FROM YOUR PRESIDENT

Etta D. Pisano, MD, FACR

Dear AAWR Members:

As my year as your President draws to a close, I would like to reflect on the lack of women leaders in all aspects of our society and to suggest some ways that our members can work to correct this disparity. The pipeline has been full of energetic and capable women for over two decades now. Where are the women in senior leadership positions?

What can we do to help change this for the next generation, or better yet, for the next 5 years?

First and foremost, as Gail Evans argues in her best-selling book She Wins, You Win, we women must all become stronger advocates for each other. This is not the Olympics, where one person gets to take the gold medal. There is more than enough room at the top for many of us to take our rightful places. We need to start acting like the other women in our organization are on our team, that we want all of the others to succeed too. The guys help their buddies. We need a sisters network too.

What does that mean? It means speaking highly about other women when their names are mentioned. It means giving credit to other women, especially when they are not getting it and actually deserve it (e.g. when a woman’s idea is attributed to the man who repeats it first). It means nominating women for prestigious positions in your organization and for external honors and awards. It means being the strongest advocate for each other in EVERY situation.

In addition, when women in leadership are insulted for their non-traditional behavior, we who care about the role of women as leaders must speak up. We must run the “offensive line,” that is, we must defend each other against the usual types of slurs that undermine the success of strong women in leadership positions. We all know them when we hear them. “She’s overly aggressive. She’s a _itch. She is hard. She is ambitious. She’s a man-eater. She’s too tough.” When you hear a strong, confident, assertive woman slurred in this way, stand up for her. Say something positive. Say something like “I like her. She gets the job done. She is my role model. Isn’t it amazing how much she does here at work, and she has a family too?” In other words, humanize the victim of the slur. Be her friend.

Of course we all have flaws that we should work on, but the missteps of women are magnified a hundredfold by the much-more-critical lens under which women are scrutinized. That is done by both men and women and is well documented in the literature. Women collectively have to help each other by fighting against negative stereotypes. The most pernicious effect of such slurs is not on the woman who is the victim of them, but on those who aspire to roles like hers. Why would a young woman who witnesses the slings and arrows the successful woman must navigate want to be like her and risk being called aggressive and unfeminine?

And, that gets me to the next important action item. We elders must mentor our
younger sisters to aspire to leadership positions. In my role as Vice Dean of the UNC School of Medicine, I speak frequently to young women about their career goals. When I ask what they want to do in their “careers”, I am often struck by the short-term-ness of the ambitions of women. It’s almost as if they dare not dream beyond 5 year limits. They know what they want in their next job, but not what they want in 20 years. We senior women need to push our junior colleagues to dream big, to be ambitious, to aim high. That means telling those below us that it’s okay, and in fact, a great idea, to aspire to be the leader of the organization some day. They will have more resources and more flexibility to do what they consider important, to bring their values to the organization, if they dream big, than if they settle for a second place role. We need to identify those younger women capable of such roles and cheerlead like mad for them. Mentor them. Help them. Do what we can to help them build their confidence and their skills.

And, besides getting them to dream big and longer term, what other advice should we give? We need to encourage them to say yes to opportunities when they arise and to be able to recognize genuine opportunities versus assignments. In my role here at UNC, I often offer men and women leadership positions in many big institutional projects. To date, I have never had a man tell me “I’m not qualified” for the job I’ve offered him. Many women have, women I know could do the job offered, who could develop new skills in doing it, who could become more prominent in the organization if only they dared. We in leadership positions need to open these doors for our colleagues below us, and we need to find a way to encourage them to say “yes” to them. Risk is often worth taking. We need to mentor those below us to push their limits. I’m not saying to take every job or task that comes down the pike. I’m talking about aspiring to positions that allow one to grow. So what if you don’t know about financial management (or personnel, or project management, or fill in the blank)? What is it - rocket science? You are smart. You can learn it just like everyone else has before you.

It’s been a great pleasure to serve as the President of the AAWR in this last year. Thanks to all of you for giving me this opportunity to lead such a dynamic, illustrious and energetic group. I sincerely hope that this essay will be a quaint memory of a forgotten era when I retire in approximately 15 years.

With warmest regards —

Etta D. Pisano, MD
President, AAWR
I am extremely grateful to the AAWR for funding my participation in the AAMC Early Career Women Faculty Professional Development Seminar in July. It was the most productive four-day meeting I have ever attended. Approximately 120 women of all different specialties and from academic medical centers across the country convened at the Ritz-Carlton in Washington, DC. From the all-day pre-conference workshop on time management and organizational skills to the concluding plenary session on effective speaking and communication, the seminar was packed with high yield information and real-life advice from more senior women in academic medicine, as well as experts in public speaking and personality testing. There were small workshops focusing on grant-writing and negotiation skills. We also had three small breakout sessions with a senior faculty member to discuss career mapping. I came away from all of the sessions with a “to do” list of the many things I needed to implement and improve everything from my e-mail organization to my C.V. I gained new confidence in my ability to plan my future and make things happen in my academic career; including getting more recognition and laying the ground work for my eventual promotion.

Most of all, I enjoyed the connections I made with other women in junior faculty positions across the country. Not only did I reconnect with many friends and acquaintances from my training and from cooperative group meetings I have attended, but I also had the opportunity to meet many new, wonderful women whose lives truly parallel mine. The meeting environment was conducive to discussing real issues that we all deal with in terms of balancing work, research, administrative responsibilities, and personal life. I left feeling motivated to continue pursuing my career in Academic Radiation Oncology after learning many new strategies to improve my ability to contribute to my department and my field as a clinician, researcher and educator.

About the Author: Dr. Karyn Goodman is an Attending Radiation Oncologist at Memorial Sloan-Kettering Cancer Center. She specializes in treating cancers of the gastrointestinal (GI) tract. She has a B.A. in Human Biology from Stanford University and an M.S. in Epidemiology from the Harvard School of Public Health. Dr. Goodman received her medical degree from Stanford University. Following her internship in Internal Medicine at Stanford Hospital and Clinics, she completed residency training in Radiation Oncology at Memorial Sloan-Kettering Cancer Center. She was on the faculty at Stanford University in 2004-2006 in the Department of Radiation Oncology. She came back to Memorial Sloan-Kettering in 2007 to be the lead GI Radiation Oncologist. Dr. Goodman has been a member of the AAWR since 2001.

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The AAWR and the AAWR Research & Education Foundation Congratulates Its 2008 Award Recipients

Beryl Benacerraf, MD, FACR

Marie Sklodowska-Curie Award

Beryl Benacerraf, MD, FACR has been elected as the 2008 AAWR Marie Sklodowska-Curie Award recipient. The Marie Sklodowska-Curie Award is presented annually to an individual who has made an outstanding contribution to the field of radiology. Dr. Benacerraf is Clinical Professor in Obstetrics, Gynecology, and Reproductive Biology and Radiology. From 1991 through 1993, Dr. Benacerraf was co-Director of High-Risk Obstetric Ultrasound at the Brigham and Women’s Hospital, and from 1993 through 1999 she was Director of the Obstetrical Ultrasound at Massachusetts General Hospital. Since 1982, Dr. Benacerraf has served as the Medical Director and President of Diagnostic Ultrasound Associates, PC. During that time, Dr. Benacerraf did the original research that linked nuchal thickening directly to an increased risk for fetal Down syndrome and developed the genetic sonogram. Dr. Benacerraf is a Fellow of the American College of Radiology and the Society of Radiologists in Ultrasound, Treasurer of the World Federation for Ultrasound in Medicine and Biology, a committee member of the Radiological Society of North America and the International Society of Ultrasound in Obstetrics and Gynecology, and a member of the New England Roentgen Ray Society of Ultrasound in Medicine.

She has authored over 250 peer-reviewed articles reporting her original research on the detection and significance of fetal anomalies. Contributions include the development of the genetic sonogram scoring index to assign risk factors for fetal aneuploidy and the implementation of 3-dimensional ultrasound in both obstetrics and gynecology. She has contributed chapters to many textbooks in the field and is the sole author of Ultrasound of Fetal Syndromes, now in its second edition.

Dr. Benacerraf currently serves as editor-in-chief of the Journal of Ultrasound in Medicine and Chair of the Ultrasound Practice Accreditation Council of the American Institute of Medicine. Dr. Benacerraf has lectured at educational institutions, professional societies and international congresses around the world, and has received many awards and recognitions for her pioneering contributions to fetal diagnosis and management.

Marcia C. Javitt, MD, FACR

Alice Ettinger Award

Marcia C. Javitt, MD, FACR has been chosen as the 2008 AAWR Alice Ettinger Award recipient. This lifetime achievement award recognizes long-term contribution to radiology and to the American Association for Women Radiologists. Dr. Marcia Javitt, Section Head of Body MRI and Genitourinary Radiology at Walter Reed Army Medical Center in Washington, DC, became a board certified diagnostic radiologist in 1984. She was elected to fellowship in the American College of Radiology as well as the Society of Uroradiology effective 2005.

Dr. Javitt has been an Associate Editor of the American Journal of Roentgenology since 2005, and has been appointed Section Editor of Women’s Imaging in 2008. She was the Editor-in-Chief and founding Editor of the Journal of Women’s Imaging, a peer reviewed CME accredited quarterly medical journal published by Lippincott, Williams, & Wilkins until 2005. She is the founding Chair of the Advisory Panel for womensimagingonline.arrs.org, a new comprehensive women’s imaging online community. She is an Oral Board Examiner for the American Board of Radiology. She serves as peer reviewer for multiple radiology journals including Radiology, American Journal of Roentgenology, and RadioGraphics, and has been the recipient of the Editor’s Recognition Award with Special Distinction, for excellence in peer review from Radiology. She was the Course Director for the 2004 American Roentgen Ray Society’s Categorical Course on Women’s Imaging.

Dr. Javitt serves on multiple national and international committees including Treasurer for the American Association for Women Radiologists until 2007. She was panel-co-Chair for the American College of Radiology Continuous Professional Improvement (CPI) in Genitourinary Radiology for about ten years, and chaired the Radiology Resident Curriculum Committee for the Society of Uroradiology, which produced the online document “SOCIETY OF UORADIOLOGY GUIDELINES FOR RESIDENT CURRICULUM AND TRAINING IN GENITOURINARY RADIOLOGY” that can be accessed at http://www.uroradiology.org She serves on the ACR’s panel for Appropriateness Criteria in Women’s Imaging and on the RadioGraphics Women’s Imaging panel. She is Chairman of the Genitourinary Program Subcommittee of the Radiological Society of North America, and President-Elect for the Society for.

2008 Award Receipts continued on page 5
Iris C. Gibbs, MD
AAMC Professional Development Seminar for Mid-Career Women Faculty
Iris C. Gibbs, MD has been selected to represent the AAWR at the 2008 AAMC Professional Development Seminar for Mid-Career Women Faculty. This seminar is for mid-career women faculty with clear potential for advancement to a major administrative position such as section or department head. Dr. Gibbs is a board certified radiation oncologist who holds an academic appointment as Associate Professor at Stanford University. She is Director of Education in the Department of Radiation Oncology at Stanford. Prior to her academic appointment, Dr. Gibbs earned a B.S. in Chemistry at the University of Delaware and M.D. degree at Stanford School of Medicine. She completed Radiation Oncology residency training at Stanford. Over the last 8 years, Dr. Gibbs has built strong clinical programs in the management of central nervous system neoplasms and robotic radiosurgery. As co-Director of the Stanford Cyberknife program, Dr. Gibbs has developed a well recognized program that explores new applications for robotic radiosurgery. Her commitment and passion for education and excellence is what drives her. Not only is Dr. Gibbs a leader within the field of radiation oncology, but she has established herself as a dedicated educator. She serves as both the Stanford Radiation Oncology Residency Director as well as the Radiation Oncology Student Clerkship Director. She plans to continue to build multi-disciplinary programs to train the future leaders in Radiation Oncology. Dr. Gibbs has been a member of the AAWR since 1987.

Serena McClam, MD
Lucy Frank Squire Distinguished Resident Award in Diagnostic Radiology
Dr. Serena McClam has been selected as the recipient of the 2008 Lucy Frank Squire Distinguished Resident Award in Diagnostic Radiology. Dr. McClam is a radiology resident at Robert Wood Johnson University Hospital in New Brunswick, New Jersey. Dr. McClam received a Bachelors of Psychology from Johns Hopkins University. Thereafter, she received a Masters in Health Services Administration at the University of Michigan's School of Public Health, Department of Health Management and Policy in Ann Arbor, Michigan. During her undergraduate and graduate studies, she held multiple research analyst positions within the health sciences field. Following her graduate studies, she obtained a Fellowship in Hospital Administration at the Georgetown University Medical Center in Washington, DC. During this fellowship, she participated on the MedStar Strategic Planning Committee as well as spearheaded several hospital-wide marketing initiatives. Prior to entering medical school, she also worked as a healthcare consultant at the Advisory Board Company in Washington, DC. As a consultant, she developed clinical data analyses tools, designed client deliverables, and served on several clinical management teams.

In 2005, Dr. McClam received a Degree in Medicine at Robert Wood Johnson Medical School, University of Medicine and Dentistry in Piscataway, New Jersey. During her undergraduate medical studies, she was awarded the US Pharmacopoeia internship. As a medical student, she was involved in multiple research projects, which included a study that examined barriers affecting the entrance of female medical students into radiology. These findings were presented at the annual ARRS meeting in New Orleans, Louisiana in 2005. Following medical school graduation, Dr. McClam completed her internship in medicine at the University of Maryland Medical Center in Baltimore. She currently serves as the President of the Resident and Fellow section of the Radiological Society of New Jersey. She is also a member of the American College of Radiology, the Radiological Society of North America and the American Roentgen Ray Society. Dr. McClam currently serves on the AAWR’s Executive Committee, as a Member-at-Large, In Training, and has been a member of the Association since 2005.
Beth Beadle, MD, PhD
Eleanor Montague Distinguished Resident Award in Radiation Oncology and Member-in-Training Award for Outstanding ASTRO Presentation in Radiation Oncology

Dr. Beth Beadle has been selected as the recipient of the 2008 Eleanor Montague Distinguished Resident Award in Radiation Oncology and as the AAWR Research & Education Foundation’s recipient of the Member-in-Training Award for Outstanding ASTRO Presentation in Radiation Oncology. Beth Beadle is currently a fourth year resident in radiation oncology at The University of Texas – M.D. Anderson Cancer Center. She came to Texas from Chicago, Illinois, where she spent the prior 12 years at Northwestern University. She received her undergraduate degree in chemistry in 1996 and then proceeded to the MD/PhD program where she spent her research time studying the relationship between enzyme structure and function using X-ray crystallography. After finishing an internship in general surgery in 2005, she began her residency at M. D. Anderson.

Since beginning her residency, Beth has been able to make significant contributions through her scientific and clinical research interests. She was awarded the ASTRO Residents/Fellows in Radiation Oncology Research Seed Grant in 2007 for her studies of YKL-40, a protein that is considered a potential therapeutic target in glioblastoma, breast, and prostate cancers, among others. In addition to her basic science pursuits, Beth has been involved in a variety of clinical research projects, including studies of cervical motion during external beam radiation, the role of locoregional treatment strategy in young women with breast cancer, and the use of adjuvant axillary radiation in patients with metastatic malignant melanoma. She was also awarded the ARS Young Oncologist Essay Award in 2008 for her study of pregnancy-associated breast cancer.

Dr. Beadle looks forward to a career in academic radiation oncology starting in July 2009. She hopes to pursue a physician-scientist track, with a special interest in bridging the fields of structural biology and radiation oncology. In her personal time, she enjoys traveling, knitting, and reading modern American fiction. Dr. Beadle has been a member of the AAWR since 2007.

Jennifer Jones, MD
Member-in-Training Award for Outstanding RSNA Presentation in Radiation Oncology

Dr. Jennifer Jones is the 2008 recipient of the AAWR Research & Education Foundation’s Member-in-Training Award for Outstanding RSNA Presentation in Radiation Oncology. Dr. Jones is a resident in Radiation Oncology at Stanford University Hospital. She received her undergraduate degree from Princeton in 1994. She received a PhD in Cancer Biology from Stanford University in 2002 for her research identifying the immune-regulatory TIM gene family. She continued her work as a postdoctoral fellow in the Immunology Program at Stanford and found that genetic variants of TIM-1 and hepatitis A exposure are associated with allergies and asthma. Before completing her medical degree at Stanford University in 2005, she began to focus her research on the effects of radiation on the immune system. In her research, she is continuing to investigate radiation-induced changes in the immune system. Her goals are to use this information not only to identify novel biomarkers to monitor immune responses after irradiation, but also to use this information to design effective radiation and immunotherapy combination therapies. Dr. Jones has been a member of the AAWR since June of 2007.

Rohini Nadigir, MD
Research Seed Grant

Rohini Nadigir, MD, an AAWR member since 2002, has been selected as the 2008 AAWR Research & Education Foundation’s Seed Grant Recipient, for her project entitled, “Effectiveness of Emergency Neuroradiology Hands-On Teaching File for Residents in Radiology Training”.

Dr. Nadigir completed her medical school education at the University of Pennsylvania School of Medicine. She completed her Radiology residency at Boston University Medical Center in Boston, MA and her Neuroradiology fellowship at Johns Hopkins Hospital in Baltimore, MD.

Dr. Nadigir is currently a staff neuroradiologist at Boston Medical Center. Her interests lie in general neuroradiology, head and neck imaging, and radiology resident education.
At this year’s AAWR ASTRO Breakfast Panel, the Radiation Oncology Committee gathered many women leaders for an interactive panel session with the audience. After the great success of last year’s Lunch Panel “Professional Women in Radiation Oncology”, this year’s goal was to assemble a panel consisting of a diverse group of professional women to focus on mentoring young women of various backgrounds. The session was co-moderated by Drs. Feng-Ming (Spring) Kong, Ritsuko Komaki and Nina Mayr. Panel members encompassed members from mid-career to more senior stages of their careers, in both academic and community radiation oncology practice. The panel’s topic was “What would I do, if I could start over again...”. This topic raised a lot of attention, and we again enjoyed a large audience and very active discussion for this event and received many positive reviews.

Many of us think back to the early days of our careers, and to how our paths have progressed to where we are today. What were our goals and plans, and what was our approach to achieve them? How did we deal with the unplanned or the unexpected? Where we are today and what we strive for is frequently influenced by coincidences, sudden, often random opportunities, unexpected challenges or set-backs, and circumstances that could not have been predicted. What can we do early on to streamline our path to walk a less convoluted line towards our goal? And how do we best define our goal in the first place?

Ultimately we may have very similar goals: to provide the best radiation oncology care; for some of us to advance our field to a new level through science and innovation; to teach our knowledge to the “next generation” of residents and students, or to disseminate it among our colleagues; and for many of us, to raise a family.

This year’s panel consisted of women of various backgrounds and in different stages of their careers, including careers of long-term academic excellence, accomplished administrative leaders in their departments, universities or programs, clinician-scientists, women who are actively involved in their professional societies, and women who have spent their professional lives with patient care as their main goal.

The members of this year’s panel were: Ristuko Komaki, MD, FASTRO, Professor and Gloria Lupton Tennison Distinguished Endowed Professor of Lung Cancer Research, and Director of the Thoracic Radiation Oncology and the Multidisciplinary Thoracic Center at M.D. Anderson Cancer Center, Vice-Chair of the ASTRO International Relations Committee, Past President of AAWR and recipient of the Marie Sklodowska-Curie Award. Nancy A. Ellerbroek, MD, FASTRO, Medical Director, Department of Radiation Oncology, Providence Holy Cross Medical Center, Mission Hills and Santa Clarita, CA, Past President of AAWR, Member, ASTRO Membership Committee and Co-Chair Spring Program, Education Committee. Cassandra Foens, MD, of Clinical Radiologists, PC, Covenant Cancer Treatment Center in Waterloo, Iowa, and member of the Board of Chancellors of ACR. Beth A. Erickson-Wittman, MD, Associate Professor at the Medical College of Wisconsin, Residency Program Director, Vice Chair of the Residency Review Committee. Feng-Ming (Spring) Kong, MD, PhD., MPH, Associate Professor at the University of Michigan, Chief of Ann Arbor VA Radiation Oncology, the Founding President of Sino-American Network for Therapeutic Radiology and Oncology and the Chair of AAWR Radiation Oncology Committee. Zhongxing Liao, MD, Associate Professor of Radiation Oncology and Medical Director of Radiation Oncology at M.D. Anderson Cancer Center, Vice-President of AAWR. Nina A. Mayr, MD, Professor and Chair of the Department of Radiation Medicine (until 2008), currently Max Morehouse Chair in Cancer Research at Ohio State University, Fellow of AAAS. Nancy Mendenhall, MD, Professor and Chair of the Department of Radiation Oncology at the University of Florida in Gainesville (until 2006), currently Medical Director of the University of Florida Proton Therapy Institute and Associate Chair, Department of Radiation Oncology at Jacksonville. Jean M. Moran, PhD, Assistant Professor and Head of Clinical Physics, Department of Radiation Oncology at the University of Michigan. Lori J. Pierce, MD, Professor of Radiation Oncology and Associate Provost for Academic and Faculty Affairs at the University of Michigan.

Dr. Komaki gave the opening address summarizing the many questions, decisions and challenges that women in radiation oncology face, as they embark on their professional careers. One of the most discussed issues was mentorship. Dr. Ellerbroek gave many valuable hints on how to identify mentors within and outside our immediate environment, and to engage our mentors actively to help see new opportunities and guide our professional progress. Dr. Mendenhall shared her experience of academic leadership and pointed out the importance
to keep a clear view of one’s goals, to persevere and to establish a wide network of support. Dr. Liao emphasized that we need to approach our directors or chairs very early to guide us to “optimize” our strategies for academic progress, to establishing our clinical, teaching, research and publication record that ultimately lead to promotion. Dr. Pierce emphasized that, in the academic environment, it is important for women to be active within their colleges and universities as a means “to speak up for themselves”, and to be involved in policy making process of their institutions. She pointed out that we need to negotiate what we need to be successful. It is often difficult for women to be firm in our negotiations, and we need to learn how to confidently make our case. Dr. Moran advised the junior faculty members to challenge themselves to meet their goals, but at the same time to create the life that they want to live over time - not just professionally, but personally as well. When combining work and family, the pace of both may be adjusted to make both work together. Dr. Foens gave community practice perspectives and emphasized that to get involved in health politics early during our careers is key. This can be in our local communities or in national professional organizations, such as AAWR, ACR, ASTRO and others. Dr. Kong pointed out to members that, wherever we are, we can’t “do the job all alone”, and we should not be afraid of saying “I do not know”. She shared that the most challenging experiences came while she was young and that she wished that she had looked for mentors earlier to help in various tasks. Mentors could be someone inside or outside of your own institution. With their guidance many challenges will be easier, and we may thus reach our goals sooner and more directly. Dr. Kong shared her experience with the unexpected early loss of her father, which teaches us to never be too busy or to wait for tomorrow to tell our loved ones that we love them and those who help us how much we appreciate them.

Many questions from the audience centered around balancing family life with the demands of developing a professional career. Drs. Erickson and Mayr shared their experiences, challenges and successes balancing both. For professional couples, career developments can be very complex. Great opportunities for one partner may mean sacrifice for the other. To balance these gains and sacrifices in an ever-changing environment, takes constant coordination and collaboration. The panelists and audience agreed that ultimately our own lives, families and happiness always have to come first.

AAWR Breakfast Sunday, September 21, 2008, showing some of the panelists and audience. Photo taken by Miriam Joy Calaguas, M.D., Chair, Dept. of Radiation Oncology, St. Luke’s Medical Center, Quezon City, Philippines.

About the Authors: Nina A. Mayr, MD is Professor of Radiation Medicine and Max Morehouse Chair in Cancer Research at the Ohio State University, Arthur G. James Cancer Hospital and Solove Research Institute. She is a member of the Ohio State University Comprehensive Cancer Center’s Experimental Therapeutics Program. Dr. Mayr has been a member of the AAWR since 2007.

Nancy A. Ellerbroek, MD, FASTRO, Medical Director in the Department of Radiation Oncology at Providence Holy Cross Medical Center in Mission Hills and Santa Clarita, CA. Dr. Ellerbroek was the 2006 AAWR President and has been a member of the Association since 1990.

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Thank you.
After the incredibly successful Beijing Olympic Games held in Beijing China, I was invited to China as a representative of AAWR and ASTRO to participate the first Sino-America Network of Therapeutic Radiation Oncology (SANTR) Symposium held during August 27-30, 2008 in Grand Epoch City just outside of Beijing. Dr. Feng-Ming Kong, current chair of AAWR’s Radiation Oncology Committee is the president of SANTR and organizer of this historical event.

The SANTR symposium had about 600 attendants (from over 10 countries), with the presence of the majority of Chinese leading radiation oncologists from China. AAWR had a booth in the exhibition area. I had the opportunity to give a presentation introducing AAWR during the symposium, and I shared the mission, vision, and achievements of AAWR with women radiation oncologists, physicists and diagnostic radiologists from China, South East Asia countries, Europe, Japan... and USA. I reviewed the AAWR’s history, its many important programs, and benefits of membership, and asked the participants of the SANTR meeting to consider becoming members of the AAWR. Many women came to listen to my talk, asked questions, and requested contact information. I emphasized that AAWR is not only for women but also for men. I described the upcoming ASTRO AAWR breakfast panel discussion to the participants and addressed many questions from the audience.

During the lunch hour of October 30, 2008, I, along with Drs. James Cox, Feng-Ming Kong and Nina Mayr, invited some promising women leaders to sit down at a table to discuss how women could be leaders of their own fields. I learned from the discussion with them that they all needed mentors and support to promote their positions at work. Among the participants were Dr. Yuan Zhu, from Zhejiang Cancer Hospital, Zhejiang, China; Drs. Shulian Wang, Jianping Xiao from Chinese Academy of Medical Science, Beijing, China; Dr. Mei Shi from FMMU Xijing Hospital, Xi’an, China; Dr. Xiangying Xu from Harbin Medical University Tumor Hospital, Heilong Jiang, China; Dr. Shiqin Gaowai Bai from A Cancer Center, Inner Magnolia, China; Dr. Miriam Joy Calaguas from St. Luke’s Medical Center Manila, Philippines; Dr. Ying Hitchcock from Utah Medical Center, Salt lake City, Dr. Ping Xia from University of California, San Francisco.

Drs. Shi, Xu, Zhu and Qu are key members of the Executive Board of the Chinese Society of Therapeutic Radiology and Oncology.

It was a wonderful experience to network with these leading women radiation oncologists in China and see such great enthusiasm from women radiologists in China. The AAWR Is An Association For YOU (Women and Men), Join Today!

About the author: Dr. Ritsuko Komaki, is a Gloria-Lupton-Tennison Distinguished Professorship in Lung Cancer, a Past President of AAWR, a Chair of the International Relationship Committee of ASTRO. She was a winner of the AAWR Marie-Curie Award for her outstanding contribution to Radiation Oncology, Lung Cancer Research and the AAWR. Dr. Komaki has been an AAWR member since 1986.
Dr. Kimberly Applegate
Kimberly Applegate, MD, MS, FACR, past president of the AAWR, was elected President of the Association of University Radiologists at the Association’s 56th Annual Meeting this past March. Dr. Applegate trained in diagnostic radiology at Dartmouth and completed a fellowship at Children’s Hospital in Boston. Dr. Applegate also received a Master’s degree in Epidemiology and Biostatistics from Case Western Reserve University. Currently, Professor of Radiology and Pediatrics at Indiana University, Dr. Applegate is the recipient of several research grants, awards, and scholarships, including an American Roentgen Ray Society Scholarship. She is on the editorial boards for AJR II and Pediatric Radiology. She is a past president for the Radiology Alliance for Health Services Research (RASHR) and serves on the ACR Council Steering Committee and board of director for the ACR RadPac. Dr. Applegate has been a member of the AAWR since 1989.

Dr. Ines Boechat
Ines Boechat, MD, FACP, Professor of Radiology and Pediatrics and Chief of Pediatric Imaging at the Geffen School of Medicine, was elected President of the Society for Pediatric Radiology for the year 2008. The SPR is an organization with 1400 members, dedicated to being a leader in advancing pediatric health care through medical imaging and image-related therapy. Dr. Boechat is the second University of California faculty to receive such a distinction. Dr. Ines Boechat, a past president of the AAWR, has been a member since 1991.

Dr. Dorothy Bulas
Dorothy Bulas, MD has received the Society of Pediatric Radiology’s Singleton-Taybi Award. This award is presented annually to a senior member of the SPR whose professional lifetime dedication to the education of medical students, residents, fellows, and colleagues has brought honor to him or her and to the discipline of pediatric radiology. Dr. Bulas is board-certified in both pediatrics and radiology and has been on staff as a pediatric radiologist at Childrens National Medical Center in Washington DC since 1989. She is a Professor of Pediatrics and Radiology at the George Washington University School of Medicine and is the Fellowship Program Director of Pediatric Radiology at CNMC. She completed a Master Teachers development program from the Graduate School of Education and Human Development in 2003. Dr. Bulas is a member of the Radiologic Society of North America, Society for Pediatric Radiology, American College of Radiology, Society of Radiologists in Ultrasound, American Society of Pediatric Neuroradiology, and Society of Pediatric Research. She is a Fellow of the American Academy of Pediatrics, the American Institute of Ultrasound in Medicine, and the Society of Radiologists in Ultrasound. She has served on numerous committees in the Society of Pediatric Radiology, is a current board member and will be president of the SPR in 2011. She is a member of the ACR Pediatric Radiology Practice Guidelines Committee and Section for Maintenance of Certification. She has been a section author for the pediatric radiology ACR training exam and has been on the written and oral task force of the American Board of Radiology. Dr. Bulas’ main areas of research are fetal imaging, neurosonology, and transcranial Doppler. Dr. Bulas has authored or coauthored 73 peer reviewed manuscripts, 18 invited manuscripts and 17 chapters, including editor of the fetal and neonatal section of Caffey's Pediatric Diagnostic Imaging. She has delivered over 120 regional, national and international invited lectures. Dr. Bulas serves as section editor for the Pediatric Radiology Journal and has been a reviewer for AJR, Pediatric Cardiology, Pediatrics, and the Journal of Ultrasound and Medicine. Dr. Bulas has been an AAWR member since 2004.

Dr. Peggy Fritzsche
Peggy J. Fritzsche, MD will receive the 2008 RSNA Gold Medal during the 94th Scientific Assembly and Annual Meeting of the RSNA. In addition to this accolade, it has been announced that Dr. Fritzsche will also receive the Alumnus of the Year Award from Loma Linda University School of Medicine, where she completed her medical degree in 1966. From there, Dr. Fritzsche went on to complete her residency at White Memorial Medical Center in Los Angeles, a cardiovascular fellowship at LLUMC and an uroradiology fellowship at UCLA. She has been a faculty member of the LLUMC for over 30 years and has served as medical director at several MRI and PET imaging centers in Southern California.
Dr. Peggy Fritzsche is a past president of the Radiological Society of North America and the American Association for Women Radiologists, of which she has been a member of since 1986. Dr. Fritzsche has also received honorary membership into the European Congress of Radiology and the Swiss Radiology Society.

Dr. Hedvig Hricak

Hedvig Hricak, MD, PhD, Dr. h.c. was appointed to the Nuclear and Radiation Studies Board of the National Academies. Dr. Hricak is Chairman of the Department of Radiology at Memorial Sloan-Kettering Cancer Center and Professor of Radiology at the Weill College of Medicine of Cornell University. Her many years of research have been devoted to improving cancer outcomes through imaging. She helped develop the use of MRI and CT for gynecological cancers, as well as the application of MRI and MR spectroscopy to prostate cancer. She has been the principal investigator or co-investigator of 24 intramural foundation and industry grants, 5 DOD grants and 13 NIH/American Cancer Society grants. She has long been a dedicated promoter of international scientific collaboration and training, and she currently directs an NIH-funded international training program in molecular imaging. She also co-directs a program funded by the Breast Cancer Research Foundation that brings radiologists from South East Europe to the United States for training in breast imaging.

Dr. Hricak is Chairman of the Board of Directors of the Radiological Society of North America. She is a member of the Institute of Medicine of the National Academies of Science and has received numerous awards over the course of her career, including the Marie Curie Award from the American Association for Women Radiologists, gold medals of the International Society for Magnetic Resonance in Medicine and the Association of University Radiologists, the Beclere Medal of the International Society of Radiology and the Morocco Medal of Merit. She has been awarded ten honorary memberships and fellowships in national and international radiological societies from around the world. She holds an honorary doctorate from the Ludwig Maximilian University of Munich, Germany. Dr. Hricak has been a member of the AAWR since 1986.

Dr. Deborah Levine

Deborah Levine, MD has been appointed by the RSNA Board as the senior deputy editor of Radiology. Dr. Levine is Associate Professor of Radiology at Harvard Medical School. She has appointments in the departments of Radiology and OB/Gyn at Beth Israel Deaconess Medical Center. She went to medical school at University of California San Francisco, completed radiology residency at University of California San Diego, and ultrasound fellowship at University of California San Francisco. At Beth Israel Deaconess Medical Center she is Associate Radiologist-in-Chief of Academic Affairs, Co-Chief of Ultrasound, Director of OB/Gyn Ultrasound, and Director of the Women's Imaging Fellowship. She has published over 100 research manuscripts, book chapters, and reviews. Her early research involved sonographic evaluation of changes that occur in the postmenopausal pelvis. Her recent work centers on use of ultrafast MR in obstetric diagnosis. She has an NIH R01 grant entitled “MRI of Fetal Ventriculomegaly: Morphology and Outcome.” She is currently Chair of the ACR Ultrasound Commission and on the Board of Chancellors of the ACR. She is working 30% time in the Radiology Editorial Office as Senior Deputy Editor of Radiology. Dr. Levine has been a member of the AAWR since 1992.

Dr. Etta Pisano

Etta Pisano, MD, FACR, has been named one of sixty-five elected new members to the Institute of Medicine. In addition to the new members, five foreign associates were elected during the 38th annual meeting of the IOM. Election to the IOM is considered an honor, and recognizes individuals within the fields of health and medicine for their professional achievement and commitment to service. Dr. Pisano received her MD from Duke University and completed her radiology residency at Beth Israel Hospital of Harvard Medical School. Following a year as Chief of Breast Imaging and Instructor in Radiology at Beth Israel, she relocated to University of North Carolina at Chapel Hill where she served for 16 years as Chief of Breast Imaging. She is currently Kenan Professor of Radiology and Biomedical Engineering, Director of the UNC Biomedical Research Imaging Center, Principal Investigator of the UNC Clinical Translational Science Award, and Vice Dean for Academic Affairs for the UNC School of Medicine.

She is a Past President of the Association of University Radiologists. She served as the Principal Investigator of the Digital Mammographic Imaging Screening Trial (DMIST) and recently published the results of that study in the New England Journal of Medicine. Dr. Pisano has served on several AAWR committees, including the Committee to Promote the Advancement of Women, and is currently the president of the Association, in which she has been a member of since 1990. Dr. Pisano is married to Jan Kylstra, MD, a retinovitreous surgeon in private practice. She and her husband have four children.

Kudos & Plaudits continued on page 12
Dr. Vijay Rao

Vijay Rao, MD, current secretary of the AAWR and a member since 2002, has been named the first David C. Levin Professor and Endowed Chair of the Department of Radiology at Jefferson Medical College and Thomas Jefferson University Hospital. She is a graduate of the All India Institute of Medical Sciences, India’s premier medical school. She did her radiology residency at Thomas Jefferson University Hospital and has remained on the department faculty ever since. She served as Associate Chair for Education and then Vice Chair for Education, and as Co-Director of Neuroradiology/ENT division. Upon her appointment as Department Chair in 2002, she became the first woman chair of a clinical department in Jefferson’s history.

Dr. Rao is recognized around the world as one of the leading experts on imaging of the head and neck. She has published 156 papers and 163 abstracts in the medical literature and has edited a major textbook on head and neck radiology. She has given 176 presentations at other academic institutions and radiology meetings. In addition to her research on head and neck imaging, she is also very active and widely recognized in health services research in radiology.

Dr. Rao has held many leadership roles, including President of both the American Society of Head and Neck Radiology and the Association of Program Directors in Radiology. In 2006, she received the Achievement Award of the latter organization for her outstanding contributions to radiology education nationally. She is a member of the editorial board of several leading radiology journals. In 2005, she was honored by the Philadelphia Business Journal as one of 25 Women of Distinction throughout the region. For many years, she has been chosen by her peers to be included on Philadelphia Magazine’s annual list of Top Doctors.

Dr. Cynthia S. Sherry

Cynthia S. Sherry, MD, CPE, MMM, FACP, FACR, is a member of the AAWR since 1987, has been elected President of the American College of Physician Executives (ACPE). Dr. Cynthia Sherry is Chairman and Medical Director of the Department of Radiology at Presbyterian Hospital of Dallas, the flagship hospital for Texas Health Resources, a 13-hospital system serving north Texas. Presbyterian Hospital is a 700-bed not-for-profit tertiary care teaching hospital. Dr. Sherry is also a medical director and managing partner for Southwest Diagnostic Imaging Center. Together, the two facilities perform approximately 300,000 imaging exams per year and offer a full complement of state-of-the-art diagnostic imaging modalities, including an intra-operative MRI Brain Suite and full-service dedicated Women’s Imaging. Dr. Sherry is immediate past-president of the physician group Southwest Imaging and Interventional Specialists, PA.

Dr. Sherry has been awarded Fellowship in the American College of Physician Executives and the American College of Radiology (ACR). She is currently a member of the ACR Council Steering Committee. She has served Presbyterian Hospital and Texas Health Resources in several capacities, including President of the Medical Staff, founding Chair of the system-wide Physician Leadership Council, Presbyterian Hospital Board of Governors and Texas Health Resources Board of Trustees. Dr. Sherry is also a board member and past Chair for Deuteronomy, a THR-sponsored physician group providing primary care services throughout the north Texas area.

Dr. Sherry received her Medical Degree from the University of Texas Southwestern Medical School and completed radiology residency and magnetic resonance fellowship at Baylor University Medical Center. She earned a Masters Degree in Medical Management at Carnegie Mellon University.

Dr. Kay Vydareny

Effective September 2008, Kay Vydareny, MD will be the Associate Director for Diagnostic Radiology and Subspecialties for the ABR. Kay Vydareny is a Professor at Emory University School of Medicine. She attended Smith College and the University of Michigan Medical School. Following her radiology residency at Michigan State University-Grand Rapids, she was on the faculty of Michigan State and the University of Michigan before moving to Atlanta. She has been President of the Michigan Radiological Society, the American Roentgen Ray Society, the Association of University Radiologists and the American College of Radiology, where she also served on the Board of Chancellors and was Speaker of the Council. She was a trustee of the American Board of Radiology and a member and Chair of the Diagnostic Radiology Residency Review Committee. She and her husband, William Casarella, have 5 children and 10 grandchildren, ranging in age from 6 years -10 months. Dr. Vydareny is a past president of the AAWR and has been a member since 1986.
Faculty Position, Section of Breast Imaging

The Department of Radiology, Stritch School of Medicine, Loyola University Chicago is actively recruiting a faculty member for its Breast Imaging Section. Candidates should be board certified in Diagnostic Radiology by the American Board of Radiology and be eligible for licensure in the State of Illinois. Fellowship training in Breast Imaging is preferred. Candidates should have an interest in all facets of breast imaging including MRI and a desire to grow programs in conjunction with clinical services. The position includes academic time and an incentive-based compensation plan. Loyola University Medical Center has an extremely active 545-bed subspecialty care hospital and state-of-the art outpatient facilities. Loyola University Chicago is an equal opportunity, affirmative action employer. Candidates should submit a letter of interest and CV to Kathleen A. Ward, M.D, FACR, Medical Director, Women’s Health Imaging, Department of Radiology, Loyola University Medical Center, 2160 S. First Avenue, Maywood, Illinois 60153; FAX 708-216-0899; e-mail: kaward@lumc.edu.

Rush Medical College/Rush University Medical Center

Chair, Department of Diagnostic Radiology & Nuclear Medicine

Rush Medical College at Rush University Medical Center is seeking outstanding candidates for the position of Chair of the Department of Diagnostic Radiology and Nuclear Medicine. The Department is founded on a long tradition of excellence in clinical care, research and teaching. The Chair has oversight over eleven sections with a large private practice and one hospital-owned practice. The Chair also has responsibility for fully accredited training programs in Diagnostic Radiology and Nuclear Medicine. Currently this includes 17 residents. Also there are three ACGME approved fellowships in Interventional Radiology, Nuclear Medicine and Neuroradiology as well as fellowships in Mammography and Ultrasound/MRI. The private practice provides inpatient and outpatient services for the institution.

Candidates should be board-certified in Diagnostic Radiology or its equivalent and must have an outstanding record of commitment to clinical service and substantial administrative experience with an established reputation as an academic leader. In addition, candidates must possess a commitment to innovation in the field and the leadership skills necessary for faculty development and advancement of clinical and academic missions.

Rush Medical College is one of the oldest medical colleges, established in 1837, and one of the largest private academic medical centers in Illinois. The Rush System for Health encompasses an 824 bed hospital serving adults and children, the 110 bed Bowman Center for the Elderly, Rush University, and four affiliate hospitals. Rush is a thriving center for basic and clinical research, boasting a newly built state-of-the-art research facility and over 1,600 active investigations.

In 2004, Rush University Medical Center in Chicago revealed its plan for the most comprehensive construction and facilities renovation program in its history. The “Rush Transformation” refers to Rush’s plans to invest in new technology and build new facilities. This nine-year project will thoroughly redefine our buildings and technology, as well as many of the processes we use to deliver patient care safely and efficiently.

We encourage women and minorities to apply.
Nominations or letters of interest that include a curriculum vitae should be sent to:

Richard Byrne, M.D.
Chair, Diagnostic Radiology & Nuclear Medicine Search Committee
Rush Medical College
Rush University Medical Center
1653 West Congress Parkway
Chicago, Illinois 60612

Electronic applications/nominations are preferable
and can be sent to Richard_W_Byrne@Rush.edu or Julie_Karstrand@Rush.edu

CVs should be submitted no later than December 15, 2008

Rush is an equal opportunity/affirmative action employer
The AAWR Welcomes Its New Members
(November 2007 – October 2008)

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Dr. Andrea Donovan

Second Year in Practice
Dr. Shruti Jolly
Dr. Rumack has provided a great summary of the history of the AAWR and its efforts to open leadership position opportunities for women in radiology. My early interest in AAWR stemmed from my initial job search after residency. At that time, I had been the first women accepted into the University of Iowa’s Radiology program but upon graduation, I could not find a job. Repeatedly, I was told “We do not interview women.” So, using the age old method of personal contacts (“networking”), I called a friend in Washington DC, who asked me in which state I would prefer to live and work. Soon thereafter, I had a job at the VA Hospital in Houston, Texas. Three years later, I headed the VA's third largest radiology department (out of 170). We even received one of the first CT scanners purchased by the VA, in the mid 70s. I discovered that running a department was a huge learning experience, but a very valuable one. Since then, I have been in charge of four other radiology departments.

When the AAWR was first getting organized my friend, Dr. Anne Hayman, put me in contact with Dr. Rumack. We organized the first luncheon and refresher course at the RSNA, an organization, which, through Adele Swenson, was very supportive. When I returned to Houston, one of the local radiologists on the ACR Board of Chancellors asked me why I was reporting “that women cannot get jobs”. When, I asked him “How many women were in the six largest groups in Houston?” His reply was “None!” I rested my case. He believed we should be discouraging women from entering radiology residencies due to the job problems. I told him he was missing the point and he eventually became very supportive in the years following our discussion.

After my early involvement in AAWR and its newsletter in particular, it was time for other women to get involved and benefit as I did from the sharing of their experiences around the country. I followed my husband as we moved to California, Chicago, and then back to Houston, where I returned to Baylor College of Medicine. I received an ACR fellowship in 1999, and served as Councilor for the Texas Radiological Society for six years after. In 2000, my two sons completed their PHD’s in pharmaceutical chemistry and economics, my husband ended his early retirement and I dropped back to part time, which I have enjoyed. After a short, 21 week, first retirement in 2007, I am again working part time at Baylor. My part time schedule allows me to spend time with my family and visit my three grandsons in California.

A lot has changed since I started residency in 1971. My career in Radiology has been hard work. Keeping up with all the new technology, however, has made it interesting and challenging but still enjoyable. My husband's career with two major imaging companies has helped keep me informed about the latest modalities. Over the years, I have enjoyed developing many new friendships and contacts as well as watching how the young women now advance so early in their careers.

My father, Paul T. Meyers MD, was a radiologist and my inspiration to pursue a career in both medicine and radiology. My experience has been that even when the practice of radiology presented the most challenges and difficulties it has always been stimulating and wonderful. I am extremely grateful for the rewards of my career and my association with the AAWR.

Where am I now?

By Linda Fahr, MD, 1983 President of the AAWR

The AAWR T-Shirt

Thanks to the efforts of Meghan Blake, MD and a generous financial support from Ann M. Lewicki, MD, MPH, AAWR’s Historian, the AAWR signature T-shirt featuring the portrait of our role model Marie Sklodowska Curie is available for sale ($10/each) and is on display on our website. Please consider supporting the AAWR by adding this special T-shirt to your collection. Please contact the AAWR Office at admin@aawr.org to your order your shirt today.
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We invite the membership to share its ideas and expertise with all of us by submitting articles for future publication in the *Focus*.

**Editorial Deadlines**

March 1, 2009

June 1, 2009

September 1, 2009