

## Stanton Gerson, M.D., Tapped to Direct Cancer Center

The leaders of the School of Medicine and University Hospitals of Cleveland have tapped cancer center veteran Stanton L. Gerson, M.D., as the new director of the center. Fred Rothstein, M.D., president and chief executive officer of University Hospitals of Cleveland and Ralph I. Horwitz, M.D., dean of the Case Western Reserve University School of Medicine and director of the Case Research Institute, announced the appointment on Aug. 18, making Gerson the director of the National Cancer Institute-designated Case Comprehensive Cancer Center and Ireland Cancer Center of University Hospitals of Cleveland.

Gerson succeeds James Willson, M.D., who has become the Lisa K. Simmons Distinguished Chair in Comprehensive Oncology, director of the Harold C. Simmons Comprehensive Cancer Center, and associate dean for Oncology Programs at the University of Texas Southwestern Medical Center in Dallas. Willson had directed the cancer center since 1995.

In a jointly issued memo to faculty, Horwitz and Rothstein said, "Dr. Gerson, who has been the associate director for clinical research in the cancer center since 1995, has an outstanding record as an oncologist, researcher, and administrator. We are fortunate to have someone of his caliber



*Stanton Gerson, M.D.*

*(continued on page 2)*

## Sohn Appointed Associate Dean of Research Administration; Duli Promoted to Assistant Dean

Following a national search, Richard Sohn, Ph.D., has been appointed associate dean of research administration at the Case Western Reserve University School of Medicine. He joins Case after spending 22 years at Columbia University, where he oversaw grants and research administration for the medical school and other health sciences schools there.

At Columbia, Sohn collaborated closely with his colleagues in the central university



*Richard Sohn, Ph.D.*

on a wide-range of issues affecting research administration, including many compliance-related activities and the development of a new information system to support the research programs. He also played a central role in the development of a clinical trials partnership with the university's affiliated hospital.



*Anne Duli*

His career began as a scientist at Boston University where he served as an assistant  
*(continued on page 2)*

# Speaker Gives Tips to Women Faculty

## GROUP RECOGNIZES AWARD WINNERS

The status of women in leadership positions at academic medical centers lags behind the general trend of advancement of women in the academic arena, Sharon McDade, Ed.D., told approximately 60 women faculty members and students attending the annual spring dinner of the Women Faculty School of Medicine (WFSOM), held this year on May 26 at the Allen Memorial Medical Library. McDade, associate professor and director of the Center for Educational Leadership and Transformation in the Department of Educational Leadership at George Washington University in Washington, D.C., has studied leadership development, with a particular focus on women's leadership roles in academic medicine.

Twenty-two percent of colleges and universities in the United States have women presidents, she stated in her speech. In contrast, 50 percent of all medical students are women, and 50 percent of all medical-school instructor appointments are women, yet the average medical school has only 1.7 department chairs who are women.

Significant barriers exist to the advancement of women, according to McDade, who noted that myths such as "women don't want leadership positions" and "women don't have the skills to be in senior positions" are still prevalent. In response to this situation, in 1995, Page Morahan, Ph.D., and Rosalyn Richman established the Executive Leadership in Academic Medicine Program for Women (ELAM). The ELAM program is a one-year fellowship program that trains senior women physicians and researchers in leadership and management skills. Now in its ninth year, the ELAM program has 350 alumni throughout the United States. [See page 6 for the recent news of the election of Barbara A. Cromer, M.D., and Alison K. Hall, Ph.D., to ELAM.]

With a five-year grant from the Robert Wood Johnson Foundation, McDade and collaborators are analyzing outcomes data on the impact of the ELAM program. Although they still are studying whether ELAM participation helps women advance more rapidly into leadership positions than they would otherwise, the researchers have found that ELAM participants perceive that the program has helped them to be more effective leaders. Through the program, they gain knowledge of general leadership principles, organizational theory, environmental scanning, financial management, career-

building, communication, networking and conflict management.

Regarding the status of women in academic leadership positions, McDade said, "The glass is half full." She offered the following suggestions to women faculty at the School of Medicine:

- **Don't underestimate the importance of committee work.** A great amount of learning about leadership, presentation skills and management skills can be gleaned from observing various role models.
- **Find your voice, and don't be afraid to speak up in a group setting.** McDade encouraged women to be assertive in their "meeting behavior" patterns and to learn to state their positions clearly.
- **Learn to talk about failures as well as successes.** Too often, women ignore the failures and lose out on the opportunity to learn from each other's mistakes, McDade said.
- **Continue to "educate" highly positioned men about the importance of mentoring women.** According to McDade's review of the ELAM program, many deans experience a newfound awareness to mentoring women after their exposure to the program.

Also at the meeting, Lynn Singer, Ph.D., a professor at the School of Medicine, deputy provost of the university, and past president of WFSOM, encouraged women faculty members to take advantage of the Academic Careers in Engineering and Science (ACES)-Advance program to help their careers. Women faculty can apply for funds to initiate new projects or to cover specific needs such as child care while they attend conferences.

And Miriam Rosenthal, M.D., associate professor emerita of psychiatry, received the group's annual Toyoko S. Yamashita Service Award in recognition of her contributions to women at the medical school. Rosenthal helped found WFSOM.

The major goals of WFSOM are to promote equity

for women at the School of Medicine, to mentor the career development of women faculty, and to facilitate communication among women faculty. In addition to its annual dinner, the group holds workshops, meetings and mentoring activities and also sponsors awards presented at commencement. This year, faculty members Krishan Chandar, M.D., and Christopher Brandt, M.D., were chosen by graduating students to receive Gender Equity Awards for exemplifying the principle of gender equality in their teaching and promoting a gender-fair environment for the education and training of physicians. Also at commencement, graduating student Christine Burns received the group's Humanistic Values in Medicine Award for best exemplifying the ap-

plication of humanistic values in medicine through her advocacy of social justice and equity for women and minorities. She was chosen by the group in collaboration with the school's Office of Student Affairs. Beginning next year, WFSOM will sponsor awards to enable mid-career and junior faculty members to participate in national career development programs.

For more information about the group, visit [http://casemed.case.edu/women\\_faculty/index.asp](http://casemed.case.edu/women_faculty/index.asp) or contact Hue-lee Kaung, Ph.D., WFSOM president and associate professor of anatomy, at [hck2@case.edu](mailto:hck2@case.edu).

– Peggy Stager, M.D., and Hue-lee Kaung, Ph.D.

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## Ponsky Named Interim Director of Medical Simulation Center

Jeffrey L. Ponsky, M.D., was recently named interim director of the Mt. Sinai Center for Medical Simulation. Ralph Horwitz, M.D., dean of the School of Medicine and director of the Case Research Institute, made the appointment upon the recommendation of a committee comprised of representatives from Case and its affiliated hospitals involved with the simulation center. Ponsky will lead the center while a national and international search for a permanent director is underway.

As interim director, Ponsky will guide the center's initial development, which was established in June through a \$10 million grant from the Mt. Sinai Health Care Foundation. A key force in the conceptualization of the center, Ponsky will work with faculty from the schools of medicine, dental medicine, nursing, and engineering at Case, as well as faculty with physicians, nurses, residents, and fellows in each of Case's affiliated hospitals, to begin planning the center's curriculum which will be aimed at improving the clinical skills of health care providers and increasing patient safety.

Ponsky also will work with Amitai Ziv, M.D., director of the Israel National Medical Simulation Center, to develop a close working relationship between the Cleveland and Israeli centers. The Israeli center is internationally renowned for its efforts to train physicians and health-care providers through innovative coursework.

Ponsky is presently the director of endoscopic surgery, vice chairman of the division of education and director of graduate medical education at the Cleveland Clinic Foundation. He is professor in the Department of Surgery at the Cleveland Clinic Lerner College of Medicine of Case Western Reserve University, and is also a member of the Board of Governors at the Cleveland Clinic. Ponsky is the vice chairman-elect of the American Board of Surgery, a fellow of the American College of Surgeons, a member of the American Gastroenterological Association, the Society of Surgery of the Alimentary Tract, the Society of University Surgeons, and the American Surgical Association.

A graduate of Case Western Reserve University School of Medicine, Ponsky earned his Executive MBA from Case's Weatherhead School of Management. He received the distinguished Kaiser Teaching Excellence Award at the Case School of Medicine in 1993; the Distinguished Service Award for 2000 by the Society of American Gastrointestinal Endoscopic Surgeons (ASGE) in April 2000, and, in 2002, ASGE's Rudolf Schindler Award, the highest recognition award for excellence in endoscopic research, teaching and service. For more information about the new center and Mt. Sinai Health Care Foundation's gift, please visit the Web at <<http://cerebrum.cwru.edu/newsrelease/MtSinai.htm>>.



*Jeffrey L. Ponsky,  
M.D.*



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## SAVE THE DATE

# Case for Change: Radical Reform of Medical Education A TOWN HALL MEETING

hosted by Dean Ralph Horwitz  
for all faculty members

**Tuesday, October 12, 2004**

Wine and Cheese Reception      5:30-6 p.m.  
Program                                      6-7:30 p.m.

Wolstein Research Building Auditorium

Call 216-368-3356 for further details.