The Past
Present and
Future of
the AAWR

Carol M. Rumack, MD
AAWR President’s Lunch
at RSNA Wednesday
December 4, 2002
Every success story starts with a kid who hated to lose.
AAWR - the past

How and why did we start?

Informal meetings for women led by Helen Redman, Ann Lewicki at RSNA & ARRS led to formal organization of AAWR:

First Exec Committee 1982

Anne Hayman, Carol, Linda Fahr, Kay Shaffer
Early AAWR Concerns

**Barriers** to success at RSNA, at work and at home for women in radiology

**Solutions** for change rather than protest

**Our own voice**

Steering committee of 25 women chose to form an independent organization
Early AAWR Concerns

- Maternity issues and radiation
- Balancing home and work
- Getting a job
- Getting promoted
- Becoming a partner
- Professional skills for women – negotiation, publication, presentation,
- National recognition of women
AAWR Steering committee

- Elizabeth Alexander
- Barbara Carter
- Sherrie Chatzkel
- Patricia Davis
- Wilma Diner
- Joan Eliasoph
- Linda Fahr
- L.Anne Hayman
- Cheryl Hicks
- Sandra Kirchner
- Ann Lewicki
- Sally Mitchell
- Anne Osborne
- Helen Redman
- Shelley Rosenbloom
- Carol Rumack
- Kay Shaffer
- Janice Smith
- Marian Sonnerfield
- Rosalind Troupin
- Kay Vydareny
- Susan Weinberg
- Nancy Whitley
- Ayn Woodruff
Who helped AAWR begin?

- Ted Tristan, RSNA president, 1981 editorial in Radiology “Women in Radiology”
- RSNA board – Adele Swenson, exec director, assisted with bylaws, incorporation, structure; RSNA board asked why we needed to form the AAWR and what could they do?
- Many chairmen joined early seeing the future need for women to succeed
Maternity & Radiation

- The Impact of Maternity on Radiologists: The AAWR position and its acceptance by women, Adler, Fernbach, Redman, Rumack. AJR146:415-416, 1986
- Pregnancy & maternity policies in radiology: Results of AAWR survey. Manaster & Hulen, Acad Rad 2:804-806, 1995
Balancing Home & Work

- AAWR Refresher courses:
  - Dual Career Marriages
- AAWR Pocket Mentor for residents/junior faculty
- Diagnostic radiology guide for medical students
- AAWR Introduced Child Care at RSNA & ARRS

BJ Manaster
Kimberly Applegate
Getting a job

- Part time careers monograph
- Working toward gender equity in radiology: Conceptualizations, barriers & strategies

Lynne Steinbach
Nancy Rosen
Getting promoted

- Refresher courses
  - “Climbing the ladder: barriers & strategies”
  - “Getting your work published”

- Sponsor women to

- AAMC Junior & Senior Women Faculty Prof Dev Seminars

Pat Randall

Melissa Rosado de Christenson
Invisibility of Women

Men moderated most scientific sessions
Presenters were usually men even if the woman was first author
Very few women were on RSNA committees and all major radiology organizations
Women were very rarely officers in any radiology organization

Gretchen Gooding
The status of women radiologists: Membership on editorial boards, societies
Rad1983:147(2)595-7
AAWR Solutions

Introduced the concept of co-moderators at RSNA & other mtgs
Began yearly AAWR refresher course at RSNA
Asked women to present their publications
Recommended women for committees
Asked RSNA board for an AAWR booth to gather women together
Began Marie Curie Award for supporters of women’s success in radiology
AAWR Solutions

- Successfully changed the ABR board exam eligibility to allow women AND MEN to take more than 4 weeks of time off in 1 year—keeping the total time off unchanged at 16 weeks
  - Allowed women residents maternity leave!
  - Allows all residents flexibility if illness, injury
AAWR – the present

Where are we now?

Kay Vydareny
ACR president 01-02

Peggy Fritzsche
RSNA president-elect 01-02

1989 exec committee

Kathleen Ward
2002 AAWR President
AAWR leaders
Women to watch

- Ritsuko Komaki – Radiation Oncology, Past president AAWR
- Ewa Kuligowska – International Radiology Vice president – AAWR
- Nancy Ellerbroek – Radiation oncology Secretary AAWR
Women Leaders in RSNA

RSNA Board (3)

Helen Redman
Peggy Fritzsche
Teresa McLoud
Women Leaders in ACR

- ACR Presidents (2)
  - Kay Vydareny
  - Valerie Jackson

- ACR Speaker (1)
  - Kay Vydareny

- ACR Board (7)
  - Barbara Chick
  - Barbara Gosink
  - Ruth Ramsey
  - Helen Redman
  - Valerie Jackson
  - Sara Donaldson
  - Carol Rumack
Women Leaders in SPR

Presidents

- Marie Capitano 1976-7
- Beverly Wood 1987-8
- Diane Babcock 1996-7
- Janet Strife 2000-01
Women Leaders

- **In ARRS:**
  - 2 women presidents:
    - Kay Vydareny
    - Teresa McLoud

- **In ABR**
  - Kay Vydareny
  - Valerie Jackson
AAWR Presidents

- Carol Rumack
- Linda Fahr
- Kay Vydareny
- Gretchen Gooding
- Anita Price
- Patricia Randall
- Sandra Fernbach
- Dixie Anderson
- Peggy Fritzsche
- Cheryl Hicks
- Kay Shaffer

- Karen Reuter
- Lynne Steinbach
- Judy Destouet
- B J Manaster
- Nancy Rosenfield
- Melissa Rosado de Christenson
- Teresita Angtuaco
- Ines Bochat
- Ritsuko Komaki
- Kathleen Ward
Major AAWR accomplishments that support women’s success

- Webpage for AAWR gives us visibility
- Quarterly newsletter lets us communicate
- National/International network of women through Membership directory
- Annual RSNA refresher course
- Pocket Mentor 2nd edition
- AAWR Awards to recognize supporters of women’s success in radiology
Visibility and Leadership by Women

- AAWR officers attend Intersociety Commission meeting of leaders in radiology yearly
- AAWR councilor & alternate to ACR
- Lunch Programs at ACR, ARRS, ASTRO, RSNA, SPR
- Committee to nominate women to national office
AAWR – the future

- What is needed now for women in radiology to succeed?
- Can we move beyond “The first woman..”
- AAWR can grow leadership
- Women and men can join AAWR to support other women

Former CEO Girl Scouts
1982

GEO
THE FIRST U.S. WOMEN IN SPACE
September 1982

FRANCES HESSELBEIN
HESSELBEIN ON LEADERSHIP
Foreword by Jim Collins
2002
Forum for women’s issues

- RSNA refresher courses for women in academics
  - Presentation skills
  - Publication skills
  - Teaching skills
  - Conflict resolution
  - Financial expertise

— How to develop teaching CD and video modules that learners can use on their own
Forum for women’s career issues

- RSNA refresher course: help women succeed in **private practice/academics**
  - Negotiation skills
  - Contract issues
  - Part-time employment

- Listserve forum on the web
  - Learn from our colleagues, experts in what we do at a national level
Visibility & Leadership Opportunities for Women

- AAWR leadership roles
  - Excellent learning experiences
  - Broader Networking
  - Potential for leadership in other radiology organizations

- AAWR recommendations for Awards
  - committees & committee chairs, officers of societies

- Journal Women’s Imaging
  - Marcia Javitt, editor
  - Ines Boechat president 2000

Photo credits: Kay Vydareny, Judy Destouet, Dixie Anderson, Karen Reuter
Networking with AAWR

- Webpage gives us who and how to communicate

- Listserve can allow us to get to
  - know a national network of colleagues, women who practice radiology with our same constraints & opportunities at home & work
How do we build a strong AAWR to support women?

- Sustain membership so we can afford to create opportunities for women
- Build even stronger refresher courses focused on Professional Skills
- Mentoring books for Private Practice
- Mentoring book for Women in Academics
- Mentoring book for Part Time Employment
Grow AAWR leadership

- Broaden leadership
- Add Chair of the Board position for continued strategic planning
- Strengthen committee involvement
- Groom a pool of gifted leaders as successors
- Increase links with organized radiology
Keep track of trends that affect us

- Radiologist shortages create:
  Stress to do more each day
  Opportunities for part-time employment
- Women’s Health
  Patient requests for women radiologists
Define the AAWR mission to fit on a T shirt:

“To help women in radiology be successful at work and at home”