



Hedwig van Ameringen
**EXECUTIVE LEADERSHIP
IN ACADEMIC MEDICINE**
PROGRAM FOR WOMEN

ELAM Resource List On Leadership, Higher Education, Academic Healthcare, Professional Development and Women's Issues

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LEADERSHIP & MANAGEMENT

American College of Physician Executives (ACPE). Publishes The Physician Executive, and offers courses and management degrees through collaborating universities.

Berrett-Koehler Publishers – www.bkpub.com

Guide to Starting a Reading Group

Study Guides – available for several books such as Corporate Celebration (Deal and Key), A Simpler Way (Wheatley and Kellner-Rogers), Corporate Creativity (Robinson and Stern), Getting to Resolution (Levine), etc.

Catalyst. <http://www.catalystwomen.org>. Very useful site for research on women's advancement to leadership positions in the Fortune500, Laws globally, etc.

Center for Creative Leadership, One Leadership Place, P. O. Box 26300. Greensboro, NC 27438-6300, Tel (336) 545-3759 / Fax (336) 288-5759.

A catalog of periodicals and books relating the behavioral sciences to the practical concerns of managers and leaders.

Center for Creative Leadership. www.ccl.org. Site of women's leadership training programs, including standardized leadership assessments and tools, including Benchmarks 360 degree instrument. CCL distributes a monthly electronic newsletter, entitled "Leading Effectively," which includes tips for leaders/managers and discussions of new trends/approaches in leadership theory.

Center for Women's Global Leadership. <http://www.cwgl.rutgers.edu/>. Includes a report of the status of women's human rights 5 years post Beijing.

Center for Gender in Organizations.

http://www.simmons.edu/som/cgo/publications_resources/commentaries.html. *How Do I Talk to You, My White Sister?* From the article: Stereotyping and projecting allow White women and women of color to maintain their places in the status quo. It keeps us from initiating and managing systematic changes and prevents us from recognizing racial differences as having the same legitimacy as gender differences.

Cohen, Jordan J. *The Consequences of Premature Abandonment of Affirmative Action in Medical School Admissions.* *JAMA.* 2003;289:1143-1149. <http://jama.ama-assn.org/cgi/content/full/289/9/1143>.

Convene.com. <http://www.convene.com>. One of the major e-education firms. Includes a comprehensive demonstration, a monthly newsletter and a valuable e-Learning center.

Crash Course in Copyright.

<http://www.utsystem.edu/ogc/intellectualproperty/cprtindx.htm>. "Someone owns just about everything. Fair use lets you use their things – But not as much as you'd like to. Sometimes you have to ask permission. Sometimes you are the owner – Think about that!"

Council of Women World Leaders. <http://www.womenworldleaders.org/>. A network of women world leaders and heads of state.

Dialogue: Now You're Talking! Video/DVD, 2004, 94 minutes (4 programs). "Would you like the people in your organization to handle conflict more productively? Of course you

would. But are you willing to do something about it? That's the more important question. If you *are* willing (and we don't underestimate the commitment required to take on the task), you will find no better video-based program to help you than *Dialogue: Now You're Talking!* It is extraordinary." – reviewed by Bill Ellet. Quality Media Resources, 1-800-800-5129, www.gmr.com, \$525 per program, \$1575 for full program. Includes: Facilitation guide, PowerPoint slides, Video transcripts.

Directed Creativity. <http://wwwDirectedCreativity.com>. Site of Paul Plsek. Many resources on using creativity at work.

Diversity at Work. http://www.diversityatwork.com/news/aug00/dot_coms_sa.html. Healing Ourselves of Internalized Oppression. Includes a scale for rating organizations. The general website for this organization is also highly informative. <http://www.diversityatwork.com>.

Diversity Web. <http://www.diversityweb.org>. An interactive resource hub for higher education. Huge storehouse of information, focused on higher education. Includes online articles, links to many resources.

Edge Place. <http://www.plexusinstitute.com/edgeware/archive/index.html>. Application of complex adaptive systems science to issues in management of Health Care.

Fast Company. <http://www.fastcompany.com/homepage/>. Technology and information.
Greenleaf Center for Servant-Leadership. <http://www.greenleaf.org>. Site for those interested in creating organizations in which individuals become healthier, wiser, freer and more autonomous. Resource for publications, educational programs, leadership institutes, conferences and consultations.

Hagberg Consulting Group. <http://www.leadership-development.com>. Straightforward tips presented in bullet format. Includes sections on leadership development, women and leadership.

Hedwig van Ameringen Executive Leadership in Academic Medicine (ELAM) Program for Women. <http://www.drexel.edu/ELAM>.

International Leadership Association. <http://www.academy.umd.edu/ila/index.htm>. Serving those with a professional interest in leadership.

Institute for Women's Leadership. <http://www.womensleadership.com/>. Provides leadership training and maintains a global network of women from corporations, emerging businesses, not-for-profit organizations and the public sector, who are committed to making a difference with their lives. Also includes archives of newsletters with articles on leadership.

LeaderSource. www.leadersource.com. Site for comprehensive leadership development courses.

Link&Learn. <http://www.linkageinc.com>. Published by Linkage, Inc. a leading provider of organizational development and corporate education programs, products, and services Link&Learn is a free, twice-monthly e-newsletter that offers you industry leaders' viewpoints, best practices, and relevant information on leadership; organizational development, change, and knowledge management; performance management; executive, management; and employee development. The main Linkage web site also includes the Women in Leadership Portfolio: Programs, Services, and Products For Women Leaders.

National Center of Leadership in Academic Medicine.

<http://www.drexel.edu/med/iwh/col/>. Resources for faculty development and mentoring. Linkages to a number of mentoring sites.

Sullivan Commission on Diversity in the Healthcare Workforce.

<http://www.sullivancommission.org>. Site includes access to its 2004 report, Missing Person: Minorities in the Health Professions, with recommendations for achieving diversity in the health professions.

Wharton Leadership Digest. <http://leadership.wharton.upenn.edu/digest/index.shtml>. Center for Leadership and Change Management.

Women and Leadership. <http://www.leadership-development.com/f-females.html>.

HIGHER EDUCATION (General)

American Association of Higher Education (AAHE). *Change Magazine.* www.aahe.org.

AAHE is a major organization in higher education that tackles the hard emerging issues. Current focuses are its forums on faculty roles and rewards, assessment and continuous quality improvement of teaching, university-school interactions, etc. *Change* is a bimonthly magazine that is chock-full of wisdom that we in medical schools often forget is available from the rest of higher education. Use this resource so you don't have to reinvent the wheel when you're given a task force to head!

The American Association of University Professors. <http://www.aaup.org/>.

Association of American Medical Colleges www.aamc.org

Bickel, Janet. *Building a Stronger Women's Program: Enhancing the Educational and Professional Environment.* 1993 (Call 202-828-0416 to order or get from AAMC web site). A major resource that complies information on the topic.

Bickel, Janet, Aarolyn Galbraith and Renee Quinnie. *Women in U.S. Academic Medicine: Statistics, 1999.* An interpretive overview of women in academic medicine from applicants to tenured professor to chairs of academic departments. Online at <http://www.aamc.org/about/progemph/wommed/stats00/start.htm>.

Froom, J., R. Jones and Janet Bickel. *Faculty Affairs in Academic Medical Centers: A Selected Annotated Bibliography.* 1992.

American Medical Education: Washington: AAMC. An overview of medical institutions, their programs and issues.

Report on Medical School Faculty Salaries. 1997 – 1998. Washington, D.C.: AAMC, 1998. Annual report that provides trends in faculty salaries by rank and discipline.

ASHE-ERIC, Higher Education Reports, Jonathan D. Fife, ed. Washington: The George Washington University, School of Education and Human Development.

Association of American Colleges and Universities (AACU). <http://www.aacu.org>. Online publications, data on women (www.aacu.org/ocww) and information about the National Initiative for Women in Higher Education.

Case Studies in Higher Education, Rocha, Patricia, mgr 1st ed. Cambridge: Harvard

Institutes for Higher Education, 1994.

A catalog of topics related to higher education: administration and finance; curriculum; external relations/public affairs; faculty; human resources/labor relations; leadership; planning; marketing; student affairs; and development.

The Chronicle of Higher Education. (Subscription required for full access)

<http://chronicle.com>. Career Network Site.

Colleges of Liberal Arts and Sciences, University of Florida.

<http://www.clas.ufl.edu/CLAS/american-universities.html>. Listing of American colleges and universities, with links to their web sites.

Continuing Education Opportunities – Post-ELAM

1. **SELAM International CE Programs** <http://selaminternational.org/registration.html>
2. **ACE Fellowship** <http://www.acenet.edu/programs/fellows/>
3. **Cape Cod Institute** <http://www.cape.org/>
4. **Harvard IEM, MDP courses; Physician Leadership**
<http://www.gse.harvard.edu/ppe/highered/>
5. **AAMC Executive Development Seminar (EDS) for Associate Deans and Dept Chairs** <http://www.aamc.org/meetings/specmtgs/eds04/start.htm>

National Academy Press Report. www.nap.edu. *From Scarcity to Visibility: Gender Differences in the Careers of Doctoral Scientists and Engineers.*

WOMEN'S ISSUES

Achieving Excellence in Science (AXXS). <http://www4.od.nih.gov/axxs>. Initiative of NIH Office of Women's Health to increase the number and leadership role of women in scientific disciplinary societies.

Association for Women in Science. <http://www.awis.org>. Many resources for mentoring, studies of the chilly climate, etc. Also produces a very useful AWIS Washington Wire bi-weekly e-newsletter.

Association of Women Surgeons. www.womensurgeons.org.

Center for the Education of Women (University of Michigan).

<http://www.umich.edu/~cew>. Includes online publications and reports related to the roles of education, work and women.

Center for Gender in Organizations. <http://www.simmons.edu/som/cgo>. CGO is dedicated to improving organizational effectiveness by strengthening gender equity in the workplace. Research, publications, conferences.

Center for Research on Women. *Working papers: Other Publications.* Laura O. Palmer, ed. Wellesley: Wellesley College.

Examining the lives of women, men and children, research on which shapes public policy and promotes positive social and institutional change. Among the titles are: McIntosh, Peggy. *Feeling Like a Fraud, Part I*, Work in Progress, No. SC-18

McIntosh, Peggy. *Feeling Like a Fraud, Part II*, Work in Progress, No. SC-37

Rayman, Paula. *Envisioning Good Work: Thoughts on Women. Work and Health in the 1990's*, Work Paper, No. 205

Rayman, Paula and Belle Brett. *Pathways for Women in the Science*, The Wellesley Report.

Barnett, Rosalind C. *Women in Management Today*. Working Paper, No. 249, 1992. This review paper explores both "structural" and "individual differences" models for understanding women's limited progress up the corporate ladder.

Bettors-Reed, Bonita L. *Toward Transformation of the Management Curriculum: Visions and Voices for Inclusion* Working Paper No. 269, 1994. This paper explains the infusion of women in the management curriculum through an adaptation of McIntosh's five phase typology.

Discussion of the following phases examines status: Women Management, Women into Management, Women as Anomaly in Management, Women as Management, Transformation of Management.

Marshall, Nancy L. and Rosalind C. Barnett. *Work Stress and Alcohol Use Among Women in the Health Industry: A Longitudinal Study*. Working Paper, No. 329, 1991. The relationships between change over time in work stress and change over time in alcohol use is examined using data from a study of 371 female health professionals.

Commission on the Advancement of Women and Minorities in Science, Engineering, and Technology Development. <http://www.nsf.gov/od/cawmset/start.htm>. CAWMSET. National Science Foundation. 4201 Wilson Boulevard, Suite 1280. Arlington, VA 22230. Phone: (703)292-8095, Fax: (703)292-9267. The mandate of the Commission is to research and recommend ways to improve the recruitment, retention, and representation of women, underrepresented minorities (namely, African Americans, Hispanic Americans, and American Indians), and persons with disabilities in science, engineering, and technology (SET) education and employment. Commission exploration of the status of these underrepresented populations in SET has reaffirmed the nation's absolute economic and social imperative to ensure that all U.S. citizens enjoy full participation at all levels of SET education and the SET workforce.

Committee on the Advancement of Women Chemists. <http://coach.uoregon.edu>. Includes many job search and networking resources.

Committee on Women in Science and Engineering (Part of NSF). <http://www7.nationalacademies.org/cwse>. Includes projects, publications, links to other sites.

European Women in Management Development (EWMD). <http://www.EWMD.org>. Includes women in science and Nobel Prize winners.

Jefferson Medical College Women in Medicine and Science. <http://www.tju.edu/jmc/wm/home/index.cfm>. Has links to many sites of interest to women in medicine, including MomMD, National Women's Health Resource Center, AMA Women in Medicine, etc.

The Institute for Research on Women and Gender Newsletter. Published quarterly. Serra House, Stanford University, Stanford, CA 94305-8640. 415-723-1994. This institute was founded in 1974 and is one of the nation's most prominent university centers for research on women and gender, and is a leading force in scholarly, educational and policy arenas. Recent interdisciplinary activities include research on women's health and conferences on divorce reform, adolescent pregnancy, and androgyny.

Knowledge, Ideas & Trends, Inc. (1131-0 Tolland Turnpike, Suite 175, Manchester, CT

06040:Tel. 860-646-0745; Fax 860-646-3931)
Catalog of women's books (recommended by Kris Lohr, ELAM 1997-98).

Mentornet. <http://www.mentornet.net>. Excellent site for mentoring women in engineering and physical sciences. Good model for e-mentoring efforts.

The National Council for Research on Women. <http://www.ncrw.org>. A working alliance of 92 women's research and policy centers.

National Women's History Project. <http://www.nwhp.org/>. Recognizing and celebrating women's accomplishments.

National Women's Law Center. <http://www.nwlc.org/index.cfm>. Excellent materials for mentoring.

Office of Women in Higher Education (Program of the American Council on Education). <http://www.acenet.edu/programs/owhe>. Focus on women's leadership in administration.

On Campus With Women (Association of American Colleges and Universities) <http://www.aacu.org/ocww>. Explores topics of interest to women working in academia.

Society for Women's Health Research. <http://www.womenshealthresearch.org>. Contains information on women's health for consumers, researchers, health professionals, and the press. It also includes a "Health Policy" section that focuses on a broad array of health and research issues and highlights the legislative accomplishments of the Society and the Women's Health Research Coalition.

Webgrrls. <http://www.webgrrls.com/>. International provides a forum for women in or interested in new media and technology to network, exchange job and business leads, form strategic alliances, mentor and teach, intern and learn the skills to help women succeed in an increasingly technical workplace and world.

Women.com <http://women.com/>. A women's magazine site of general interest

Women in Higher Education. <http://www.wihe.com/>. The only national monthly practitioner's news journal to enlighten, encourage, empower and enrage.

Women-Related Science/Technology Email Lists. http://www.research.umbc.edu/~korenman/wmst/f_sci.html. An extensive list of links to various women-related emails lists that focus on science and technology.

The Women's Human Rights Network. <http://www.aiusa.org/women>. Part of Amnesty International.

Women's Wire. <http://womenswire.com/30index/>. Website sponsored by Beatrice Goods –Stock market composite that tracks stock market gains and losses for the top 30 companies with Women CEOs. In 1997-98, BWC 30 performed just slightly better than the Dow Jones and S&P 500.

ACADEMIC HEALTHCARE

American Dental Education Association. <http://www.adea.org/>.

American Medical Women's Association (AMWA). <http://www.amwa-doc.org/>.

American Network of Health Promoting Universities.
<http://www.ahcnet.org/programs/leadership/anhpu.php> publishes an informative topical newsletter, *Health Searchlight*, quarterly.

Association of Academic Health Centers. <http://www.ahcnet.org>.

Association of American Medical Colleges Faculty Personnel Policies Survey.
<http://aamc.org/members/facultyaffairs>. Username: FAF, Password: tencomp for survey results from 2002, 1999, and 1997. The Faculty Personnel Policies Survey disseminates information about US medical school policies on faculty appointment, tenure, promotion, and compensation structures.

Association of American Medical Colleges Faculty Roster.
<http://services.aamc.org/frreports/>. Username: fruser, Password: frsdata. The Faculty Roster Report Generator allows customized analyses for members of the medical school community. Contains information on the academic appointments, medical training, nonacademic employment, and demographic background of active as well as inactive faculty members at US medical schools.

Association of American Medical Colleges Faculty Salary Survey Reports.
<http://services.aamc.org/fssreports/>. Username: WLO, Password: Equity4WIM. Provides statistics on medical school faculty salaries. Very useful for seeing national averages by specialty and rank but not by gender.

Association of American Medical Colleges July 2004 Report of the Ad Hoc Committee of Deans. "Educating Doctors to Provide High Quality Medical Care: A Vision for Medical Education in the United States." Commissioned for the AAMC Institute for Improving Medical Education. Contact Michael E. Whitcomb, M.D. Senior Vice President for Medical Education, AAMC. 2450 N Street, NW. Washington, DC 20037-1127. (202)828-0505 for more information about this publication.

Association of American Medical Colleges Site for Deans, Associate Deans, Department Chairs, Business Officers and Other Institutional Leaders.
<http://www.aamc.org/members/msmr/start.htm>. Provides a one-stop shop for data, research, and information on medical school management, organization and comparative data.

Association of American Medical Colleges. Biebuyck, Julien F. Mallon, William T.
<http://www.aamc.org/publications>, 2003. The Successful Medical School Department Chair: A Guide to Good Institutional Practices.

Association of American Medical Colleges, Women in Medicine Program.
<http://www.aamc.org/members/wim>.

Center for Studying Health System Change (HSC), <http://www.hschange.com/>. Initiative of Robert Wood Johnson Foundation and Mathematica Policy Research, Inc. To be put on the mailing list for Issue Briefs, contact HSC at 202-554-7549. The May 1999, No.

20 Issue was "How Physician Organizations Are Responding to Managed Care."

Centers of Excellence. <http://www.4woman.gov/coe/Index.htm>

The Commonwealth Fund. <http://www.cmwf.org/publist/publist2.asp?CategoryID=1>.
Envisioning the Future of Academic Health Centers. Final Report of The Commonwealth Fund Task Force on Academic Health Centers February 2003. 1-888-777-2744, publication number 600.

Ethnomed. <http://ethnomed.org>. Provides information about culture, language, health, illness and community resources directly applicable to Health Care providers when they need it. A practitioner may also download patient education materials (some in the native language) to give the patient at the end of the medical visit.

Health Affairs Journal. <http://www.healthaffairs.org>. A bimonthly, peer-reviewed journal that explores health policy issues of current concern in both domestic and international spheres. Most *Health Affairs* authors are academics and other researchers (from both the private sector and government). We also welcome submissions from those who do not typically write for peer-reviewed journals.

HealthCare Information and Management Systems Society (HIMSS). www.himss.org. Represents ca. 7500 professionals in clinical systems, information systems, management engineering and telecommunications. (312) 864-4467

Journal of Dental Education online. <http://www.jdentaled.org>. Contains the full contents of each issue, including all figures and tables, beginning with the June 2004 issue.

National Institute of Dental and Craniofacial Research (NIDCR) Newsletter
<http://list.nih.gov/cgi-bin/wa?SUBED1=nidcr-newsletter&A=1>

NIDCR Ranking of Dental School Research Awards
<http://www.nidcr.nih.gov/Funding/DentalSchools/FundingToUSSchools.htm>

NIH Ranking of Medical School Research Awards
<http://grants1.nih.gov/grants/award/resgr.htm>

The NIH also has information on award trends:
<http://grants1.nih.gov/grants/award/awardtr.htm>

Organizations of Medical Interest - Directories
http://www.ama-assn.org/ama/upload/mm/369/jama_federation_dir.pdf

The Scientist. <http://www.the-scientist.com/register.htm>. On-line version of this publication.

University of California San Francisco Center for Health Professions.
<http://futurehealth.ucsf.edu/home.html>. Programs, resources, publications and more.

Web-Based Practice Management Tools from UHC and AAMC. <http://www.uhc.edu>. Scheduled to be completed summer of 2001, Call (202) 828-0493 for details.

PROFESSIONAL DEVELOPMENT

American Council on Education (ACE) Fellows Program.

<http://www.acenet.edu/programs/fellows>. Marlene Ross, Ph.D., Director, American Council on Education, One Dupont Circle NW, Washington, D.C. 20036. (202)785-7607.

American Association for Higher Education (AAHE). www.aahe.org. Eugene Rice, Ph.D., Director, Forum on Faculty Roles and Rewards. One Dupont Circle, Suite 360, Washington, D.C. 20036-1110. (202)293-6440.

American College of Physician Executives (ACPE). www.acpe.org. This organization publishes The Physician Executive, and offers courses and management degrees through collaborating universities.

American College of Health Care Executives (ACHE). www.ache.org. Similar organization for M.D.'s and other executives in Health Care. Offers a certification program to a Fellow (FACHE).

Center for Creative Leadership. <http://www.ccl.org>. Superb leadership programs (including one for women), books, and leadership assessment instruments. One Leadership Place, P.O. Box 26300. Greensboro, NC 27438-6300. (336) 288-4480.

Harvard Executive Education Health Care Management.

http://www.hsph.harvard.edu/ccpe/programs_execed.html.

Harvard-Macy Medical Education Leadership Program.

<http://www.harvardmacy.org/default.asp>. The Harvard Macy Institute aims to create and foster a community of scholars who work to promote innovative change in medical education. The institute is a collaborative effort of the Harvard Medical School, the Harvard Graduate School of Education and the Harvard Business School.

HERS, Mid America. <http://www.womenscollege.du.edu/chamberscenter/hersmid-america.html>. csecor@du.edu. Cynthia Secor, Ph.D., Director, Women faculty/administration leadership programs for higher education. 2199 South University Boulevard, MRB402, Denver, CO 80202. (303) 871-6866

HERS, New England. http://www.wellesley.edu/WCW/Hers/Frm_Home.htm
Cynthia Secor, Ph.D., Director, Women faculty/administration leadership programs for higher education.

Institute for Women's Leadership. <http://www.womensleadership.com/>.

Witt-Kieffer. www.emnemn.com. Rich site full of information about career opportunities, and how to go about a job search.