more intimate nature of the WDS allows for easier associations and contacts with colleagues. The chance for meaningful contacts, united by a common vision and mission is a powerful and rare opportunity. Associations, fel-

You don't have to do this alone. Mentoring is what we do best, because it suits us best.

lowships, and friendships that grow within the WDS are life-long. For women, networking is one of our favorite activities. It sustains us. And on a personal note, yes, you can even find a dinner companion during the AAD meeting. I now never eat alone.

We already do mentoring and networking very well, and we will continue to improve on those successes. Where else will we improve this year? We will continue the momentum of our membership campaign, "1,000 Roses and Blooming". And we've only just begun. We will continue to develop our international membership as well.

We will continue our leadership development efforts. We have a talent bank that we are filling with potential new leaders. It has been heartwarming in the past month to meet so many talented and bright women in dermatology who want to participate more actively in the WDS.

My personal story highlights how you can get more involved, just ask. I have placed many new members on committees. Let us know if you wish to come on board. Why not join the WDS Members Retreat in Toronto from June 18-20, 2004? Come and learn more about us. Let us learn more about you.

And that's what we are going to do this year. We're going to keep doing the same good things we've been doing and we're going to keep doing more and better. We will serve the goals and membership of this great group, the AAD and dermatology, and we will serve the dermatological health needs of our patients.

WDS WEBSITE

"Members-Only" Section of the WDS Website

All members will receive an e-mail message in early April containing the user I.D. and Password information necessary to access the new "members-only" website. You log onto **www.womensderm.org** and click on: "MEMBERS-ONLY." There you'll find a wonderful, searchable membership directory, a photo scrapbook (send in your own snapshots to be posted and download the ones you like), a "member profile" section that allows you to update your own information and renew your membership – all on-line.

For more information, visit,
www.womensderm.org

WDS MENTOR OF THE YEAR AWARD

Vera H. Price, MD, FRCP (C)

The Mentor of the Year Award recognizes an individual who has provided outstanding leadership and commitment to mentoring in dermatology. This is only the second presentation of the award. The first recipient, in 2003, was Dr. Frances Storrs, founder of the WDS Mentorship program and mentor to legions of dermatologists.

This year, the Women's Dermatologic Society was pleased to award Vera H. Price, MD FRCP (C), the WDS Mentor of the Year Award in recognition of her outstanding role as a mentor to ten residents through the WDS Mentorship Program, plus an equal number of dermatologists, other physicians, medical students, and undergraduates who have been mentored by her through other such programs.

Dr. Vera Price is a professor in the



Department of Dermatology, University of California, San Francisco (UCSF). She is Director of the UCSF Hair Research Center, the Hair and Nail Clinic, and is chief of the UCSF Dermatology Faculty Practice. Dr. Price has been a visiting professor and guest lecturer at numerous universities in the United States and abroad. She is founding chairman of the National Alopecia Areata Foundation and is active in its local support group. She is also Co-

Founder of the Cicatricial Alopecia Research Fund that focuses on a rare group of disorders that permanently destroy the hair follicle. Her research interests have included hormonal regulation of the hair follicle, quantitative methods of estimating hair growth, immunopathologic and genetic studies in alopecia areata, histopathologic and molecular studies of cicatricial alopecia, structural hair shaft anomalies, and special aspects of black hair. She has described several new hair disorders.

For her commitment to sharing her vast expertise and talent with others through mentoring, the Women's Dermatologic Society is proud to present the 2004 WDS Mentor of the Year Award to Dr. Vera H. Price.

ROSE HIRSCHLER AWARDEE

Richard Odom, MD

The Rose Hirschler Award annually honors an outstanding physician who has contributed to medicine and dermatology while enhancing the role of women in the dermatologic specialty. Rose Hirschler, MD was the first known female dermatologist in the United States.

The WDS proudly presented the prestigious Rose Hirschler Award to Dr. Richard Odom at the recent Washington DC Annual Meeting Luncheon. Dr. Odom has been a member of the WDS since 1980 when he was a dermatologist in the military. He had an illustrious career as a faculty member of the University of California, San Francisco since 1984. As a Clinical Professor of Dermatology, Chief of the Dermatologic Clinics, and Director



of the residency training program, he was interested in the issues and problems that women face professionally and personally. In 1995, he was named Interim Chair of the UCSF Department of Dermatology. Dr. Odom was President of the American Academy of Dermatology in 1987. Many distinguished awards have honored Dr. Odom, including the Marion B. Sulzberger International Lectureship Award in 1990. He has been the author of

numerous articles. His continued interest and concerns for women is seen with his participation on the current WDS Board of Directors and the WDS Executive Committee.

During his award presentation, Dr. Odom outlined multiple reasons for belonging to and supporting the WDS: 1) WDS strongly fosters networking between members, with residents, and with international members; 2) WDS emphasizes mentoring for residents that allows them to find new pathways and interests in dermatology; 3) WDS supports International Travel Awards that allow foreign residents or young dermatologists to attend the AAD educational meeting; 4) WDS nurtures leadership

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Hirschler Awardee

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growth for dermatologists by providing opportunities to be members of WDS committees or task forces that strengthen their confidence to participate in other local, regional, and national organizations, including the Academy; 5) WDS is initiating a 2005 Medical Student Awareness Program to expose medical students to the field of dermatology; 6) WDS shares Practice Management through a reception that opens up member offices for other members to see and learn.

How fortunate WDS is to have a caring and gracious gentleman like Dr. Odom to help network women and men in dermatology. A quote from Dr. Odom is the following: "Whether you are male or female, if you don't belong to the WDS, you are missing a great opportunity."

Dr. Odom well deserves the Rose Hirschler Award. Not only his four daughters and one son, but also the members of WDS, are appreciative of his sensitivity and guidance. Dr. Odom is graced by his lovely wife, Elise Herzog Odom.

WDS is honored to add Dr. Odom as the nineteenth awardee of the Rose Hirschler Award.

Miriam Chancy Reed, MD	1988
Nancy Burton Esterly, MD	1989
Margaret Gray Wood	1989
Walter B. Shelley, MD	1990
Frances J. Storrs, MD	1991
Stephania Jablonska, MD	1992
Marie-Louise Johnson, MD	1993
Ricky K. Schachter, MD	1995
Wilma F. Bergfeld, MD	1996
Vera Price, MD	1997
Antoinette F. Hood, MD	1998
Inga Silberberg-Sinakin, MD	1999
G. Jeanette Thorbecke, MD, PhD	1999
Barbara A. Gilcrest, MD	2000
Ruth Freinkel, MD and	2001
Gloria Graham, MD	2001
Nia K. Terezakis, MD	2002
Elizabeth I. McBurney, MD	2003
Richard Odom, MD	2004

– Submitted by Lenore S. Kakita, MD

WDS READS & RECOMMENDS



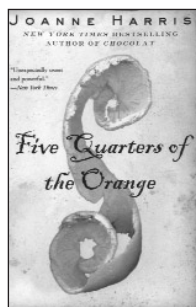
SURVIVAL OF THE PRETTIEST: THE SCIENCE OF BEAUTY

by Nancy Etcoff

"This author skewers one of our culture's most

enduring myths, that the pursuit of beauty is a learned behavior and explains why so many cultures are influenced by beauty."

Recommended by Susan Weinkle, MD



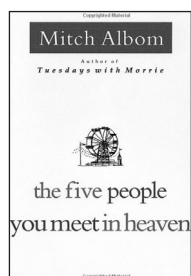
FIVE QUARTERS OF THE ORANGE

by Joanne Harris

"This novel is set on the banks of the Loire River Valley in France during the Nazi

occupation and postwar. I couldn't put it down."

Recommended by Vera Price, MD, FRCP (C)



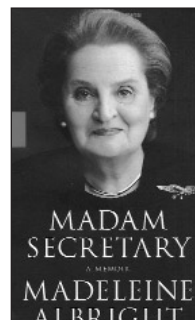
THE FIVE PEOPLE YOU MEET IN HEAVEN

by Mitch Albom

"From the author of *Tuesdays with Morrie*, a stunning

novel about the afterlife. Heaven is not a lush Garden of Eden, but a place where your earthly life is explained to you by five people who were in it – loved ones or distant strangers – each one changed your life forever."

Recommended by Susan Weinkle, MD



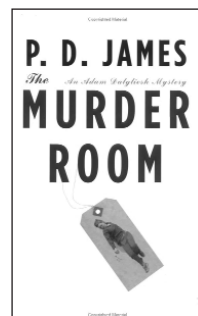
MADAM SECRETARY: A MEMOIR

by Madeline Albright

"An autobiography of the highest ranking woman in U.S.

history in which she shares her inside views on world affairs."

Recommended by Vera Price, MD, FRCP (C)



THE MURDER ROOM

by P.D. James

"Excellent character development. A great mystery."

Recommended by Marianne

O'Donoghue, MD



"CIAO, AMERICA!"

by Beppe Severgnini

An Italian discovers the U.S. "A bella laugh... Wonderfully

funny and perceptive...fun from first page to last, pure and simple."

– Jonathan Yardley, *Washington Post*

Recommended by Sandra Read, MD

NETWORKING

WDS Networking - January 8, 2004 Orlando Cosmetic Dermatology Convention

The WDS hosted a Networking Luncheon at the Orlando Cosmetic Dermatology Convention January 8, 2004. This energetic and fun event was hosted by WDS President, Sandra Read, and Keith Greathouse, Dermik Labs. WDS members attending were Drs. Susan Weinkle, WDS past President, Mary Lupo, Membership Chair, Elizabeth Hale, Diane Berson, and Ella Toombs. Dr. Rhoda Narins, President of the ASDA, was present and graciously spoke at the luncheon.

The luncheon was attended by 60 women dermatologists.

Twenty-three membership applications were submitted to the WDS.

A good time was had by all!



DR. ELIZABETH HALE, DR. DIANE BERSON
AND DR. MARY LUPO



DR. SUSAN WEINKLE, KEITH GREATHOUSE, AND
DR. SANDRA READ IN ORLANDO.

WDS Member Renewal Retreat 2004 Old Mill Inn and Spa Toronto, Ontario, Canada June 18-20, 2004

The 2004 Renewal Retreat Weekend is about time away from the usual responsibilities in order to renew the spirit.

- Relax at an elegant and traditional boutique inn in Toronto, Canada.
- Learn new life and career skills.
- Experience new friends, old friends, camaraderie and old-style fun, while learning new skills for lifestyle management.
- All activities and meals are included in the Renewal Retreat fees to create an intimate experience.

2004 RENEWAL RETREAT: A SPECIAL OPPORTUNITY FOR RESIDENTS

Thanks to the generous support of OrthoNeutrogena and Biogen, the WDS will offer a limited number of grants to support resident participation in attending the WDS Member Renewal Retreat, being held June 18-20, 2004 in Toronto, Canada. Besides a fabulous setting and an outstanding program focused on *Career Paths and Work Relationships*, the retreat offers the opportunity for life-long friendships. There is an informal atmosphere conducive to networking and mentoring. If you or someone you know would like to apply for a scholarship to attend the retreat (includes travel, accommodations, registration fee), contact WDS at 1-877-WDS-ROSE or e-mail: wds@womensderm.org.



OLD MILL INN & SPA

This elegant and traditional boutique inn focuses on old world charm and has 60 beautifully appointed rooms and suites as well as a pampering full service spa. There are picturesque trails for walking, biking, blading. Tennis courts adjoin the Inn. Fabulous shopping is close by at the Bloor West Village. It is the perfect escape to refresh, restore and revitalize, leading to a relaxed, more productive mind and body.

Make your own room reservations by calling: 866-653-6455

CORPORATE SUPPORT

Thank you to **OrthoNeutrogena** for its generous sponsorship of the Member Renewal Retreat. In addition, support for resident participation has been provided by **Biogen**.

FRIDAY, JUNE 18TH

12:00 noon – 7:00 pm

Registration

6:00 pm – 7:00 pm

Welcome Reception

7:00 pm – 9:00 pm

Dinner

“Career Paths: A Casual Conversation” Women who have taken different career paths talk about their choices, *Moderated by Susan Weinkle, MD.*

2004 WDS MEMBER RENEWAL RETREAT

SATURDAY, JUNE 19TH

7:30 am – 8:15 am **Yoga**

8:15 am – 9:15 am

Continental Breakfast

9:15 am – 12:15 pm

(MIDWAY BREAK)

Body Watching and Eavesdropping: Gender and Communication Style

Dr. Janet Mills is a body watcher—but lest you think this an unseemly pastime for a professor, be assured, she does it for purely professional purposes! And she watches women as well as men. Using the audience as a database and as volunteers, she gently and humorously describes and demonstrates how men and women speak different body language. She illustrates how gendered behaviors convey unspoken messages of power, dominance, and high status in the service of hierarchical social arrangements or, messages of affiliation, connection,

and egalitarian status in the service of rapport-filled social arrangements. You'll gain a set of gender lenses that will enable you to see gendered nonverbal behaviors at work in any professional setting. And, you'll expand your own repertoire of nonverbal behaviors to enhance effectiveness with patients, staff, and professional peers.

12:45 pm – 2:00 pm

Lunch

2:00 pm – 7:00 pm

Free Afternoon

7:00 pm – 9:00 pm

Dinner

Art Presentation "Images of Women" by Lupe Rodriguez, Art Gallery of Ontario, Ontario College of Art and Design

SUNDAY, JUNE 20TH

7:30 am – 8:15 am

Yoga

8:15 am – 9:15 am

Continental Breakfast

9:15 am – 11:15 am

Presentation: Communication in the Workplace

Dr. Helen Meldrum, PhD, Assoc. Professor of Psychology and Communication at Massachusetts College of Pharmacy and Health Services

Dr. Meldrum will discuss how to facilitate communication with the difficult patient and communication with the office staff. She is the author of *Provider-Patient Partnerships*.

NAME: _____

ADDRESS: _____

CITY: _____ STATE: _____ POSTAL/ZIP CODE: _____ COUNTRY: _____

PHONE: _____ FAX: _____

E-MAIL: _____

If paying by check, make payable in US dollars to WDS and MAIL to:
WDS, 74 New Montgomery Street #230, San Francisco, CA 94105

If paying by credit card, complete the info below and FAX to: 415/927-5726

Visa Mastercard American Express

CARD NUMBER: _____

EXP. DATE: _____ SIGNATURE: _____

ADDITIONAL INFORMATION: Registration includes all meals and materials, but excludes hotel. Participation is limited to the first 75 registrants. Please return this form and payment promptly to ensure your place at the Renewal Retreat. **The deadline for advance registration is May 18, 2004.** Participation is limited to WDS members only.

Renewal Retreat 2004 REGISTRATION FORM

[PLEASE TYPE OR PRINT]

WDS MEMBER/PENDING
MEMBER FEE: \$325

I am a resident and am requesting financial support in order to attend. (Sponsorship is limited and requests will be met on a first-come, first-serve basis.)

CANCELLATION POLICY: Refunds, less a \$25 administrative fee, will be available for cancellation prior to May 18, 2004. After that date, no refunds will be given. NOTE: There is no provision for partial registration fees or refunds for activities not attended. For further information, contact the WDS office at 415/927-5727.

Career Development Grants Take WDS Members to Study in Amsterdam and Uganda

AMSTERDAM

By Dédé Murrell, MD

Iwould like to thank the WDS and the sponsor of this award, Galderma, for enabling me to undertake this wonderful opportunity. I have been the dermatologist for Sydney's multidisciplinary epidermolysis bullosa (EB) clinic over the last seven years, but have not had the opportunity to attend any meetings about EB, which are few and far between, nor to spend time with other international centers dealing with EB. The Center for Blistering Disorders at Groningen University Hospital, run by Professor Marcel Jonkman, is renowned for both clinical care and research into EB & autoimmune bullous diseases, my other area of interest. The center caters to over 200 patients with EB from all over Holland and Belgium. Hence, I arranged to spend four days in Holland just prior to the EB conference learning how his multidisciplinary EB team functioned.



Groningen, which I would liken to the Cambridge of Holland, is a

university town three hours north of Amsterdam, an old city surrounded by a canal with cobbled squares and quaint old buildings. The university hospital, an architectural masterpiece, is situated only five minutes walk from the city center. Everyone in the hospital, from the porters to the professors, speak excellent English, so I had no trouble being understood, and they were kind enough to speak English to the patients when I was there, a challenge for the residents presenting cases! Luckily, Professor Jonkman and his staff had just returned from the EADV and the department was in full throttle. In Holland, 75% of medical students are female, and a majority of the dermatology residents are female also.

While in Groningen I learned a lot about how their multidisciplinary EB



DR. MURRELL AND PROFESSOR JONKMAN DURING THE CONFERENCE.

team works as well as seeing some of their interesting patients, teaching

Continued on page eleven

Thanks to generous funding from Galderma Laboratories, WDS awarded several Career Development Awards this past year. The WDS Career Development Awards provide financial support for WDS members to defray the cost of acquiring specific skills and knowledge to enhance their professional development. The goal of this program is to provide WDS members with opportunities to enhance their career development through participating in "hands-on" training or other educational activities. The following members received funding:

Melissa Marlowe Coale, MD, Concord, NC, received \$500 to attend a personal computer training program.

Kim Dernovsek, MD, Pueblo, CO, received \$5,000 to set-up a training program in Uganda (see her letter on page 11).

Mary Massa, MD, Chicago, IL, received \$2,040 to study neck rejuvenation techniques.

Ellen Mooney, MD, Reykjavik, Iceland, received \$4,800 to study at the Sydney Melanoma Unit.

Dédé F. Murrell, MD, Sydney, Australia, received \$5,000 to study epidermolysis bullosa in Amsterdam (see her story on page 10).

Apply for an award on-line (anytime of year) by visiting: www.womensderm.org "Grant Programs."

Continued from page ten

rounds and clinics. We collaborated on some research projects in EB. I would highly recommend a visit to Prof Jonkman's department to anyone wishing to learn more about bullous diseases – EB or autoimmune, punch grafting, or dermatology in Holland.

The congress in London was attended by about 120 EB experts from around the world and had a clinical focus. It was divided into topics according to the typical management problems faced, e.g., dressings/wound care, nutrition, malignancy, eye disease, renal disease, GI/gastrostomy, anemia, prenatal diagnosis. Professor Jonkman had two oral papers and three posters, and I had three papers. The meeting was designed to be interactive with lots of questions. Overall it was reassuring that we were already doing most of the recommended protocols. This was an excellent networking opportunity to meet other experts in the discipline, both paramedical and non-dermatological. In particular, it was very useful to meet the new team at Great Ormond St. Thomas Hospital, Jemma Mellerio and Anna Martinez, who invited me to their EB clinic. There was a delightful dinner held at the historical Royal Apothecaries Hall.

Hence, in about 10 days I was able to learn an awful lot about how other experts manage their EB patients and make excellent contacts for the future in this field. As I have three young children (ages 9, 7, and 4) and a husband who is Chair of Orthopaedic surgery, I cannot be away on learning opportunities for long periods. I am extremely grateful to Prof Jonkman for allowing me to visit his department and making me feel so welcome.

UGANDA

By Kim K. Dernovsek, MD

In August of 2003 I was awarded the Women's Dermatologic Society Career Development grant of \$5,000 based on my project entitled, U G A N D A October 2003: Site Assessment for Dermatology Training



Pro-gram and Anal-ysis of Ugandan HIV Reduction Strategy. I would like to take this opportunity to thank WDS and Galderma for sponsoring this grant.

I have recently completed an extensive report on this site for Health Volunteers Overseas and am awaiting a decision on whether action will be taken to initiate the Program.

Upon my return, in November, I spoke at the Texas Dermatologic Society's annual fall meeting on the topic, "Teens, Sex and the Dermatologist: Reach Them Now or Treat Them Later" and included updated material regarding Uganda's strategy. I will do likewise in a forum of same title at the American Academy of Dermatology annual meeting in Washington DC in February 2004. While in Uganda, I spoke on this topic to Ugandan physicians, thereby providing them with perspective as to the world-wide attention their country's results in changing behavior are receiving.

As I review my initial grant application, I am struck by my own words, which describe my goals from a very personal professional perspective:

...So often we private practitioners of Dermatology see ourselves as "going nowhere," having long ago taken a route leading far away from academics. Caught up in the day-to-day burdens of practice management and patient care, our lives are firmly entrenched in our communities, seemingly with no escape. I would lead by example, showing how it is possible for a private practitioner of nineteen years to change professional direction, develop and then embrace a scientific interest...

Upon my return, I am less certain about where this experience will lead me professionally, and more certain about my new perspective. I can say that the opportunity to go to Uganda and play a role in the future of dermatologic health in that country is something far bigger than me. I have discovered that we are embarking on an era of rediscovering purpose in dermatology and that this purpose will be found in our contribution to global dermatologic public health, individually and collectively as a specialty. We've only just begun!

Career Satisfaction in Female Physicians Rated as Mixed



On a recently published report by Gail Erick Robinson, MD, DPsych, FRCPC, University of Toronto, Toronto, Ontario in the *Journal of the American Medical Association*, February 4, 2004, Vol. 291, No. 5, studies of career satisfaction in female physicians have yielded mixed results. Although most female physicians indicate that they are generally satisfied with their careers, certain factors that are unique to or that differentially affect female physicians contribute to career stress and dissatisfaction. The largest study of female physicians, the Women Physicians' Health Study found:

- **84% of respondents reported being "usually," "almost always," or "always" satisfied.**
- **Younger physicians and those with less work control, greater work stress, and more reported sexual harassment were most dissatisfied.**
- **Black female physicians were more likely to report that they worked in underserved communities, had less work control, and had higher rates of career dissatisfaction.**
- **Female physicians who perceived that they had more control over their work environment were the most satisfied.**

• **Even with long hours, less work control, and a belief that motherhood had slowed their careers, 81% of women in academic medicine were found to be satisfied with their careers. Social scientists have offered a number of possible explanations of the high satisfaction rates in professional women despite multiple stressors:**

- **Women have lower job expectations than men**
- **Women are socialized not to express discontent**
- **Women value different characteristics in a career than do men**

Despite the overall high degree of career satisfaction, almost a third of the women indicated that they "might not" or "definitely would not" choose to be a physician again. Women physicians were more satisfied than men with their specialty and patient and collegial relationships, but were less satisfied with their levels of autonomy, relationships with the community, pay, and resources. Female physicians reported more time pressure in seeing patients, less work control, and lower income. Women had 1.6 times the odds of reporting burnout as men, with lack of work control being a strong predictor of burnout in women but not in men. The likelihood of burnout in women also increased as their work hours increased.

For the complete article, see JAMA, February 4, 2004, Volume 291, No. 5, page 635.

Visit www.womensderm.org for detailed information on upcoming dates and deadlines.

JUNE 17, 2004

WDS Leadership Retreat

(by invitation only for all elected Officers, Board members, past presidents, committee chairs and co-chairs, and WDS Foundation Board members)
Old Mill Inn, Toronto, Canada

JUNE 18-20, 2004

WDS Member Renewal Retreat

Advance registration deadline: May 18.
Old Mill Inn, Toronto, Canada

JULY 30, 2004

WDS Board Leadership Dinner

(by invitation only) • New York City

JULY 31, 2004

WDS Board of Directors Meeting

Hilton New York Hotel • 6:30 am

JULY 31, 2004

WDS Member Reception

WDS President's Suite,
Hilton New York Hotel
(A group block of theatre tickets is being reserved for WDS members who are interested in seeing a Broadway show. Contact the WDS office for more information.) • 5:30 pm

AUGUST 12, 2004

WDS Networking Reception

Pacific Dermatologic Society
Hyatt Regency Newport Beach
Newport Beach, CA • 5:30 pm

OCTOBER 1, 2004

WDS International Travel Award Deadline

(for 2005 awards)

OCTOBER 2, 2004

WDS/ASDS/Mohs College Women Derm Surgeons Luncheon

San Diego, CA • 12 noon

NOVEMBER 1, 2004

WDS Mentorship Award Deadline

(for 2005 awards)

For more information, contact WDS at 1-877-WDS-ROSE (or 415-927-5727).

MENTORSHIP AWARDS

WDS Announces the 2004 Mentorship Award Recipients

The following Mentorship grants were awarded for 2004:

Heidi K. Anderson, MD, a resident at University of Cincinnati

Topic: Pediatric Dermatology

Mentor: Amy S. Paller, MD, at Children's Memorial Hospital in Chicago

Melissa A. Bogle, MD, chief resident at University of Texas Health Science Center

Topic: Dermatologic Laser Surgery

Mentor: Jeffrey Dover, MD & Kenneth Arndt, MD of Skincare Physicians in Chestnut Hill

Lisa A. Carroll, MD, a resident at University of Chicago Hospitals

Topic: Mohs Surgery, Lasers & Cosmetic Dermatology

Mentor: Tatyana R. Humphreys, MD, at Thomas Jefferson University in Philadelphia

Theresa Conologue, MD, a resident at Walter Reed Army Medical Center

Topic: Pediatric Dermatology

Mentor: Paul J. Honig, MD, at Children's Hospital of Philadelphia

Nicole DeYampert, MD, a resident at St. Luke's-Roosevelt Hospital Center

Topic: Academic Dermatology

Mentor: William D. James, MD, at University of Pennsylvania Health System

Sara W. Dill, MD, a resident at Brown University School of Medicine in Providence

Topic: Pediatric Dermatologic Surgery & Laser

Mentor: Bari B. Cunningham, MD, at Children's Hospital and Health Center San Diego

Mary T. Finnegan, MD, chief resident at University of Minnesota

Topic: Dermatopathology

Mentor: Philip E. LeBoit, MD, at University of California, San Francisco

Amy W. Gilliam, MD, a resident at

University of California, San Francisco

Topic: Pediatric Dermatology

Mentor: Sheila F. Friedlander, MD, at

Children's Hospital & Health Center, San Diego

Alison B. Gruen, MD, chief resident at State

University of New York, Downstate Medical

Center

Topic: Dermatologic Laser Surgery

Mentor: Tina S. Alster, MD, at Washington

Institute of Dermatologic Laser Surgery

Shari Hicks-Graham, MD, a resident at

King/Drew Medical Center in Los Angeles

Topic: Acral Melanoma

Mentor: Wendy Roberts, MD, at Desert

Dermatology Medical Associates, Inc., Rancho Mirage

Julia Ho, MD, a resident at Washington University School of Medicine/Barnes-Jewish

Hospital

Topic: Dermatologic Surgery

Mentor: Mary E. Maloney, MD, at University of Massachusetts Medical School

Dana C. Holl, MD, chief resident at King/Drew Medical Center in Los Angeles

Topic: Medical Dermatology

Mentor: Victoria P. Werth, MD, at University of Pennsylvania Health System

Rachel S. Hub, MD, a resident at Indiana University School of Medicine

Topic: Academic Dermatology & Hair Disorders

Mentor: Maria Hordinsky, MD, at University of Minnesota

Cheryl A. Hull, MD, a resident at University of Arkansas for Medical Sciences

Topic: Pediatric Dermatology, Vascular Malformations

Mentor: Ilona Frieden, MD, at University of California, San Francisco

Caroline Choi Kim, MD, a resident at Harvard Combined Dermatology Residency Program

Topic: Pigmented Lesions

Mentor: Jean Bolognia, MD, at Yale Univ. School of Medicine Dept. of Dermatology

Mollie MacCormack, MD, chief resident at Boston/Tufts University Combined Derm.

Res. Program

Topic: Pediatric Dermatology and Pediatric Dermatologic Surgery

Mentor: Annette Wagner, MD, at Children's Memorial Hospital in Chicago

Laura N. Marquart, MD, a resident at Walter Reed Army Medical Center

Topic: Pediatric Dermatology

Mentor: Paul J. Honig, MD, at Children's Hospital of Philadelphia

Cara E. Moretti, MD, chief resident at University of Wisconsin, Department of

Dermatology

Topic: Tropical Medicine

Mentor: Evandro Rivitti, MD, at University of San Paolo, Brazil

Uma Nadiminti, MD, a resident at Emory University School of Medicine

Topic: Dermatologic Surgery

Mentor: John A. Carucci, MD, PhD, at Cornell University in New York

Pamela Ng, MD, a resident at New York Weill Cornell Medical Center

Topic: Dermatopathology-Analysis of Blue Nevi

Mentor: Christine Jaworsky, MD, at Case Western Reserve University in Cleveland

Sherry L. Novick, MD, a resident at Tulane University Medical Center

Topic: Pediatric Dermatology

Mentor: Ilona Frieden, MD, at University of California, San Francisco

Fiona M. O'Reilly, MD, a resident at Emory University School of Medicine

Topic: Dermatologic Care of Solid-Organ Transplant Population

Mentor: Clark C. Otley, MD, at Mayo Clinic, Department of Dermatology in

Rochester

Divya Railan, MD, a resident at Indiana University Medical Center

Topic: Advances in Laser Therapies

Mentor: Tina S. Alster, MD, at Washington Institute of Dermatologic Laser Surgery

Tiffany L. Rebella, MD, a resident at University

of Iowa Hospitals and Clinics

Topic: Clinical Trials in a University Setting

Mentor: Alexa Kimball, MD, at Stanford

University School of Medicine

Elyse H. Scheuer, MD, a resident at University

of Minnesota

Topic: Pediatric Dermatology

Mentor: Virginia P. Sybert, MD, at University of

Washington in Seattle

Julie C. Schultz, MD, a resident at University of

Minnesota

Topic: Cutaneous T-cell Lymphoma

Mentor: Sam T. Hwang, MD, at National Cancer

Institute, Dermatology Branch in Bethesda

Thomas Smith, MD, a resident at Louisiana

State University Health Sciences Center

Topic: Dermatologic Laser Surgery

Mentor: Elizabeth Tanzi, MD, at Washington Institute of Dermatologic Laser Surgery

Michelle L. Spenny, MD, a resident at Dartmouth Hitchcock Medical Center

Topic: Cutaneous Manifestations of Systemic Disease

Mentor: Maria L. Turner, MD, at National Cancer Institute in Bethesda

Leslie A. Storey, MD, a resident at Loma Linda Medical Center

Topic: Pediatric Dermatology

Mentor: Lawrence F. Eichenfield, MD, at Children's Hospital, San Diego

Michael D. Sullivan, MD, chief resident at University of North Carolina

Topic: Epidemiology and Epidermolysis Bullosa

Mentor: Dédée Murrell, MD, at St. George Hospital in Australia

Jocelyn C. Thein, MD, a resident at Duke University Medical Center

Topic: Procedural/Surgical Pediatric Dermatology

Mentor: Bari B. Cunningham, MD, at Children's Hospital and Health Center San Diego

Rochelle R. Torgerson, MD, a resident at Mayo Graduate School of Medicine in

Rochester

Topic: Hair and Hair Biology

Mentor: Vera H. Price, MD, FRCP (C), at University of California, San Francisco

Lucile E. White, MD, a resident at University of Chicago Hospitals

Topic: Dermatologic Laser Surgery

Mentor: Elizabeth Tanzi, MD, at Washington Institute of Dermatologic Laser Surgery

Michelle C. Withers, MD, a resident at University of British Columbia, Canada

Topic: Vulvar Dermatology

Mentor: Libby Edward, MD, at Mid-Charlotte Dermatology and Research



THIRTY-FOUR WDS MEMBERS RECEIVED MENTORSHIP GRANTS THANKS TO \$75,000 IN FUNDING FROM DERMIK LABORATORIES.

WDS BOARD OF DIRECTORS



BOARD MEMBERS GATHERED FOR THIS PHOTO ON FEBRUARY 8, 2004 DURING THE BOARD MEETING IN WASHINGTON, DC.



THE WDS EXECUTIVE COMMITTEE MET FOR DINNER AT THE WILLARD IN WASHINGTON, DC. (NOT PICTURED, DR. ELIZABETH MCBURNEY AND DR. KATHRYN SCHWARZENBERGER)

WDS AWARDEES

WDS International Travel Awards



The Women's Dermatologic Society provides Travel Grants of up to \$2,000 for the purpose of supporting women dermatologists from other countries to attend the WDS Annual Luncheon and Business Meeting, as well as the American Academy of Dermatology's Annual Meeting. This year, the WDS pro-

vided ten awards, thanks to generous funding from Johnson & Johnson Consumer and Mary Kay.

The following received awards:

Arsenia Luz Adao-Grey, MD, FPDS, Philippines

Benedetta Brazzini, MD, Italy

Rizalina L. Jacobo Cruz, MD, Philippines

Anagha Jaideep Dudhbhate, MD, India

Maria I. Duque, MD, Columbia

Sibel Ersoy, MD, Turkey

Mirjana Popadic, MD, Serbia-Montenegro

Vesna Reljic, MD, Serbia-Montenegro

Kamaldeep Sandhu, MD, India

Fortuna F. Santiago, MD, Philippines

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Kathryn Schwarzenberger, MD (ex-officio)

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Tina S. Alster, MD (2004-08)

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Michael E. Ming, MD, MSCE (2004-08)

Pearl E. Grimes, MD (2002-06)

Ann F. Haas, MD (2003-07)

Mary P. Lupo, MD (2003-07)

Mary E. Maloney, MD (2002-06)

Richard B. Odom, MD (2002-06)

Wendy E. Roberts, MD (2002-06)

Richard K. Scher, MD (2002-06)

Navjeet K. Sidhu-Malik, MD (2001-05)

Sabra Sullivan, MD, PhD (2001-05)

James S. Taylor, MD (2004-08)

Margaret E. Parsons, MD (2003-07)

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Corinna Rigoni, MD (2004-06)

Young Physician Representative

Amy A. Huber, MD (2004-05)

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SPONSORS

The Women's Dermatologic Society wishes to acknowledge and thank its generous contributors

Guardian Angel >\$100,000

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OrthoNeutrogena

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Stiefel Laboratories, Inc.

Benefactor >\$15,000

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Novartis Pharmaceuticals Corporation

Patron >\$10,000

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INAMED Corporation
Mary Kay
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Skin Medica
Valeant Pharmaceuticals International

Contributor >\$1,000

Combe, Inc.
Doak Dermatologics
Hill Dermaceuticals
Neostrata
Marianne O'Donoghue, MD

Donor ≤\$999

Dermatologic Cosmetic Laboratories
Person & Covey, Inc.

WELCOME NEW WDS MEMBERS!

ACTIVE

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Jeffrey Binstock, MD
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Alastair Carruthers, MD
Roger I. Ceilley, MD
Lisa M. Donofrio, MD
Marguerite Germain, MD
Sharon A. Glick, MD
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Birgit K. Toome, MD
Ben M. Treen, MD
Michelle D. Welch, MD
Philip W.M. Werschler, MD

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Benedetta Brazzini, MD
Christine Brozowski, MD
Iqbal A. Bukhari, MD
Mukta B. Sachdev, MD
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Kathleen M. Sugg

Graduate (Resident)

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Smita Agarwal, MD
Victoria R. Barrio, MD
Michelle D. Bonta, MD
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Lucile E. White, MD
Laura S. Winterfield, MD
Samantha Wyatt, MD
Siegrid Yu, MD
Thomas Yu, MD
Paula Zook, MD

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NEWSMAKERS

By Zoe Diana Draelos, MD

The following WDS members were elected in December 2003 to be inducted to the ADA in 2004:

Diane Berson, MD, Lynn Cornelius, MD, Ilona Frieden, MD, Jane Margaret Grant-Kels, MD, Naomi Lawrence, MD, Susan Mallory, MD, Constance Nagi, MD, Kathryn Schwarzenberger, MD, Patricia Walker, MD



Lenore Kakita, MD, received the Dermatology Foundation's Practitioner of the Year award. Shown above with her son, Neil, and **Wilma Bergfeld, MD**. Did you hear about the Skin Singers? They had another of their sold-out performances as the enter-

tainment for the President's Reception where they crooned "Memories" for outgoing AAD President **Ray Cornelison**. The Skin Singers have **Bill Coleman, MD**, as their pianist, **Hal Brody, MD**, as their baritone, **Mary Maloney, MD**, as their alto, **Zoe Draelos, MD**, as their mezzo-soprano, and **Naomi Lawrence, MD**, as their soprano. A wonderful time was had by all!

Two of our own are now at the top of the leadership ladder of the AAD. **Clay Cockerell, MD**, is now president, and **Boni E. Elewski, MD**, is now president-elect. We wish them both much insight as they guide dermatology over the next two years. **Susan Weinkle, MD**, from WDS, is running for the AAD Board of Directors. Let's show our support. **Marianne O'Donoghue, MD**, conducted another wildly successful symposium on cosmetics at the AAD. The room was packed!

The Thomas G. Pearson, EdD, Memorial Education Award recognized an Academy member who has made significant contribu-



tions to the Academy's educational missions. The award was established in 2003 to honor the late, longtime AAD director of education, Thomas G. Pearson, EdD. This year the award was given to

Elizabeth I. McBurney, MD, former chair of the Council on Education and was presented by AAD President, Raymond L. Cornelison, MD.

Please forward information about the new and exciting things you and your colleagues are doing and we'll put it in NEWSMAKERS. E-mail to wds@womensderm.org.



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Toll Free: 1-877-WDS-ROSE
E-mail: wds@womensderm.org
Web Site: www.womensderm.org

Sandra I. Read, MD, *President*
Kathy Schwarzenberger, MD, *Newsletter Editor*
Kerry Parker, CAE, *Executive Director*

Supported in part by a grant from:



MISSION STATEMENT

- To help all women in dermatology achieve their greatest personal and professional potential.
- To foster, promote and support women's issues in dermatology.
- To identify, train and recognize women leaders in dermatology.
- To provide a forum for developing relationships.

VISION STATEMENT

- WDS envisions a professional environment which recognizes the unique contributions by women in dermatology.
- WDS strives to ensure that women in dermatology have full access and opportunity for professional advancement.
- WDS focuses on balancing the diverse demands of medicine, family, and community.
- WDS encourages and supports women to maximize their personal and professional potential and to contribute to our specialty and society.

**WDS has a
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Now you can call
the WDS Toll-Free,
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