



# Women's Dermatologic Society

## NEWSLETTER

Volume 9, Issue 1  
December/January 2005

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## President's Message

### Thirty Years of Cultivating Precious Pearls

**T**his is my last message to you as President of this wonderful organization. Reflecting and giving thanks to the hard work and dedication of the membership and leadership is the traditional thing to do at this time. The WDS is going to celebrate its 30th luncheon anniversary in New Orleans in February 2005.



BY SANDRA I. READ, MD

Since pearls are the gem for commemorating 30th anniversaries, we are asking the members to wear pearls. Pearls also symbolize other qualities relevant to our society. Their beauty is associated with enduring quality. A single pearl symbolizes individuality and is lovely, but a strand of precious pearls embodies unity & timelessness. The WDS is a collection of precious pearls, gathered into a strand of pearls enhanced by their unity and purpose.

It has been my pleasure for the past year, as your President, to work with our extraordinary medical colleagues within the WDS, whom I think of as precious pearls.

We have accomplished a lot this year, and it would not have been possible without the dedication and commitment of the leadership & membership of the WDS, bound together much like a strand of pearls.

*Continued on page 13*

## Mark Your Calendar

### Sunday, February 20, 2005

### 12 noon

The WDS Celebrates its  
**30th Anniversary**  
at the  
**Annual Luncheon Meeting**

Hilton New Orleans Riverside  
Grand Ballroom A & B  
New Orleans, LA

Pearls are the traditional gemstone for a 30th anniversary, so wear your pearls (and your WDS pin) and join the celebration!

## Volunteer Paths Lead to Rewards

By Michelle Spenny, MD

**D**octors like to help people. It's one of the reasons many of us went into medicine in the first place. Our medical services help people every day and it is easy to help those in need financially with donations. But what about giving time? There is something uniquely gratifying about helping those in need with our most precious commodity, time. Giving back to our communities with ourselves, warms our hearts and defines us as more than just doctors, spouses, or parents, but as humanitarians. For those who answer the call to volunteer, the rewards are profound indeed.

Dr. Michel McDonald is a Mohs sur-



Dr. Michel McDonald

geon at Vanderbilt University who describes great fulfillment in her work as a volunteer. She is a member of the Board of Directors for the Renewal House, a non-profit organization in Nashville, TN, which supports women overcoming addiction who have children under the age of ten. They provide safe, affordable housing for 18 to 24 months and offer support programs to these families as they transition to a more stable life. Dr. McDonald acts as a parent-mentor to these women and is also the co-chair of the Women's

**"I have found that among its other benefits, giving liberates the soul of the giver."**

**— Maya Angelou**

Thanksgiving fundraiser dinner, an event in which hand-painted vases crafted by the women of the Renewal House are sold in a silent auction.

Dr. McDonald began her volunteer work in Nashville by joining the Junior League five years ago. The Association of Junior Leagues International is an organization of women whose mission is to promote volunteerism, develop the potential of women, and improve communities through trained volunteers. "The Junior League assesses the needs of the community when deciding where to place volunteers. The Renewal House was actually started by a group of Junior League members 10 years ago. They were able to get the apartment complex where the women live donated. As a member of the League you can then decide which of the agencies they support would be the best fit for you as a volunteer. The Renewal House was my choice," states Dr. McDonald.

As most volunteers agree, you get more out of it than you put into it, and Dr. McDonald is no exception. She describes great pleasure in believing she is making a difference in these families' lives. Recently, the child of one of the mothers supported by the Renewal House entered

college, an event certainly worth celebration.

How can you get started?

As dermatologists there are many ways in which we can give back to our communities and the world. Camp Discovery offers a week of summer fun to children with serious skin conditions. We can help by giving our time as counselors, not doctors. International opportunities are also available. Dr. Sidney Klaus is spearheading the American Academy of Dermatology's collaboration with the Health Volunteer's Organization to help place dermatologists in communities around the world in need of basic dermatologic services.

As members of our communities the volunteer opportunities are infinite. Dr. McDonald recommends approaching non-profit organizations for help in locating services in need. The United Way also focuses its efforts on bringing communities together to improve people's lives. There are approximately 1,400 community-based United Way organizations who

partner with schools, businesses, and others to mobilize resources to help children and families, promote self-sufficiency, build safe neighborhoods, and support vulnerable

populations.

With busy work schedules and family demands, it's hard to imagine being able to eek out a few extra hours a week or month to take on another project; but for those who can, the enrichment this work offers is certainly worth the effort. It's about time, after all.

**"Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has."**

**— Margaret Mead**

# The 63% Question: Why Are Female Physicians Lagging Behind?

... Women make 63 cents for every dollar male physicians make

By Myrle Croasdale

**J**ennifer Rubin Grandis, MD, an otolaryngologist at the University of Pittsburgh, wasn't looking to stir up controversy when she started gathering statistics on salaries as part of an overall study on how women were faring in her field. Her goal was to become better equipped to offer career advice to the growing number of women medical students considering specializing in otolaryngology—head and neck surgery.

"I don't have an ax to grind," she said. "I've been the only female faculty member for such a long time, and students were asking for help. I wanted to get a sense of the playing field, to find out what was going on."

Women physicians are catching up with men in terms of sheer numbers, but they aren't keeping pace on the pay scale, according to Dr. Grandis and others who recently have published studies on the matter. Specifics of these studies vary, but they share a common theme: The gender divide in income has yet to disappear.

Dr. Grandis was surprised by what she found. "I thought the other studies didn't have the robust control groups [that I did]," she said. "If you really equalized everybody...then maybe there was a chance income would not be so discrepant." The fact that so many women physicians work part time has been offered up as a key reason they make less, but Dr. Grandis found that this was not necessarily the case in her specialty. "I was shocked that so few of the people in the study worked part time," she said, especially since most women, like herself, manage careers while handling the majority of household and family tasks.

Within academic otolaryngology, Dr.

**According to the U.S. Census Bureau, the gender gap in medicine is bigger than in any other profession. Women physicians make 63 cents for every dollar male physicians earn, according to a recent report using 1999 census data.**

Grandis found that female physicians made 15% to 20% less a year than male peers, after taking into account professional practice hours, hours spent in surgery, type of practice and years since residency. "We do the same work and we make less money, and that's not OK," Dr. Grandis said. The results of her work were published in the June *Archives of Otolaryngology – Head & Neck Surgery*.

Medicine is certainly not the only profession facing this issue. Women have run into pay and promotion barriers often enough that the term "glass ceiling" emerged to describe the situation. But in medicine, where salary is tied to productivity, many doctors find it hard to believe that gender could have an impact on income. Several studies conducted over the past several years indicate that it might.

Roberta Ness, PhD, MPH, chair of epidemiology at the University of Pittsburgh, surveyed internists in all practice settings in Pennsylvania in 1998. After adjusting for age, training, practice characteristics and family characteristics, women earned 14% less per hour than men.

"We adjusted for everything that could be imagined and still found a 14% discrepancy," Dr. Ness said. "Given the same job, the same circumstances and the same

training, women are making less."

According to the U.S. Census Bureau, the gender gap in medicine is bigger than in any other profession. Women physicians make 63 cents for every dollar male physicians earn, according to a recent report using 1999 census data.

The gap may have more to do with specialty choice than with discrimination, according to Daniel Weinberg, PhD, the author of the report and chief of the bureau's division for housing and household economic statistics.

"Women might be picking lower-paying specialties or organizational arrangements [HMO positions] that end up giving them less salary for more control of their time," Dr. Weinberg said.

But other studies looked at salaries within specialties.

## Lack of Awareness a Factor

The most recent and perhaps most comprehensive study on salaries comes from the August *Annals of Internal Medicine*. Here, a national study on promotion and pay among women in academic medicine found that female academic physicians make nearly \$12,000 less than their male counterparts.

Phyllis Carr, MD, co-author of the study, said the depth of the data gathered gives this study particular weight. Surveys from 1995 and 1996 gathered data on physician faculty by gender, seniority, number of publications, rank, department chair or chief status, race, department and percentage of time in research, administration and teaching, among other criteria.

"We had a very rich data base," Dr. Carr said. "We were really able to look at equality, the same jobs, same number of

*Continued on page 11*

## LPGA Tour Golf Professional and South Florida WDS Members Link Up to Promote Sun Safety



**SHEDDING LIGHT ON SUN SAFETY** – Pictured with LPGA Tour golf professional Angela Jerman (2nd from left) are: Dr. Donna Ziede (far left); Dr. Marta Rendon, WDS event host; and West Palm Beach City Commissioner Kimberly Mitchell (far right) who presented a proclamation on behalf of Mayor Lois Frankel recognizing the WDS' efforts to raise awareness about the vital importance of vigilant sun protection and early detection in preventing skin cancer.

In a team effort to combat skin cancer, LPGA Tour golf professional Angela Jerman linked up with South Florida dermatologists from the Women's Dermatologic Society (WDS) to promote sun protection and early detection as part of the national group's "Play Safe in the Sun" community outreach service recently at the ADT Championship in West Palm Beach, Florida. WDS volunteer dermatologists conducted 178 free skin cancer screenings for tournament visitors, presumptively diagnosing 47 suspicious sites with basal cell/squamous cell carcinoma or melanoma, in addition to identifying more than two hundred lesions revealing other skin conditions.

West Palm Beach City Commissioner Kimberly Mitchell presented the Women's Dermatologic Society with a proclamation on behalf of Mayor Lois Frankel recognizing the group's local efforts to raise awareness about the vital importance of vigilant sun protection and early detection in preventing skin cancer.

"Play Safe in the Sun" spokesperson Angela Jerman, an up-and-coming young LPGA Tour golf professional, avidly urges her fellow players and the general population to make sun safety a way of life. She comments, "It's so important to actively guard against the heightened risks of prolonged sun exposure, by practicing thorough protective measures, getting checked regularly by your dermatologist and remember, if you're out enjoying a round of golf, re-applying sunscreen every nine holes!"

Dr. Marta I. Rendon, board-certified dermatologist with the Boca Raton Dermatology & Aesthetic Center and host of the recent WDS outreach service event

### NOTICE OF BUSINESS MEETING

In accordance with Article VI, Section 3 of the Bylaws of the Women's Dermatologic Society, notice is given of the Annual Business Meeting to be held:

**FEBRUARY 20, 2005**  
12 noon

Hilton New Orleans Riverside  
Grand Ballroom A&B  
New Orleans, LA

#### WDS BOARD OF DIRECTOR CANDIDATES

The following slate for Officers and Board of Directors will be presented to the membership for a vote on February 20, 2005 at the Annual Business Meeting.

#### VICE PRESIDENT (2005-2006)

Elizabeth McBurney, MD (Slidell, LA)

#### TREASURER (2005-2008)

Wendy Roberts, MD (Rancho Mirage, CA)

#### BOARD OF DIRECTORS (2005-2009)

Karen Burke, MD (New York, NY)  
Diane Berson, MD (New York, NY)  
Bernice Krafchik, MD (Toronto, Canada)  
Amy McMichael, MD (Winston-Salem, NC)

#### BOARD OF DIRECTORS (2005-2007)

Diane Baker, MD (Portland, OR)

## WDS FOCUS

at Trump International Golf Club, remarks, "It was very gratifying to reach so many people in the golf community through this local effort to raise awareness and provide skin cancer screenings for people who obviously spend a lot of time enjoying the great outdoors. We are very grateful to all the dermatologists who came from near and far to donate their time for this important cause."

Florida WDS members who volunteered in the screenings included: Event host Dr. Marta Rendon; Dr. Jordan Schwartzberg, both of Boca Raton; Dr. Ronnit Stein, Dr. James DeVoursney, Michael Banuchi, PA, and Doug Leeman, PA representing Bethesda Memorial Hospital, Boynton Beach; Dr. Donna Ziede and Tamika Paey of the Melanoma Foundation, both of West Palm Beach; Dr. Lucy Martin, Coral Gables; Dr. Kathryn Zeoli, Fort Lauderdale; Dr. Stacy Frankel, Dr. Chava Lustig, and Dr. Larrissa Zaulyanov, all of Miami; Kristin Hairabet, PA-C and Beth Pauloson, PA-C, Stuart;



**ON COURSE:** Shown at the ADT Championship in West Palm Beach, Florida, site of the Women's Dermatologic Society skin cancer awareness and screenings are: LPGA Tour golf professional Angela Jerman (left), West Palm Beach City Commissioner Kimberly Mitchell (center) and Dr. Marta Rendon, event host and Boca Raton dermatologist.



**SKIN SCREENING OF LPGA TOUR PROFESSIONALS** – Dr. Marta Rendon examines the skin of LPGA Tour Professional Angela Jerman as she did for many of the other players participating in the tournament.

Donna Tozzi, R.N., Boca Raton; and Dr. Cindy Rogers, Aventura.

WDS President Dr. Sandra Read, medical expert and member of the American Academy of Dermatology (AAD) and Georgetown University faculty, emphasizes, "Overexposure to the sun is the most preventable cause of skin cancer, so we urge people to make the commitment to safeguard their health by faithfully following AAD recommendations." These include: sun avoidance during the peak hours of 10am-4pm; liberal application of a high SPF, broad-spectrum sunscreen to all exposed areas of the body and face; wearing sun-protective clothing, a wide-brimmed hat and sun-glasses, and regular visits to your dermatologist."

The WDS Skin Cancer Screenings are part of the AAD National Skin Cancer Volunteer Screening Initiative. The WDS exhibition at the tournament also provided AAD educational materials and sunscreen samples for thousands of golf spectators.

Angela Jerman's role as spokesperson for "Play Safe in the Sun" is made possible through collaborative work with Dermik Laboratories. Funding for "Play Safe in

the Sun" at selected LPGA tournaments is generously provided by Procter & Gamble, which also contributes products along with Galderma, Ortho-Neutrogena and Del-Ray Dermatologicals. Galderma also provided hands-on support during the tournament event.

**SAVE  
THE  
DATE**

*2006  
WDS Member  
Renewal Retreat Weekend*

*St. Julien  
Boulder's Hotel & Spa*

*Boulder, Colorado  
June 23-25, 2006*

For full details, visit  
[www.womensderm.org/events](http://www.womensderm.org/events)

## Changing Career Directions: Is it Time? Where to Start?

**D**o you increasingly feel like you're on a treadmill at work? Or that you're beginning to resemble your briefcase: battered outside and cluttered inside? Do you long for greener pastures? During mid-life it's completely natural for women to wonder



Janet Bickel, M.A.,  
Career Development  
and Executive Coach

about career alternatives. Your choices as medical students and beyond were more constrained than your male peer's—by family responsibilities, by gender stereotypes, by fewer role models, by under-estimation

of your own potential and abilities. Also when the kids leave home and with menopause, many women discover new energies; women primary care physicians tend to have their most clinically productive decade beginning at age 50.

Whether or not the above applies to you, regular reflection on and re-assessment of career opportunities and constraints are essential because our assumptions date quickly. Change itself seems speeded up these days—the present disappears quickly! So what worked well last year may not next year.

Sometimes shifts are more gradual. For instance, an academic physician may notice that her goals no longer align with her department's or that her faculty appointment is not satisfying enough to warrant the lower remuneration or that her boss's insecurities have become intolerable interferences. She may wonder whether to look at other Academic Health Centers or to switch to private practice or

**“The first rule of holes: when you are in one, stop digging.”**

— Molly Ivins

industry or to cut back to part-time in order to make room for more satisfying responsibilities or shelved interests. Such questions tend to provoke more anxiety than excitement.

Taking control begins with the recognition that you have choices. The next step is an “inventory” and assessment of your skills, values, and professional possibilities. It's never too late to articulate your hopes and goals for your life and career. Your skills and values may have matured in unexpected directions since the last time you looked closely (when was that, anyway?).

Try visualizing your ideal work and life situations. Visualization helps engage your whole mind by giving the non-verbal right brain a chance for input; otherwise physicians tend to over-rely on their well-developed logic-oriented left brain. Your creative right brain is better at transcending immediate circumstances and scripting. To jumpstart access, notice what you daydream about and what gives you energy. During what activities do you lose track of time? Perform beyond your normal capabilities? Consistently feel enthusiastic and engaged? Also try writing down “night” dreams—they are the imagination at work during sleep. While some are clearly junk mail, dreams are also uniquely personal and reliable “meaning machines.” Before turning out the lights, you might even make a “direct request” of your unconscious.

On a personal note, it was a completely unexpected dream that awakened my decision to leave my great job as Associate Vice President for Medical School Affairs at the Association of American Medical Colleges. Without offering any specifics as to how, the dream revealed that I could weave a more self-directed, unified, creative, spiritual life for myself. I awoke knowing that to do this, I would have to leave AAMC. Over three years later, I'm still drawing energy and courage from this dream; and my transition has required lots of both!

Whatever your impetus for change, craft a Vision statement for yourself—a framework for possibilities. What do you want to accomplish, to become? Aim high because your Vision can act like a magnet for ideas, resources, links. Writing down your highest hopes (also saying them out-

**“The difference between a rut and a grave is the dimensions” & “If you fall on your face, at least you're heading in the right direction.”**

— Bill O'Hanlon

loud) facilitates your articulation of your personal and professional goals. Goals help you choose how to best invest your psychic and physical energies.

Next outline your accomplishments and transferable skills: what strengths, qualities, opportunities do you see? What is unusual about you? Do you have any strong interests and skills that your current roles do not draw on? On the other

side of the ledger, what brings out your insecurities? What competencies do you need to acquire? What limiting beliefs about yourself or by mis-applied perfectionism might be constraining you?

This reflection and articulation prepare you to begin the “Action Research” necessary to explore possibilities. Treating the work of imagining and examining career alternatives like a research project draws on your observational and analytic strengths. Remember: what is unsought will go undetected.

Here are some strategies for imagining alternatives and for “testing the waters”:

- Read outside your immediate field, e.g., *Harvard Business Review*, *Modern Healthcare*, *Physician Executive*, and journals in industries with some appeal to you.
- Try “scenario building” with forward-looking friends who will challenge you. Imagine a series of “what-ifs” with regard to the environment and your own development, allowing a questioning of your usual assumptions and a fresh look at the world.
- Experiment with new activities, e.g., if you’re curious about fund-raising, speak with the development people in your organization and cook up a project that will meet mutual goals and build your expertise.
- Create “room” for change by letting go of or delegating activities weighing you down.
- Buy or arrange for some time for exploration and transition, e.g., a sabbatical, extended vacation or executive development program.
- “Time travel” with senior individuals in fields you’re exploring, interviewing them regarding what trends they forecast, what they love most about their work, how they keep their skills up.

- Develop new contacts, connections and role models. Build a new “community of practice” by joining professional societies in your target area where can build courage and try on new roles.

We are accountable for what we become. Just moving from reactive choices and daydreams to active steps on our

**“Work can provide the opportunity for spiritual and personal as well as financial growth. If it doesn’t we are wasting far too much of our lives on it.”**

— James Autry

own behalf triggers an executive consciousness. Try to let go of a need for “career security” which can interfere with pursuing what really matters. During my own recent transition, I came to see that it was a bigger risk for me to stay at AAMC than to leave—not financially but in terms of my opportunities for autonomy, skill growth, self-discovery and excitement. Given the pace of change and of CEO-replacement, security is an illusion in any case. Real security is an “inside job”—a matter of technical, relational, and career management skills and adaptability—and of knowing how to access resources outside yourself.

It’s hard to activate a new dream, to design a career change campaign, to take on an unfamiliar role. A career coach can be terrifically helpful with this work. More than just “Mentor Replacement Therapy,” a coach is totally focused on your needs in a confidential, one-on-one, co-active relationship. Tailored to your style and goals, time with a coach offers a

place to explore questions, decisions, struggles simmering beneath the surface of your packed days. By imagining that they should have all the answers themselves, too many women physicians short-change themselves in terms of career satisfaction and return-on-investment in their education.

Every leap is a leap of faith. And as the Dalai Lama has said, “Great love and great achievement involve great risk.” If you spend the necessary energy on discerning what makes you tick and what you want to accomplish in the remaining years you are given and if you carefully “try out” alternatives, none of the leaps or risks will be blind. And you may discover a whole new lease on life in addition to greener pastures. Not only can you meet the challenges life serves up, you can design the stage on which your life plays out!

**Janet Bickel, M.A.,**  
**Career development and Executive**  
**Coach, [Janetbickel@cox.net](mailto:Janetbickel@cox.net);**  
**[www.janetbickel.com](http://www.janetbickel.com)**

## Suggested resources:

- Austin, Linda. *What’s Holding You Back? 8 Critical Choices for Women’s Success*, Basics Books, 2000.
- Brehony, Kathleen. *Awakening at Midlife: A Guide to Reviving Your Spirit, Recreating Your Life & Returning to Your Truest Self* (Riverhead Books, 1996)
- Ibarra, Herminia. *Working Identity: Unconventional Strategies for Reinventing Your Career*, Harv Bus School Press, 2003.
- The ELAM Consultation Alliance is a compilation of vetted coaches [see: <http://www.drexel.edu/elam/alliance/consultation2.html>].

# PROPOSED CHANGES TO WDS BYLAWS

*The Bylaws Committee, chaired by Dr. Margaret Parsons, submitted the following amendments to the WDS bylaws to be voted on at the Annual Meeting luncheon on Sunday, February 20, 2005 at 12 noon at the Riverside Hilton Hotel in New Orleans, LA. All active WDS members are eligible to vote at this meeting. The information below serves as notice of this action item:*

## **Proposed Amendment #1:**

The WDS Board of Directors has reviewed the status of American Osteopathic Board of Dermatology Fellows and recommends that their membership status be changed from affiliate to active member. The following Bylaws changes would be required for such a change and are presented to the membership for review and consideration. (Strike-throughs would be deletion and underlined areas would be additions to the current WDS Bylaws.)

## **ARTICLE IV STATUS AND CATEGORIES OF MEMBERSHIP**

### **Section 3. Eligibility Rights and Obligations**

#### *(a) Active Member*

Any physician who is a resident of the United States of America or Canada and who has been certified by the American Board of Dermatology or, received specialty certification in dermatology by the Royal College of Physicians and Surgeons of Canada, or is certified by the American Osteopathic Board of Dermatology shall be eligible to be an Active Member. Active members shall have full membership rights as recognized under customary parliamentary practice, including, but not by way of limitation, the rights to attend membership meetings, to participate in discussion, to vote, to be a candidate for elective office and to accept appointment to committees and councils. Active members shall be obligated to pay all dues and assessments imposed on Active Members under Article X of these Bylaws and shall be obligated to observe all Bylaws and administrative regulations of the Society.

#### *(b) Associate Member*

Any physician of good standing who is a resident of the United States of America or Canada, who has had three years of full time experience in the practice of or is a teacher or graduate student of dermatology and who has had training which qualifies the person for the examination of the American Board of Dermatology ~~or~~, the examination in dermatology of the Royal College of Physicians and Surgeons of Canada, or eligible for the examination of the American Osteopathic Board of Dermatology shall be eligi-

ble to be an Associate. Associates shall have all of the rights of active members except that they shall not be eligible to serve in any elective office. Associates shall be obligated to pay all dues and assessments imposed upon Associates under Article X in these Bylaws and shall be obligated to observe all Bylaws and administrative regulations of the Society.

#### *(g) Affiliate member:*

An individual in good standing in any of the following categories shall be eligible to be an Affiliate of the Women's Dermatologic Society, provided that she or he also satisfies any additional requirements for Affiliate status which may be specified from time to time in the administrative regulations of the Women's Dermatologic Society:

- (1) Physicians (A) who are certified in dermatology by a non-US or non-Canadian board or its licensing equivalent or who satisfy educational or professional requirements approximately equivalent to the requirements for certification by the American Board of Dermatology or the requirements for certification in dermatology by the Royal College of Physicians and Surgeons of Canada.
- (2) Physicians who do not reside in the US or Canada who are certified by either the American Board of Dermatology or Royal College of Physicians and Surgeons in Canada.
- (3) Practicing dermatopathologists who are not eligible to be Active or Associate members of the Women's Dermatologic Society.
- ~~(4) Osteopathic dermatologists who are certified by the American Osteopathic Board of Dermatology but whose training does not make them eligible for certification by the American Board of Dermatology or for the certification in dermatology by the Royal College of Physicians and Surgeons of Canada.~~
- ~~(5)~~ (4) Non-dermatologists physicians, Ph.D. degree holders and other scientists devoting a major portion of their time to dermatologic research and/or education in academic medical centers, or teaching hospitals.
- ~~(6)~~ (5) Veterinarians specializing in veterinary dermatology
- ~~(7)~~ (6) Dentists holding the D.D.S. or D.M.D. degree with special interests in oral/cutaneous medicine.

Affiliates shall have all the rights of Active Members (including the right to vote), except that they may not serve in any elective office. Affiliates shall be obligated to pay all dues and assessments imposed by these bylaws and to observe all bylaws and administrative regulations of the Women's Dermatologic Society.

## **Proposed Amendment #2:**

The WDS Board of Directors has also reviewed the Resident/Fellow category and recommends the inclusion of osteopath residents in American Osteopathic Board of Dermatology approved residency training programs. The following language is presented to the WDS membership for review and consideration.

## **ARTICLE IV STATUS AND CATEGORIES OF MEMBERSHIP**

### **Section 3. Eligibility, Rights and Obligations**

#### *(c) Resident/Fellow Member*

Any physician who is currently participating in a training program in dermatology which is accredited by the Accreditation Council of Graduate Medical Education, and is actively pursuing the educational requirements for certification by the American Board of Dermatology or for certification in dermatology the Royal College of Physicians and Surgeons of Canada shall be eligible to be a Resident/Fellow Member. Residents in American Osteopathic Board of Dermatology approved residency programs and actively pursuing the educational requirements for certification by the American Osteopathic Board of Dermatology shall be eligible to be a Resident/Fellow member. Resident/Fellow members shall have all of the rights of active members except the right to hold elected office or the right to vote in elections provided, however, that when appointed to any commission, council, committee or task force, Resident/Fellow members may vote on matters before that group. Resident/Fellow members shall not be required to pay dues or assessments but shall be required to pay registration fees and fees for social events.

### **How many members does the Women's Dermatologic Society have?**

- A. 700
- B. 900
- C. 1,170

Answer: If you picked "C," you're right! Encourage your colleagues to join on-line at: [www.womensderm.org](http://www.womensderm.org)

## MEMBER NEWS



Dr. Mary Maloney (far right) joins Drs. Fuciarelli, Susan Pardee and Susan Van Oyhe from the Phoenix area at the WDS Networking Reception held at Dr. Suzanne Connolly's home.

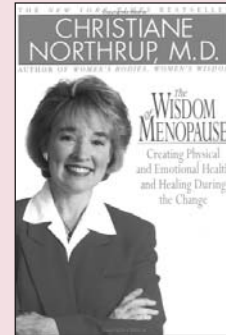


Drs. Pearl Grimes, Lenore Kakita, and Wendy Roberts (all seated) held a lovely WDS Networking Reception at the Peninsula Hotel in Beverly Hills, CA in November. Forty WDS members and colleagues attended. A great time was had by all!

Dr. Karen Vigeland holds a proclamation from Portland Mayor Vera Katz, proclaiming September 16, 2004 "Play Safe in the Sun" day at the Safeway Classic at the Columbia Edgewater Country Club in Portland, Oregon. Joining her in this photo are Dr. Wendy Roberts (left) and Dr. Sandra Read (right) and LPGA player Angela Jerman (pictured at far right).



## WDS READS & RECOMMENDS



### WISDOM OF MENOPAUSE

by *Christiane Northrup, MD*

Through her personal stories and many fascinating case histories, Dr. Northrup shows

women how they can make menopause a time of personal empowerment and positive energy - emerging wiser, healthier, and stronger in both mind and body than ever before.

"Interesting insights from a woman doctor's perspective."

*Recommended by Susan Weinkle, MD*



### WOMEN IN MEDICINE: A CELEBRATION OF THEIR WORK

by *Ted Grant and Sandy Carter*

Today, 80% of health care providers are women. This book is a photographic tribute to the dedicated professionals who represent women in many disciplines.

"Beautifully done."

*Recommended by Sandra Read, MD*



### GOING ALONE: WOMEN'S ADVENTURES IN THE WILD

Edited by *Susan Fox Rogers*

"A collection of stories written by women who

explored the great outdoors solo, and along the way learned a great deal about themselves and their capabilities."

*Recommended by Kerry Parker, WDS Executive Director*

## The WDS Foundation is Born!

**W**e are pleased to announce the creation of the Women's Dermatologic Society Foundation, a new non-profit organization dedicated to supporting the objectives and activities of the Women's Dermatologic Society (WDS). Please read the interview below with WDS Foundation President Janet Hickman, MD for an update about this exciting new venture.

### Why start The Foundation?

The WDS has enjoyed 30 years of building a strong network and resources for women in dermatology, both professionally and personally. We are a mature society now, and this is an ideal time to build the stability of long-term funding to ensure we continue our valuable support of one another. We must also identify new opportunities for support such as education, training and research programs.



Janet Hickman, MD

### What impact do you hope to achieve with The Foundation?

The WDS Foundation will serve to strengthen the four key objectives of the WDS mission statement which are:

- 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.

It will also provide more convenient and abundant methods of donating. For

### Women's Dermatologic Society Foundation

#### President

Janet G. Hickman, MD  
*Lynchburg, VA*

#### Secretary/Treasurer

Susan H. Weinkle, MD  
*Bradenton, FL*

#### Board of Directors

Wilma F. Bergfeld, MD  
*Cleveland, OH*

Valerie D. Callender, MD  
*Mitchellville, MD*

C. Ralph Daniel, III, MD  
*Jackson, MS*

Boni E. Elewski, MD  
*Birmingham, AL*

Keith A. Greathouse  
*Berwyn, PA*

Lenore S. Kakita, MD  
*Glendale, CA*

Linda Ruetsch-Neri, RN  
*Skillman, NJ*

Patricia S. Walker, MD, PhD  
*Santa Barbara, CA*

example, members may donate to honor a colleague or loved one or as a part of wise estate and tax planning. The ultimate impact cannot be measured; rather, it will be demonstrated in the vitality of the women who benefit from WDS programs.

### Who serves on the Board?

Our Board is comprised of leaders in dermatology, a committed group of men and women who bring a wealth of experience from the medical field, academia, and industry.

### Why donate?

The WDS has supported members for three decades. Many of us would never

have achieved our current levels of professional success without this support. It is therefore critical for members to return the favor by replenishing resources for the next generation of women so that they, too, may fully realize their aspirations.

### How can we help?

Please donate. Encourage your colleagues and friends to donate. Share with others the value of your WDS experiences and invite them to join our dynamic society. Your voice is the most powerful way to ensure our message is heard.

### How do I donate?

All contributions to The Foundation are tax deductible. To donate, call toll-free 1-877-WDS-ROSE or send a check or money order to the following address: 74 New Montgomery St., Suite 230, San Francisco, CA 94105. The option of donating by credit card on-line is now available at [www.womensderm.org](http://www.womensderm.org).

**Our Goal** – to have thirty WDS members pledge to the Foundation \$1,000 each by the time of WDS' 30th Anniversary celebration taking place February 20 in New Orleans. The "charter" donors will be recognized at the event. Be part of this founding group of members – make your pledge today at [www.womensderm.org](http://www.womensderm.org)

Contributions are tax deductible as charitable donations, Federal Tax ID # 20-0084052

WDS Foundation Office  
74 New Montgomery Street, Suite 230  
San Francisco, CA 94105  
[www.womensderm.org](http://www.womensderm.org)

Email: [wds@womensderm.org](mailto:wds@womensderm.org)

Toll-Free: 877-WDS-ROSE

Phone: (415) 927-5727

Fax: (415) 927-5726

## The 63% Question

*Continued from page 3*

papers, comparing females with similarly accomplished males.”

The study’s authors also found that women were not promoted at the same rate as men and that even women who began practice in the 1990s were behind male counterparts in terms of pay and professional advancement.

Why? Dr. Grandis said a lack of awareness regarding pay inequalities could be a contributing factor. “We don’t talk about these things. Women are not in settings where salary discussions are shared. ... Women get no mentoring on salary negotiations. Generally, this offer is being made by a man, and we trust he’ll do the right thing. We’re doing the same work. We’re just as qualified. It doesn’t occur to us that we’re underpaid. It’s startling,” Dr. Grandis said.

Reactions to Dr. Grandis’ findings have been mixed. “When I present the data, it’s very uncomfortable,” she said. “All the [department] chairs are male. They don’t like to look in the mirror and figure it out.” Dr. Ness, who handles performance reviews as a department chair, said cultural reasons could be partly to blame.

“I would speculate that it has to do with women’s expectations. I also think it may have to do with women’s knowledge that they’re juggling both home and work considerations,” she said. “They tend to feel guilty about anything they ask for. ‘I’m working hard, but I’m going to have to take time for my child’s appendectomy, so how much more can I ask for?’”

Dr. Ness said women faculty tend to be less demanding on income. “I know who comes into my office at the point of their annual review and says, ‘It’s time for me to make “x” amount of dollars,’ and it’s more likely to be a man than a woman,” she said.

Christine Laine, MD, MPH, senior deputy editor for the *Annals of Internal Medicine*, said she found the results of Dr. Carr and her co-authors’ work particularly distressing. “The argument was that this problem existed because there were

not many women in medicine ... [The contention was] things are different and women make as much as men,” she said.

Dr. Laine is referring in part to research by Laurence Baker, PhD, suggesting that the rising number of women in medicine had begun to equalize pay. He based this conclusion on survey data from 1987 and 1991 which were published in the April 1996 *New England Journal of Medicine*. Other studies have not duplicated these findings.

Dr. Carr and her co-authors of “Compensation and Advancement of Women in Academic Medicine: Is There Equity?” looked at surveys from more than 1,800 faculty members from all departments in 24 randomly selected U.S. medical schools. She found that women’s salaries were lower than men’s.

## Male Model of Success

Dr. Carr said one factor could be a difference in culture. “Our model of success has tended to be a male one in academic medicine,” she said. Men have a more independent approach to research and teaching, and individual achievement is a common benchmark for success. “Women are more collaborative, so it’s harder to determine the unique contribution of each,” she said. “We haven’t known how to reward that.”

To change how success is measured, the culture needs to change, she said. “It will take a real commitment from leaders in academic medicine to improve this. No institution is above having some of these issues.”

Dr. Laine said greater transparency on salaries is needed, including having schools make salary formulas public. In addition, Dr. Laine said women should find out what compensation they ought to expect before negotiating their salary. “There’s interesting data on women professionals in general,” she said. “They tend to not haggle about salaries, while men’s knee-jerk reaction is to haggle for more.”

■ Reprinted with permission, *American Medical News*, September 2004

Now that we know our pay is less, the first step is to be aware that it’s perfectly acceptable to negotiate salary.

According to Linda Babcock, PhD, economics professor at Carnegie Mellon University in Pittsburgh and co-author of *Women Don’t Ask: Negotiating the Gender Divide*, men are four times more likely to negotiate their first salary than women. Women tend to not initiate salary negotiations and take whatever is offered.

Once you have the mindset that you can negotiate, the next step is to prepare. “The most important part of connecting in negotiation is doing your homework ahead of time,” Dr. Babcock said. “You should know what the market is, what’s reasonable to be asking for. ‘What am I worth for a person with my skills?’”

Network with colleagues. Ask others in your field what the market is like. Approach physicians in private practices, academics or on hospital staffs. Talk to acquaintances at medical conferences. Use your network from medical school. Physician recruiters also will have statistics.

“Use those cordial relationships,” Dr. Babcock said. “‘I’m in the market right now. I’m not sure what I’m worth.’ It’s perfectly appropriate to ask as long as you aren’t asking what their salary is. ... Women have the tendency to price themselves too low. Instead of overshooting, we tend to under-shoot.”

While men will ask for what they want, women are more likely to wait for an offer to be made. If you don’t think this is an issue for you, you may be in denial, she said.

“Women may be well aware they as a whole are paid less, but they seem to believe that as individuals they don’t suffer from this,” Dr. Babcock said. “If you don’t know the statistics, you may suffer from that misunderstanding.”

That adds up. One study says women who consistently negotiate their salaries increase their earnings \$1 million during their careers compared with women who don’t.

# CALENDAR OF EVENTS

## **FEBRUARY 18 (ALL DAY, FRIDAY) –**

WDS Center open to all members, Riverside Hilton, New Orleans, LA

## **FEBRUARY 18 • 5:30 P.M. (FRIDAY) –**

WDS Networking Reception 5:30 p.m., Riverside Hilton, New Orleans, LA

## **FEBRUARY 18 • 7:30 P.M. (FRIDAY) –**

WDS Board Leadership Dinner (by invitation only)

## **FEBRUARY 19 (ALL DAY, SATURDAY) –**

WDS Center open to all members, Riverside Hilton, New Orleans, LA

## **FEBRUARY 20 • 6:30 A.M. – 9:00**

**A.M. (SUNDAY) –** WDS Board of Directors Meeting, Riverside Hilton, New Orleans, LA

## **FEBRUARY 20 (ALL DAY, SUNDAY) –**

WDS Center open to all members, Riverside Hilton, New Orleans, LA

## **FEBRUARY 20 • 12 NOON (SUNDAY) –**

WDS Annual Meeting & Luncheon, 12 noon, Riverside Hilton, Grand Ballroom A & B, New Orleans, LA

## **FEBRUARY 20 • 2:00 – 5:00 P.M.**

**(SUNDAY) –** WDS Symposium “Women’s Health Issues” 2 p.m., New Orleans, LA. (See pg 146 of AAD Program Guide for details).

## **FEBRUARY 20 • 5:30 P.M. (SUNDAY) –**

WDS Open House/President Sandra Read’s Suite, Riverside Hilton, New Orleans, LA

## **IMPORTANT DEADLINES**

### **CAREER DEVELOPMENT GRANTS –**

applications received throughout the year for quarterly review/consideration by the selection committee.

### **MEMBERSHIP –**

applications for membership received throughout the year for bi-annual review by the Membership Committee. Applications received by January 15 will be considered by the Board of Directors at their February 20 meeting.

### **MEDICAL STUDENT AWARENESS**

**GRANTS –** This new program will be accepting applications for review by the selection committee until December 31. Grant funding will be awarded for the 2005 calendar year.

# SITES AT EADV

## WDS IN ITALY



At the EADV reception in Italy, Mary Lupo, MD, Sandra Read, MD, Barbara Mathes, MD and Suzanne Connolly, MD are all smiles.



At the European Academy of Dermatology and Venereology meeting in Florence, Italy, Linda Ruetsch-Neri of Ortho-Neutrogena and Cheryl Gromann of Skin & Allergy News hosted a wonderful reception during the EADV meeting on Friday evening. Welcoming everyone was WDS President, Sandra Read, MD.

## WDS has a TOLL-FREE Phone Number!

Now you can call the WDS Toll-Free, thanks to a generous grant from Barrier Therapeutics!  
And, our new toll-free line is easy to remember ...

**1-877-WDS-ROSE**

## President's Message

*Continued from page 1*

My first thanks must go to the Officers and Executive Committee of the WDS. **Drs. Jean Bologna** (Vice-President), **Suzanne Connolly** (Secretary), and **Elizabeth McBurney** (Treasurer), and Executive Committee members **Drs. Marianne O'Donoghue**, **Richard Odom**, **Wendy Roberts**, and **Kathryn Schwarzenberger** have provided valuable leadership and vision to the WDS activities this year. They represent true pearls of wisdom.

The BOD and Committee Chairs and members have been a joy to work with this past year. **Drs. Deirdre Hooper** and **Nia Terezakis** are putting together a wonderful annual luncheon for the New Orleans meeting. **Dr. Barb Mathes** has very ably guided us through the important audit process. **Dr. Maria Hordinsky** and her committee have very carefully chosen the recipients of our awards. We are forever grateful to the leadership of **Dr. Maggie Parsons** to guide us through the bylaws changes. Career Development continues to be an exciting WDS opportunity under **Dr. Wendy Robert's** leadership. Communications activities were at an all time high under **Drs. Patti Farris & Wilma Bergfeld**. And we all know the extraordinary newsletters have been assembled under **Dr. Kathryn Schwarzenberger** and her talented Editorial Committee. The Fundraising Committee has been awesome, to say the least, under the inspired team of **Drs. Lenore Kakita & Susan Weinkle**. The International Affairs Committee has organized wonderful activities, and the WDS is grateful to **Dr. Boni Elewski** for her time (she is a very busy lady this year!). Long range planning has never looked better at the WDS under the organizational genius

of **Dr. Jean Bologna**. Membership continues to grow under the nurturing eye of **Dr. Mary Lupo**. Our very important Mentorship activities have been guided by the capable hand of **Dr. Joy Rico**. Networking has been more fun than ever, thanks to **Drs. Pearl Grimes** and **Hilary Baldwin**. The Nominating Committee has been under the creative guidance of **Dr. Susan Weinkle**. Our terrific and rapidly expanding website has been under **Dr. Julie Harper's** care. The WDS/ASDS Women Derm Surgeons Committee, under **Drs. Roberta Sengelmann** and **Sarah Weitzul**, organized very successful activities at the ASDS meeting in San Diego. **Dr. Suzanne Olbricht's** thoughtful & creative program provided a very memorable Members Retreat in Toronto. The new Medical Student Awareness Mentorship program has speedily been launched by **Dr. Richard Odom** and his task force. And very exciting is the inauguration of our new WDS Foundation, under the brilliant & persistent leadership of **Dr. Janet Hickman**.

Additionally I must thank the incredible group of WDS members who participated in our skin cancer screenings at the four LPGA tournaments this year. The Chairs of these programs, **Drs. Wendy Roberts**, **Valerie Callender**, **Karen Vigeland**, and **Marta Rendon** have been true "precious pearls" in our new Service activities.

Lastly, the WDS is very fortunate to have as our Executive Director, **Kerry Parker**, and Administrative Manager, **Margaret Wong**, along with their team at the management company of Holland-Parlette Associates in San Francisco. Their professional administrative guidance is invaluable.

The WDS is indeed fortunate to have so many "precious pearls" within its membership.

*The Women's Dermatologic Society wishes to acknowledge its 2004 Contributors*

### GUARDIAN ANGEL

**\$100,000+**

Dermik Laboratories

### ANGEL

**\$50,000+**

Ortho-Neutrogena  
FujiSawa Healthcare

### SUSTAINER

**\$25,000+**

Allergan Skin Care & Botox  
Connetics Corporation  
Ferndale Laboratories  
Galderma Laboratories  
Procter & Gamble  
Stiefel Laboratories, Inc.

### BENEFACTOR

**\$15,000+**

Guthy-Renker  
Johnson & Johnson Consumer  
Novartis Pharmaceuticals Corporation

### PATRON

**\$10,000+**

Biogen Idec  
Pfizer Consumer Healthcare

### SPONSOR

**\$5,000+**

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Skin Medica  
Skin & Allergy News  
Valeant Pharmaceuticals International

### CONTRIBUTOR

**\$1,000+**

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

### DONOR

**\$500+**

Dermatologic Cosmetic Laboratories  
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## Annual Meeting Luncheon 30 Years of Cultivating Precious Pearls

**Sunday, February 20, 2005**

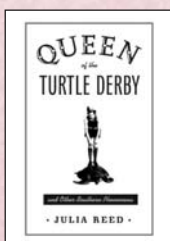
**12 noon**

**Hilton New Orleans Riverside**

**New Orleans, LA**

**Grand Ballroom A & B**

### Guest Speaker



Author Julia Reed will be the keynote speaker for the annual luncheon. A writer for *Vogue* and the *New York Times Magazine*, she now splits her time between New Orleans and New York City. Reed presents a funny, fresh, and eclectic portrait of the South. Her vision is both celebratory and critical, and it underscores her assertion that the South is “much more complicated and more interesting” than standard perceptions and caricatures of the region suggest. She tackles amusing topics like Southern hairdos and fashion, and the unrivaled pride Southern women take in their appearance.

### Rose Hirschler Award

Please join us in honoring the recipient of the 2005 Rose Hirschler Award, **Patricia Engasser, MD**. Our Women's Dermatologic Society presents this award to a physician chosen for having made significant contributions to dermatology and medicine, and who by her achievements has enhanced the role of women in our specialty.

**Other events you won't want to miss...**

### The WDS Center

A relaxing place for WDS members to get together and for WDS committees to meet. Food and drinks will be available throughout the day. The WDS Center is located at the Hilton New Orleans Riverside in Marlborough A.

#### WDS Center Hours:

Friday, February 18  
(7 a.m. - 7 p.m.),  
Saturday, February 19  
(7 a.m. - 7 p.m.),  
Sunday, February 20  
(7 a.m. - 5 p.m.).

# WDS Networking Reception

(RSVP Required)  
Friday,  
February 18, 2005  
5:30 – 7:00 p.m.  
Hilton New Orleans  
Riverside  
Prince of Wales  
Room

# WDS Open House

(RSVP Required)  
Sunday,  
February 20, 2005  
5:30 – 7:00 p.m.  
Hilton New Orleans  
Riverside  
President  
Dr. Sandra Read's  
Suite

*The pearl is the  
traditional  
gemstone for a  
30th anniversary,  
and we invite all  
guests to wear  
their pearls to the  
annual luncheon.*



# WDS ANNUAL MEETING

February 18-20, 2005

EVENT REGISTRATION



Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_ E-mail \_\_\_\_\_

### Number of tickets required for Annual Meeting Luncheon:

\_\_\_ \$40.00 Member/Member Guest    \_\_\_ \$20.00 Resident    \_\_\_ \$75.00 Non-Member\*

\*Non-members may join WDS on-line at [www.womensderm.org](http://www.womensderm.org). Annual dues are \$90. For residents, membership dues are waived. Thanks to generous sponsorship support, the luncheon fee for residents has been reduced. Additional resident support may be available upon request.

**I WILL SPONSOR** the following guest(s)/resident(s). In order to secure tickets, names are required. If you are unable to provide names, the individual(s) WILL NOT be admitted without a ticket. Please print below. Make photocopy of form if submitting more than six (6) names.

**LIST GUESTS ATTENDING** (check all events that apply)     LUNCHEON     NETWORKING RECEPTION     WDS OPEN HOUSE

1. \_\_\_\_\_ 4. \_\_\_\_\_

2. \_\_\_\_\_ 5. \_\_\_\_\_

3. \_\_\_\_\_ 6. \_\_\_\_\_

( ) Request reunion seating instead of randomly assigned seating at the Luncheon.

Number attending Annual Luncheon \_\_\_\_\_    Number attending WDS Open House on 2/20 \_\_\_\_\_

Number attending Networking Reception on 2/18 \_\_\_\_\_    **TOTAL AMOUNT ENCLOSED \$ \_\_\_\_\_**

**Advance registration is required and must be received by February 4, 2005.** Tickets will NOT be sold at the door. Refunds, less a \$15 administrative fee, will be available for cancellations received in writing at the WDS office prior to Feb. 4. After that date, no refunds will be given. For further information, contact the WDS office at 1-877-WDS-ROSE or via e-mail at: [wds@womensderm.org](mailto:wds@womensderm.org).

Your ticket for admittance will be mailed to you, along with your guest tickets, for distribution. No one will be admitted to the Luncheon without a ticket.

**SEATING:** To encourage networking and stimulate lively conversation, attendees will be assigned randomly to tables. For those who use this event as an opportunity to catch up with specific friends and colleagues, reunion seating will be available on a limited basis. Requests will be honored, as available, at the Luncheon only.

## The Women's Dermatologic Society Foundation Contribution

...a new non-profit organization dedicated to supporting the objectives and activities of the Women's Dermatologic Society (WDS) welcomes your optional donation.

\_\_\_ **YES**, I'd like to add my charitable, tax-deductible contribution to the WDS Foundation (Tax ID#20-0084052) in the amount of:

\_\_\_ \$25    \_\_\_ \$50    \_\_\_ \$100    \_\_\_ \$1000    \$ \_\_\_\_\_ (list other amount here)

Optional: My donation is in honor of: \_\_\_\_\_

### INDICATE PAYMENT METHOD BELOW:

\_\_\_ Check payable to WDS    Check # \_\_\_\_\_

Mastercard / Visa / American Express (circle one)

Card Number: \_\_\_\_\_ Expiration Date: \_\_\_\_\_

Signature: \_\_\_\_\_

Please return this form, with payment to the address listed below via fax: 415/927-5726 or register on-line: [www.womensderm.org](http://www.womensderm.org)

### Women's Dermatologic Society

74 New Montgomery Street, Suite 230 • San Francisco, CA 94105

Questions? e-mail: [wds@womensderm.org](mailto:wds@womensderm.org) or call: 1-877-WDS-ROSE (877-937-7673)



Women's Dermatologic Society

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San Francisco, CA 94105

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## NEWSMAKERS

*Compiled by Zoe Diana Draelos, MD*

Just in time to celebrate the holidays, **Julie Harper, MD**, welcomed a new son, Luke, weighing in at 7 lbs, 7 oz. And the stork is keeping busy... he is on his way to make deliveries to **Emily Prorise, MD** and **Margaret Parsons, MD** in 2005.

Lots of WDS networking on the West Coast this fall...**Mitch Goldman, MD** and **Kimberly Butterwick, MD** hosted a Practice Enhancement Reception in LaJolla, CA – word was that the chocolate fountain they had was scrumptious!...Lots of singing and hugging took place at a special networking dinner at the Peninsula Hotel in Beverly Hills in November. This very warm and inviting event was orga-

nized by **Pearl Grimes, MD**, **Lenore Kakita, MD**, and **Wendy Roberts, MD**. We heard that wedding bells are ringing for Wendy who has set a wedding date for December 26 in NYC!...**Suzanne Connolly, MD** graciously opened her beautiful home in Paradise Valley, AZ for a networking reception enjoyed by 50 WDS members who were attending the AAD Dermatology Review-western region edition meeting in Scottsdale, AZ.

Representatives from the WDS, the European Women's Dermatology Society,

and other internationally-based women dermatologists met on Thursday, November 18, 2004 in Florence, Italy at the Hotel Medici to discuss ideas for building stronger international relations with the WDS. The group discussed ways to build stronger international ties between the WDS, EWDS, and other international organizations of women dermatologists, including outreach to women in countries where no such organizations exist. Attending the meeting were: **Ulrike Blume-Peytavi, MD**, Germany; **Jean Bologna, MD**, USA; **Suzanne Connolly, MD**, USA; **Christa De Cuyper, MD**, Belgium; **Dedee Murrell, MD**, Australia; **Marianne O'Donoghue, MD**, USA; **Marcia Ramos-e-Silva, MD**, Brazil; **Sandra Read, MD**, USA; **Corinna Rigoni, MD**, Italy; **Antonella Tosti, MD**, Italy; and **Danine Summers** of Connetics was the meeting moderator and host.

**Ann Haas, MD**, founder of the Sun Safe City Program, received an AAD Golden Triangle Award at the 8th Annual Golden Triangle Awards in New York City this summer.

**Kathryn Schwarzenberger, MD** was named Residency Program Director at Dartmouth Hitchcock Medical Center where the new Chief is **June Robinson, MD**, who recently joined the university faculty there.

**Patricia Walker, MD** recently took a new position at INAMED of Santa Barbara, CA.



Women's Dermatologic Society  
74 New Montgomery Street, Suite 230  
San Francisco, CA 94105

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877-937-7673

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Web Site: www.womensderm.org

Sandra Read, MD, *President*

Kathryn 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.