

AAWR Curriculum Vitae 1981 -2005

The **American Association for Women Radiologists (AAWR)** was created in 1981 to address significant concerns unique to women radiologists. It began as a series of informal meetings led by Dr. Ann Lewicki and the late Dr. Helen Redman. Dr. Lewicki after attending special programs for women at the Association of American Medical Colleges in the 1970s recognized a similar need for women radiologists. She became a spokesperson for women radiologists to the Board of Directors of the Radiological Society of North America (RSNA). The Board voted to contribute \$500 to help form the AAWR, which held its first meeting at RSNA 1981. The founding members of the AAWR chose to find solutions for change instead of complaining about perceived injustices and encountered barriers to their personal and professional success. They worked towards providing women radiologists, radiation oncologists and women in the related sciences with “their own voice” in organizational medicine. To this end, a steering committee composed of 25 women radiologists was assembled with the purpose of creating an agenda for this independent organization to address unique concerns of women radiologists, such as issues related to maternity and radiation exposure, balancing duties both at home and at work, getting a job, getting promoted, becoming a partner, attaining professional skills, such as negotiation, publication, presentation, and achieving visibility and national recognition. The first refresher course during RSNA sponsored by AAWR was entitled “Practice Patterns of American Radiologists: Do they differ for women and men?” and was moderated by Dr. Ann Lewicki.

1982 President of the Radiological Society of North America (RSNA) Theodore A. Tristan, MD, FACR, published an editorial in *Radiology* entitled: Women in Radiology. Dr. Tristan welcomed the AAWR as a new organization and agreed that there were real barriers to fully incorporating a professional identity for women. He further acknowledged that women were not accepted or recognized as full peers in the radiological community and that they experienced difficulties in attaining academic leadership and membership in professional organizations while being denied the financial benefits accorded to men. The RSNA Board of Directors graciously provided space and time during its annual meeting in support of the AAWR. It went on record to recognize the AAWR as a valuable resource to the growing number of women radiologists as they strove for professional identity and socialization on an equal basis (*Tristan TA. Women in Radiology. Radiology 1981;141:547*). Several chairmen of academic radiology departments joined the new organization recognizing that radiology as a whole would benefit from the success of its women members. During the last twenty four years the AAWR addressed the concerns of many of its members through refresher courses and educational programs at the annual meetings as well as through various publications in medical journals.

Maternity and Radiation Exposure

AAWR members authored a series of articles addressing maternity and radiation exposure (Sandra K. Fernbach, MD, FACR 1988 AAWR President - *Adler YT, Fernbach SK, Hayman LA, Redman HC, Rumack CM. The impact of maternity on radiologists: The AAWR position and its acceptance by women. AJR 1986;146:415-417.*

AAWR conducted a series of surveys (early 1980's, 1987, and 1993) of academic and private diagnostic radiology and radiation oncology departments regarding pregnancy and maternity leave policies for their house staff. The last survey documented a significant increase in the number of programs specifying pregnancy and maternity leave policies, and these policies were more readily available to residents (*Manaster BJ, Hulen R. Pregnancy and maternity policies in*

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radiology residencies: the 1993 survey of the American Association for Women Radiologists. Acad Radiol 1995;2:804–806). The authors provided guidance in developing a maternity policy and suggested the inclusion of the following elements: planned pregnancy, pre-conception, antenatal guidance for fluoroscopy and angiography, prenatal sick leave, efforts to complete normal duties during the prenatal period, maternity leave, call requirements, adoption leave, paternity leave, family leave, and insurance.

AAWR has also provided education about radiation exposure from diagnostic procedures performed on women during pregnancy (*Timins JK. Radiation during pregnancy. N J Med 2001; 98: 29-33*).

Balancing Roles at Home and at Work

In 1982, Linda M. Fahr, MD, FACR, 1983 AAWR President, moderated the AAWR-sponsored Refresher Course at the RSNA: “Dual Career Marriages.” The speakers were a Chicago psychoanalyst, a mammographer mother of four children and wife of a pediatric allergist, a pediatrician and pediatric radiologist, parents of two, an academic cardiovascular radiologist, mother of three, and her son, a third year medical student. The conclusion from the course was that the dual career marriage requires a constant search of equity for the two partners, the equilibrium between marriage and career must be constantly evaluated, and the priorities may continually change within the marriage-career structure.

Quality of Life

AAWR worked towards changing eligibility criteria for the American Board of Radiology candidates to allow both women and men residents to take more than 4 weeks off in the course of one year while still keeping the total amount of time off for the residency unchanged. This change allows women residents to take maternity leave and affords all residents flexibility in their training in the case of illness or injury.

Pocket Mentor

BJ Manaster, MD, PhD, FACR, 2003 AAWR ACR Councilor and 1996 AAWR President was the lead editor of the Pocket Mentor that provides guidance in addressing unique professional and personal challenges faced by women radiologists today. The wisdom and practical advice of 20 AAWR authors is presented in seven chapters: Learning to be a radiologist, Examinations, Radiology politics, Gender issues, Radiation oncology: Special considerations, Taking care of yourself, Moving toward the future (*Manaster BJ. Survival Guide for Women Radiologists: The AAWR Pocket Mentor. St Louis: Mosby, 1997*). A second edition of The Pocket Mentor was published in 2002. It is available free of charge to all members-in-training and junior staff. (*Manaster BJ. Survival Guide for Women Radiologists: The AAWR Pocket Mentor. Second Edition. Houston: AAWR, 2002. Supported by a grant from Mallinckrodt.*)

Child Care Monograph

Nancy S. Rosen, MD, FACR, 1997 AAWR President edited the Child Care monograph containing the collective experience of AAWR members and their views on child care options. The monograph reaffirms that suitable and even wonderful child care is within reach for all of us (*Rosenfield, NS. Child Care: A Combined Experience from the AAWR. AAWR, 1997. Supported by a grant from the E-Z-EM Corporation.*)

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Child Care at National Meetings

Kimberly E. Applegate, MD, MS, 2003 AAWR President, a successful academic radiologist and mother of three, pioneered AAWR's efforts to provide access to reliable childcare at major radiology society meetings. As Chair of the Childcare Ad Hoc Committee from 1996 to 2002, Dr. Applegate worked tirelessly with the leaders of RSNA and ARRS to introduce childcare at their annual meetings. She and her committee were successful in securing this valuable service at the meetings of the ARRS since 1998 and the RSNA since 1999.

Radiology Workplace

Lynne S. Steinbach, MD, FACR, 1994 AAWR President, in 1993 moderated the AAWR-sponsored Refresher Course at the RSNA: "Working toward Gender Equity in Radiology: Conceptualization, Barriers, and Strategies." This course focused on gender bias, gender discrimination and sexual harassment, sex role stereotyping detrimental to the advancement of women, and inequities in training or job recruitment and exploitation of women, and also stressed the importance of mentoring and the creation of radiology departments in which interpersonal relations are based on sensitivity and respect conducive to a comfortable and nurturing working environment for all.

Promotion

AAWR Past-Presidents disseminated information on promotion strategies to the membership through AAWR-sponsored refresher courses and also through luncheon meetings with invited speakers at the RSNA. Patricia A. Randall, MD, FACR, 1987 AAWR President, moderated the 1987 AAWR Refresher Course at the RSNA: "Climbing the Ladder: Barriers and Strategies." Three women and radiology leaders spoke about their personal experiences in their road towards success in organized and academic radiology and the barriers they encountered. The panelists were Dr. Helen Redman, then a Professor of cardiovascular; Dr. Kay Vydareny, who was moving up in the hierarchy of the Association of University Radiologists, and Dr. Sarah Donaldson who was President of the American Society for Therapeutic Radiology and Oncology (ASTRO). They gave suggestions on how to overcome these barriers, succeed in the academic environment and climb up the hierarchy of professional societies.

Melissa L. Rosado de Christenson, MD, FACR, 1998 AAWR President and Co-Chair Public Relations Committee, moderated the 1997 AAWR-sponsored RSNA refresher course: "Getting your work published: Editors and authors tell all." Anthony V. Proto, MD, Editor of Radiology and William W. Olmsted, MD, Editor of RadioGraphics spoke about these two journals and described the process of manuscript submission, review and acceptance as well as the process of transforming a scientific exhibit into a published manuscript. BJ Manaster, MD, discussed abstract preparation, submission, and presentation and strategies for success in academic research and manuscript publication. Wendy RK Smoker, MD, FACR discussed techniques for preparing an award-winning scientific or educational exhibit.

Professional Development Seminars

AAWR sponsors through the Research and Education Foundation awards for two members each year to attend the American Association of Medical Colleges' Junior and Senior Women Faculty Professional Development Seminars.

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AAWR Research and Education Foundation

In 1991 the AAWR incorporated the AAWR Research and Education Foundation to support professional development and research. Due to generous contributions from the AAWR members and our Corporate Partners, the following annual awards are now administered through the Foundation:

- *Professional Leadership Awards* – Provides for registration and travel expenses for two qualified AAWR members to attend AAMC's Professional Development Seminars for Mid-Career Faculty and Early-Career Faculty.
- *Member-In-Training Awards* – Provides two \$1,500 cash awards to AAWR member radiology and/or radiation oncology fellows/residents who have abstracts accepted for scientific presentation at the RSNA annual meeting.
- *Research Seed Grant* – Provides a \$5,000 grant to an AAWR member who requires support to explore the initial approach to a research plan, and to provide experience supporting an application for a more comprehensive study of the research topic.

Increasing the Visibility and Leadership of Women

For many years, men moderated most scientific sessions at the radiology annual meetings and scientific assemblies of radiological societies. Abstract presenters were usually men, even if the work had been first-authored by a female colleague. Few women were selected to serve on key committees of radiological organizations. Their "invisibility" excluded women from selection as officers in radiology societies. Some of these issues were addressed in the following article by Gretchen A. Gooding, MD, FACR, 1985 AAWR President: *Gooding GA. The status of women radiologists: membership on editorial boards and participation in upper echelons of radiologic societies. Radiology 1983;147:595-597.* Dr. Gooding reported that women radiologists were under-represented in the editorial boards of major radiology journals (1.7%) and in the upper echelons of radiological societies. Dr. Gooding stated that the newly formed AAWR could act as a conduit to identify talented women radiologists eager to serve. Since the mid 1980s, though the encouragement of women radiologists to play an active role in local state and national radiological societies women have gained recognition and advanced to many leadership positions.

AAWR officers represent the membership at the annual Intersociety Commission Meeting that assembles the leaders of over 40 radiological organizations to discuss important issues in the current practice of our specialty as well as its future challenges.

AAWR provides a voice for its members at the American College of Radiology and its activities through an ACR Councilor (Kimberly Applegate) and an ACR Alternate Councilor (Melissa Rosado de Christenson). Carol Rumack is an ACR Chancellor and Chair of the Ultrasound Commission. Valerie Jackson and Kay Vydareny are Past Presidents. Sarah Donaldson is Chair of the Education Commission.

AAWR also provides a voice for its members through representation at the Academy of Radiology Research (ARR). The academy identifies sources of support for radiology research and uses research to improve the knowledge base, educational programs, and patient care activities of radiology. The academy has lobbied successfully for a new NIH Institute for

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Imaging, NIBIB, that began in 2002. The new institute was funded at \$280 M for the 2004 fiscal year.

The AAWR Executive Committee instituted an ad hoc committee, the Committee to Promote the Advancement of Women, charged with the nomination of able women candidates to hold office within the major radiological organizations. In 2002 the AAWR nominated BJ Manaster and Julie Timins to the ACR Council Steering Committee. In the past two years there were two elected ACR Chancellors nominated by the AAWR: Sarah S. Donaldson and Carol M. Rumack. Kay Vydareny was the AAWR ACR Councilor when she was elected Speaker of the ACR. Her outstanding work in this role led to her election as ACR Chancellor and later President of the ACR. In 2004, the AAWR nominated Kay Vydareny for the ACR Gold Medal. Current Chair of the Committee to Promote the Advancement of Women is Valerie P. Jackson, MD, FACR, John A. Campbell Professor and Chair of the Indiana University Department of Radiology and Past President of ACR.

AAWR Web site @ www.aawr.org

Katarzyna J. Macura, MD, PhD, 2005 AAWR President and Webmaster, implemented the AAWR web site. The AAWR Web Site serves as a platform for networking and mentoring for AAWR members.

FUTURE AAWR

Forum for Women's Issues

AAWR-sponsored Refresher and Instructional Courses will continue to address ways in which women can be helped along in academics through enhancement of:

- Presentation skills
- Publication skills
- Teaching skills
- Networking skills
- Negotiation skills
- Understanding contracts
- Issues related to part-time employment

Visibility and Leadership Opportunities for Women

Service in AAWR committees:

- Is an outstanding learning experience
- Increases visibility
- Broadens professional networks
- Demonstrates women's potential for further service and leadership in other radiological organization
- Source of Credible Recommendations, women seeking promotion, partnership, or ACR Fellowship can rely on recommendations from Executive Committee members, Committee Chairs and other officers with whom they have had the opportunity to work in AAWR activities.