



NAME: Margaret M. Gaffney, Editor

UNDERGRADUATE: Indiana University, Bloomington, IN  
A.B., English, Education, 1975

GRADUATE: Indiana University School of Medicine, Indianapolis, IN

DEGREE EARNED: Doctor of Medicine  
1981

POSTDOCTORAL: Indiana University School of Medicine,  
Indianapolis, IN  
Intern, Department of Pediatrics  
James W. Riley Hospital for Children, Indianapolis, IN  
1981-1982  
Resident, Department of Dermatology, Indiana University  
1982-1985

Founding Member:

**Indiana University Conscience Project**

Director

1996-

1998-

### **CURRENT ACADEMIC APPOINTMENT:**

Associate Professor, Clinical, Department of Medicine  
Indiana University School of Medicine, Indianapolis, IN  
Core Faculty Indiana University Center for Bioethics

1999-

2005-

### **HONORS:**

Teaching Award, Department of Medicine  
Teaching Award, Department of Psychiatry  
AMWA Gender Equity Award  
Trustee Teaching Award  
AOA Election  
AAMC Humanism in Medicine Award  
Keynote Speaker, Graduation Banquet for Class of 2005

2000

2000

2003

2003

2004

2004

2005

### **TEACHING ASSIGNMENTS DURING THE PAST TWO YEARS:**

#### ***Medical Students:***

2001-Present	93ZP700, Senior Elective, Medical Ethics and Professionalism
1998- Present	Course Director, Introduction to Clinical Medicine (ICM) I
1998-Present	Course Director ICM II.
1995-Present	Faculty advisor - Ethics at lunch.
1995-Present	Senior students faculty advisor.

1993-Present            Preceptor, ICM I, 8 medical students.

1992-Present            M720, Junior Medicine Clerkship Ambulatory Block, Ethics, 10 months  
small group lecture/discussion, 8 students each month.

1989-Present            X601, Introduction to Medicine, Medical Ethics. Fall semester,  
approximately 135 medical students. Small group teaching (15/135).

***Postgraduate:***

1997-Present            Ethical issues in geriatrics, Medicine/Med-Pediatrics residents - Monthly conference.

1997-Present            Conscience Centered Psychiatric Ethics (CCPE) - A course for Psychiatry Residents -  
Annual 4-week course.

1996-Present            Ethics in Dermatology, 4 times a year.

***Consult/Outpatient Service:***

1992-Present            Consultant, Ethics, Wishard and University Hospitals  
**SERVICE**

***Professional Service:***

1998-Present            Chair, Wishard Memorial Hospital Ethics Committee

1998-Present            Clarian Ethics Committee

1995-Present            Director, Indiana Healthcare Ethics Network.

***University Service:***

1997-Present            Director, Moral Reasoning and Ethical Judgment Competency, School of Medicine.

1993-Present            Department of Medicine Education Committee.

1991-Present            Ethics Committee - Wishard Memorial Hospital; Chair November 1999-Present.

1991-Present            Pastoral Care Advisory Committee - University Hospital.

1989-Present            Bioethics Committee - University Hospital Chair, 1996- 1998.

***Other Service:***

1. Mary Jean Yoder Scholarship Selection Committee, 2002 - present
2. Conflict of Interest IUSOM, Rose Fife Chair, 2001 – Present
3. Teacher-Learner Advocacy Committee, 2001 – Present
4. Mentoring Task Force, 2001 – 2003
5. Medical Humanities committee, 1996-Present.
6. Alternatives to Physician-Assisted Suicide, Poynter Center, Planning Committee, 1996.
7. Clinical Science Fundamentals and Integration Design Team, Richard Kohler, M.D., Chair, 1995-1997.
8. Member Multi-disciplinary group, the Poynter Center for Ethics; Alternatives to Physician-Assisted Suicide, Roger Dworkin, J.D., Chair.
9. Program Chair, Second Annual Indiana Healthcare Ethics Symposium; “Deathbed Decisions: Pediatric and Geriatric,” Petticrew Auditorium, Methodist Hospital, March 7, 1997.
10. Program Chair, Third Annual Indiana Healthcare Ethics Network symposium; “Ethics & Professionalism in Managed Care,” Ritz Charles, March 6, 1998.
11. Program Chair, Seventh Annual Indiana Healthcare Ethics Network, “Genetics in 21<sup>st</sup> Century: Bioethical Challenges for Healthcare Providers” Ritz Charles, March 22, 2002
12. Program Chair, Eighth Annual Indiana Healthcare Ethics Network symposium, “Pediatric Ethics,” Ritz Charles, March 7, 2003

## **RELEVANT RESEARCH:**

Conscience Project, Research Division Member,

1998-

## **RELEVANT PROFESSIONAL ACTIVITIES (invited lectures, seminars, and workshops):**

### *Invited Presentations:*

- Boston Colloquium for Philosophy of Science, 46<sup>th</sup> Annual Program, The Robert S. Cohen Forum: Contemporary Issues in Science Studies: Values, Ethics, and Medical Science: The New Medical School Curriculum. Paper submission and presentation: Gaffney, M., Galvin, M. and Stilwell, B: "A Conscience Sensitive Approach to Ethics and Teaching Caring Attitudes." Boston University, Boston, MA, September 23, 2005.
- Medical Ethics. Logansport Hospital, Logansport, IN, August 31, 2005
- Professionalism in Medicine: Teaching Caring Attitudes. Primary Care Faculty Development Program Annual Workshop Honoring Richard Sarkin. University of Wisconsin, Madison WI, May 20, 2005
- Informed Consent in Current Medical Practice. Medical Grand Rounds, St. Francis Hospital, Blue Island, IL, December 8, 2004
- Faith, Hope and Love: Chaplains and Physicians as Partners in Ethical Deliberation. Indiana Chaplains Association Fall Retreat, Tipton, IN, October 29, 2004
- Moral Competence in Medicine. Grand Rounds. Department of Medicine, August 11, 2004
- Ethical /Legal Issues in Pediatric Palliative Care. End of Life Nursing Education Consortium, Indianapolis, IN, April 14, 2004
- Invited response to *Professional Testimonies* by David Smith, PhD, Poynter Center, May 7, 2003, on the occasion of his retirement
- Ethics at Lunch, Physician Assisted Suicide, discussion with Hemlock Society, April 17, 2003
- Stem Cell Panel Discussion, Medical Humanities, February 26, 2003
- Medical Ethics, Crane Naval Depot, Masters Ethics Class, December 18, 2002
- "Medical Ethics" to Indiana Society for Healthcare Consumer Advocacy, St. Francis South Campus, September 20, 2002
- Ethics at Lunch, Religious Objections to treatment, panel member, April 18, 2002.
- Ethical Care at End of Life, IAHSA, Indianapolis, IN April 17, 2002
- Masters in Medical Librarianship, Indianapolis, IN, February 14, 2002.
- Ethics and Managed Care, Grand Rounds, University of Pennsylvania Department of Dermatology, Philadelphia, Pennsylvania, February 7, 2002.
- Community Clergy Training, Hospital Ethics, Wishard Memorial Hospital, February 22, 2002.
- Conscience Sensitive Psychiatric Treatment of Children and Adolescents, Children's Bureau Inc, Indianapolis, IN, January 30, 2002.
- Ethical Issues in Stem Cell Research, Internal Med Student interest group, IUSOM, Panelist with David Orentlicher and Rev. Daniel Young, January 28, 2002.
- Sexuality, Domestic Violence and other Ethical issues in Physical Medicine Rehabilitation, IU Department of M and R, Residents and staff, December 17<sup>th</sup>, 2001.
- Ethics and Medicine – MPA Class, Military, Crane Naval Weapons Depot, Crane IN December 12, 2001
- Guest Lecture, Ethics and Humanities Class for Professors William Schneider and Richard Gunderman, December 3, 2001.
- Advance Directive for Geriatric Patients: to geriatric fellows, Nov 28, 2001.
- Ethical issues in Pediatrics, Department of Pediatrics, Grand Rounds, Riley Hospital, October 31, 2001.
- Community Clergy Training, Hospital Ethics, Wishard Memorial Hospital, September 14, 2001.
- First Annual SOM Education Retreat, small group facilitator and presenter, Bradford Woods, IN, August 25, 2001.
- Ethics, Futility and the Law; Indianapolis Law School, Panel Presentation to Judges, June 15, 2001.
- CCPE, St. Vincent Hospital, May 21, 2001.
- Ethics in Genetics, Advance Directives, End of Life, April 30, 2001.
- Genetics and Ethics, Terre Haute, Union Hospital Staff, April 19, 2001.
- Community – Clergy, Ethics, March 9, 2001.
- Internal Medicine Student Interest Group, Ethics, Panel Discussion, Riley Outpatient, January 17,

2001.

- Ethics in-service presentations to physicians and nurses at Hendricks County Hospital, December 12, 2000.
- Medical ethics, to Medical Humanities Class of Drs. William Schneider and Richard Gunderman, December 4, 2000.
- Genetics, Bioethics, Legal Ethics and Medicine, panelist, Christian Theological Seminary, November 16, 2000.
- Ethics in Obstetrics and Gynecology, Resident Symposium, Omni Hotel, Indianapolis, IN, November 1, 2000.
- Medical Ethics, Presentation to MPA Class Military. Crane Navel Depot, Crane, IN, October 18, 2000.
- Ethics Workshop, (DNR, Futility) Internal Medicine Residents and Students, Marten House, Indianapolis, IN, October 12, 2000.
- Ethics and End of Life Care, Geriatrics Faculty and Staff, Wishard Memorial Hospital, October 4, 2000.
- Conscience Centered Professional Ethics, Pleasant Run Children's Home, day long workshop, Indianapolis, IN, August 29, 2000.
- Community Clergy, Ethics, Wishard Memorial Hospital, August 15, 2000.
- Genetics, Ethics, to Office of Gift Development, Eagle Creek, Indianapolis, IN, April 28, 2000.
- The Role of Psychiatrists in Conscience-Centered Medical Ethics, Wishard Memorial Hospital, September 25, 1998.
- Medical Ethics, Crane Naval Facility, Indianapolis, IN, October 7, 1998.
- Physician Assisted Suicide, panelist, Bloomington, IN, November 16, 1998.
- Advance Directives, Medical Staff - Greensburg Hospital, Greensburg, IN, November 20, 1998.
- Spirituality in Healthcare, panelist, Bloomington Hospital, Bloomington, IN, November 20, 1998.
- Conscience-Centered Psychiatric Ethics, a workshop at the American Psychiatric Association Meeting, Toronto, CA., June 4, 1998.
- "Teaching Caring Attitudes", SGIM Meeting in Chicago, Illinois, April 24, 1998.
- "Teaching Caring Attitudes" Indianapolis, IN. March 13, 1998; May 8, 1998, November 6, 1998, January 15, 1999.
- End-of-Life Care panelist, Danville, IN., May 20, 1998.
- Congregation Day, ethics and end-of-life care, Wishard Memorial Hospital, April 14, 1998.
- Ethics case discussion, Dermatology Residents and Staff, March 12, 1998.
- Physician-assisted death, panel member, Jewish Community Center, Indianapolis, February 8, 1998.
- End-of-Life Care, St. Anthony's in Crown Point, Indianapolis, February 6, 1998.
- Ethics and End-of-Life Care, Ethics at Lunch, January 15, 1998.
- Ethics and End-of-Life Care, Indiana Society of Patient Representatives, St. Francis South Campus, November 7, 1997.
- Ethics in Managed Care, Petticrew Auditorium, Methodist Hospital, Indianapolis, November 7, 1997.
- Physician Assisted Suicide, Ethics at Lunch, Indpls, November 6, 1997.
- Teaching Caring Attitudes, Clarian Social Workers Retreat, Indianapolis, November 5, 1997.
- Medical Futility, Bloomington Hospital, October 24, 1997.
- Ethics Committees, Altenheim Retirement Center, Indpls, October 21, 1997.
- Ethics and End-of-Life Care Issues, Indiana Healthcare Association Annual Meeting, Convention Center, Indpls, September 25, 1997.
- Community Clergy, Medical Ethics; Wishard Memorial Hospital, September 19, 1997.
- Sources of Patients Unmet Expectations, Ft. Wayne Lutheran Hospital, Medical Staff, September 2, 1997.
- Ethics at Lunch: Professional Obligations, Medical School, January 30, 1997.
- Dermatology and Ethics in Practice, Dermatology Residents, January 7, 1997.
- Ethical Issues in Psychiatry, Senior Psychiatry Resident's Seminar, Cold Spring Road, LaRue Carter, December 18, 1996.
- Ethical Issues in Psychiatry, Senior Psychiatry Resident's Seminar, Cold Spring Road, LaRue Carter, December 11, 1996.
- Medical Ethics, Medical Residents and Staff, Ball Memorial, Muncie, IN, December 4, 1996.
- Ethical Issues in Managed Care, Dermatology Residents and Staff, November 14, 1996.
- Ethics in Neurology, Regenstrief, Neurology Residents and Students, November 13, 1996.
- Ethics of Managed Care, Keynote, Tri State Ethics Symposium, Ft. Wayne, IN, November 7, 1996.
- Medical Ethics, Undergraduate Social Work Class, "Physical Aspects of Aging", IUPUI, November 4, 1996.

- Ethics, Junior Student Ambulatory Medicine Block, October 30, 1996.
- Medicine Morning Report, Ethics, Wishard Memorial Hospital, October 29, 1996.
- End of Life Care, Terre Haute, IN, October 26, 1996.
- End of Life Care, to the Medicine, Nursing, and Social Work Staff, Winona Hospital, October 23, 1996.
- Ethics - Principles, Futility, End of Life Care for the Executive MPA Program, Crane Naval Depot, October 22, 1996.
- Ethics at Lunch, Medical Futility, October 10, 1996.
- Junior Students, Ambulatory Medicine, Ethics, October 2, 1996.
- Ethics, Graduate Social Work Students, IUPUI, October 1, 1996.
- Ethics - Futility, Medicine Morning Report, Wishard Memorial Hospital, September 24, 1996.
- Ethics - Overview, Case Presentation, to Community Clergy, Wishard Memorial Hospital, September 20, 1996.
- Ethics - Conflicts of Interest and Professionalism- Audience Response System, Dermatology - ICM II, September 6, 1996.
- Junior Students, Ambulatory Medicine, Ethics, September 4, 1996.
- Junior Students, Ambulatory Medicine, Ethics, August 7, 1996.
- Junior Students, Ambulatory Medicine, Ethics, July 10, 1996.
- Overview of Medical Ethics, Activities of Ethics Committees, to Medical Staff, Seymour, IN, July 1, 1996.
- Ethical Issues in Dermatology, Conflicts of Interest - Dept. of Dermatology IU Medical Center, June 25, 1996.
- Physician Assisted Suicide - St. Anthony Medical Center, Crown Point, IN, June 21, 1996.
- Physician Assisted Suicide, Implications of Two Recent Circuit Courts of Appeal Decisions - Henry County Hospital, New Castle, IN, June 4, 1996.
- Medical Futility - St. Anthony Medical Center, April 19, 1996.
- Ethical Issues in Managed Care, Society for Patient Representatives - Riley Hospital, April 18, 1996.
- Medical Futility - St. Anthony Medical Center, April 12, 1996.
- Clinical Bioethics to Graduate Students of Medicine Librarianship - Medical Library, IU Medical Center, February 8, 1996.
- Research Ethics, General Overview - Dental School, February 6, 1996.
- Ethics Committees & Ethical Decision Making - Lifeline Children's Hospital, December 13, 1995.
- Medical Futility - St. Anthony Medical Center, Crown Point, IN, December 8, 1995.
- Medical Ethics - for the Executive MPA program, SPEA Bldg., IUPUI, December 5, 1995.
- Ethics and HIV Infection - IUPUI Law School, November 17, 1995.
- Medical Futility - Deaconess Hospital, Evansville, October 17, 1995.
- Medical Ethics - Community Clergy Program, Wishard Memorial Hospital, September 15, 1995.
- Ethics and Oncology -Oncology Nurses, September 12, 1995.
- Ethical Decision Making, Advance Directives - Ft. Wayne Lutheran Hospital, August 22, 1995.
- Medical Futility- St. Anthony Medical Center, Crown Point, IN, August 11, 1995.
- Ethics in Research - Riley Research, July 19, 1995.
- "Ethical Principles, Case Consultation & Committees," Memorial Hospital, Logansport, IN, May 17, 1995.
- "Medical Ethics: Aspects of Prostate Cancer, To Treat or not to Treat," Good Samaritan Hospital, Vincennes, IN, May 6, 1995.
- "Futility: Ethical Dilemmas & Healthcare Social Work Practice," Indiana Association of Social Work Administrators, Marten House, April 26, 1995.
- "Futility: Allocating Justice," Lutheran Clergy & Chaplains, Wishard Memorial Hospital, Indianapolis, IN, April 20, 1995.
- Ethics Case Discussions, VA Hospital Morning Report, Veterans' Administration Hospital, Indianapolis, IN, March 20, 1995.
- "Physician Assisted Suicide," LaPorte Hospital Medical Staff, LaPorte, IN, February 7, 1995.
- Ethics at Lunch, January 30, 1995.
- "Dermatology for the Hearthside," UVC Faculty Seminar Series, January 4, 1995.
- Ethics Video Project filmed in Bloomington, IN, December 7, 1994.
- "Futility, Physician Assisted Suicide, Healthcare Reform," Conferences for Deaconess Hospital, Evansville, IN, at St. Meinrad's Abby, November 11-12, 1994.
- "Ethical Considerations in Managed Care," Medical Staff & Guests, Methodist Hospital, Indianapolis, IN, November

11, 1994.

- "Advanced Directives," Indiana Academy of Family Practice, Westin Hotel, Indianapolis, IN, November 9, 1994.
- "Ethical Issues of Infectious Diseases," SICU Nursing Conference, University Hospital, Indiana University Medical Center, October 20, 1994.
- "Medical Futility," Parkview Memorial Hospital, Fort Wayne, IN, September 28, 1994.
- "Ethics," Community Clergy Project, September 16, 1994.
- "Medical Futility," Parkview Memorial Hospital, Fort Wayne, IN, September 28, 1994.
- "Death & Dying," Ethics Lecture for oncology nurses, August 18, 1994.
- "Ethical Principles & Cases," Pastoral Care Committee, Riley Hospital, May 19, 1994.
- "Justice & Managed Care," Clergy Workshop, Marian College, May 17, 1994.
- "Justice, Rationing/AIDS, Indiana State Pharmacy, Fort Wayne, IN, May 6, 1994.
- "Ethical principles in Healthcare Reform Important for Patient Representatives," Indiana Society of Patient Representatives, May 5, 1994.
- "General Ethical Principles," LaPorte Hospital, Medical Staff, April 19, 1994.
- "Principles & Cases Regarding Withholding & Withdrawing Treatment," Chaplains, Greenfield, IN, April 13, 1994.
- Issues Regarding HIV Patients, Ethics Rounds, 4 South, Indiana University Hospital, Indianapolis, IN, February 22, 1994.
- Presentation to Medical Studies Group regarding new course/curriculum - Patient/Dr Relationship, Poynter Center, Bloomington, IN, December 16, 1993.
- Ethics, Advanced Directives, American Association of Critical Care Nurses, Indianapolis, IN, October 13, 1993.
- Ethics, Issues in Aids, National Hemophilia Foundation, Indianapolis, IN, October 5, 1993.
- Ethical Decision-Making, Community Clergy Program, Wishard Hospital, Indianapolis, IN, September 24, 1993.
- Ethics in Dermatology - Conflict of Interest, Dermatology Residents, University of Louisville, Louisville, KY, September 20, 1993.
- Ethics in Dermatology - Informed consent, issues regarding AIDS, Dermatology Residents, University of Louisville, Louisville, KY, September 20, 1993.
- Ethical Principles, Internal Medicine Interns, Indiana University Medical Center, Indianapolis, IN, August 18, 1993.
- "Ethical Decision Making; Religious Values and Ethical Concerns; Role of Ethics Committees", 3 presentations, Terre Haute Regional Hospital, Terre Haute, IN, June 23, 1993.
- Ethics - Indiana Society of Patient Representatives, Indianapolis, IN, May 13, 1993.
- Ethical Issues in Pediatric Infectious Disease, Indianapolis, IN, April 30, 1993.
- Medical Ethics - Pre-Med Society, Bloomington, IN, March 24, 1993.
- Medical Professionalism - Ft. Wayne Parkview Hospital, Ft. Wayne, IN, February 9, 1993.
- Advance Directives and AIDS, Ethics - Indiana State Board of Health, Nursing, Indianapolis, IN, October 28, 1992.
- Ethics - Respiratory Care Continuing Education, Indianapolis, IN, October 8, 1992.
- Ethics - Community Clergy Training, Wishard Hospital, Indianapolis, IN, September 25, 1992.
- "Doctor's First Patient", Freshmen Medical Student Orientation, I.U. School of Medicine, Indianapolis, IN, August 24, 1992.
- Conflicts of Interest in Medicine, Ethics II - Dermatology Residents and Staff, Indianapolis, IN, August 14, 1991.
- AIDS and Health Care Workers, Ethics I - Dermatology Residents and Staff, Indianapolis, IN, July 31, 1991.
- "Death and Dying", Medical House Staff Noon Conference Ethics, University Hospital, Indianapolis, IN, July 11, 1991.
- Weighing the Consequences, Teleconference: Hospital Ethics Committees, Indianapolis, IN, March 7, 1991.
- Ethics Retreat for Methodist Hospital Residents, Eagle Creek, Indianapolis, IN, October 30, 1990.
- Ethics Education to staff of Ball Memorial Hospital, as part of team to help prepare for establishment of Ethics Committee at Ball Hospital, Muncie, IN, October, 19, 1990.
- Indiana Tonight, television interview on medical ethics regarding the Cruzan case and the right to die, Indianapolis, IN, December 21, 1989.
- Presentation to the Methodist Hospital Medical Ethics Seminar Participants, "Ethical Issues Involving Treatment of AIDS Patients", Eagle Creek Hideaway, Indianapolis, IN, February 11, 1989.

## **RELEVANT PUBLICATIONS:**

PSYCHO-EDUCATIONAL BOOKS:

Galvin, M.R. & Stilwell, B., illus. S. Ferraro, intro. M. Gaffney (1998): [The Conscience Celebration: A Story About Moral Flourishing](http://shaw.medlib.iupui.edu/conscience), **Conscience Works**, <http://shaw.medlib.iupui.edu/conscience>

Galvin, M.R., Gaffney, M. & Stilwell, B.M., illus. S. Laramore Ferraro (2002): [Rachel and the Seven Bridges of Conscience-Berg](http://shaw.medlib.iupui.edu/conscience) **Conscience Works**, <http://shaw.medlib.iupui.edu/conscience>

## TEACHING

Gaffney, M. (1996): Ethical responsibilities of physicians in tobacco control. **Indiana Medicine**, Mar/Apr

Galvin, M.R., Gaffney, M., Stilwell, B. and Abram, J. (1997): **Conscience Centered Psychiatric Ethics, A Course**, Department of Psychiatry, Indiana University School of Medicine.

Gaffney, M., Galvin, M., and Stilwell, B. (2002): Conscience sensitive medical education. In **Conscience Works**, an On-line Periodical, *Conscience and Ethics*, 1(1): 1-17. <http://shaw.medlib.iupui.edu/conscience/>

Gaffney, M., Galvin, M. Abram, J., Srinivasan, M. and Stilwell, B. (2005): Trying on the rings of Glaucon: conscience centered medical ethics. In **Conscience Works**, an On-line Periodical, *Conscience and Ethics*, 2(2): 1-22. <http://shaw.medlib.iupui.edu/conscience/>

Eccles, R. E., Meslin, E.M., Gaffney, M., and Helft, P.R. (2005): Medical ethics education: where are we? Where should we be going? A review. **Academic Medicine**, 80 (12): 1143-1152.

## RESEARCH

Srinivasan, M., Litzelman D., Seshadri, R., Lane, K. Zhou, W., Bogdewic, Gaffney, M., Galvin, M., Mitchell, G., Treadwell, P., and Willis, L. (2004): Developing an OSTE to address lapses in learners' professional behavior and an instrument to code educators' responses. **Academic Medicine** 79:888-896.

Galvin, M., Gaffney, M. and Stilwell, B. (2005): Preliminary observations and reflections on conscience sensitive group therapy. In **Conscience Works**, an On-line Periodical, *Theory, Research and Clinical Application*, 2(2): 1-23. <http://shaw.medlib.iupui.edu/conscience/>

## ABSTRACTS and PROCEEDINGS

Galvin, M.R., Gaffney, M. & Stilwell, B. (1998): "Conscience Centered Psychiatric Ethics" issues workshop 103. **Syllabus and Proceedings Summary of the American Psychiatric Association Annual Meeting**, APA, p.257.

Srinivasan, M., Bogdewic, S., Gaffney, M., Galvin, M., Mitchell, G., Treadwell, P., Willis, L., Litzelman, D. (1999): "Effectiveness of a Faculty Development Program on 'Teaching Caring Attitudes'" abstract, **Journal of General Internal Medicine**, v. 14, April (supplement 2), p.156.