



## FROM YOUR PRESIDENT

*Kimberly E. Applegate, MD, MS*

Dear fellow AAWR members,

I am honored to serve you as President in 2003. In 2002, we celebrated our 20<sup>th</sup> anniversary by acknowledging the success of our organization and the many accomplished women in radiology today. This special edition of the Focus celebrates our accomplishments and documents our past history. As you read it you will see that we have every reason to look ahead to a bright future!

Serendipity introduced me to the AAWR in 1990. As I walked past the AAWR booth at the RSNA annual meeting, I saw a black and white photograph of Marie Curie; I stopped to learn more. That is when the President of AAWR, Kay Shaffer, struck up a conversation with me. I have been involved in the AAWR ever since. The collegiality, challenges, advice, support, and friendship the AAWR provided has enriched me. The women I have met through AAWR are extraordinary, and I thank them for sharing their experiences.

Perhaps only to ourselves, we ask questions that are likely to be echoed in the minds of many other women in radiology today. How much longer can I keep up this pace? Is this job the best I can do? Should I work less? Should we move for a better job? Should we postpone starting a family until after our training? How can we find the best 'fit' and the right balance between professional and

personal goals? I believe that the AAWR can provide such information through literature, lectures, friendships, and committee work to help women achieve their goals. We all have ideas and experiences to share, and I invite you to do so through the AAWR.

Let me share with you another example of how a group of women changed their work environment for the better. In 1999, the Boston Globe published The MIT Report on Women, spurred by Nancy Hopkins, a tenured professor of science. Marginalization of women as they advanced in their careers was the most important descriptor of how gender bias occurred at this institution. Interestingly, the junior women believed that they were being treated fairly, while the senior women believed otherwise. They identified subtle, sometimes unconscious barriers. MIT suffered from a progressive decrease in the numbers of women from the undergraduate levels through graduate, post-doctoral and faculty positions in the science departments, a situation described as a 'leaky pipeline.' With the support of the Dean and the President, the women worked through a non-confrontational committee to address these issues. As she lectured on this subject throughout the country, Dr. Hopkins learned that many universities had similar gender issues. She emphasized the need to work with the administration to improve the status of women faculty. MIT established equity committees

*President Continued on page 2*

*Special  
20th  
Anniversary  
Edition*

1982-2002

in  
*focus*

From Your President.....	1
From the Editor.....	2
AAWR: The Past, Present and Future by Carol Rumack, MD, FACR	
The Early Years.....	3
The Present— Where Are We Now? .....	9
The Future.....	12

*President Continued from page 1*

for each department, chaired by senior women who had decreased teaching responsibilities and funding for their administrative roles. The MIT model serves to remind us that we can change the working environment to suit our needs and those of our families. As radiologists, we are fortunate to have economic and job stability, a variety of career opportunities and the ability to change our work environment to reflect our values. Most of today's women continue to carry the larger share of child-raising and home responsibilities. These are some reasons why women (and men) consider part-time employment or a departure from the traditional linear radiology career. Let us widen the box for women in radiology today. I look forward to the collaborations, creativity, and successes we will share.

I leave you with Max De Pree's philosophy of leadership:

Leadership is a condition of indebtedness.  
 Inclusive leaders perceive:  
 The space to be and become  
 The opportunity to serve  
 The gift of challenge  
 The gift of meaning

Kimberly Applegate, MD, MS  
 2003 President

\* \* \* \* \*

### ***From the Editor:***



Melissa L. Rosado de Christenson, MD, FACR  
 Co-Chair, Public Relations Committee  
 Editor, Focus

Throughout 2002 the Executive Committee and the members of the American Association for Women Radiologists (AAWR) celebrated the 20th anniversary of our organization. AAWR Past Presidents reflected on our history. Their remarks were captured in the pages of Focus and the AAWR website. The celebration culminated in a series of activities that took place during the 2002 annual meeting of the Radiological Society of North America in Chicago, IL. Carol M. Rumack, MD, the inaugural AAWR President was the featured speaker at the 2002 AAWR President's Luncheon. Dr. Rumack presented a retrospective journey through the twenty-year history of our organization. Her remarks provided the framework for this Special Twentieth Anniversary Edition of the Focus and will hopefully inspire future AAWR leaders and new members as we begin the next twenty years of our organization.



# AAWR: THE PAST, PRESENT AND FUTURE

Based on the 2002 AAWR President's Luncheon Presentation

By Carol M. Rumack, MD, FACR  
1982 AAWR President

## AAWR: The Early Years

The American Association for Women Radiologists was created 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. These meetings took place during the annual meetings of the Radiological Society of North America (RSNA) and the American Roentgen Ray Society (ARRS).



1982—The AAWR's First Officers. Pictured from left to right: Carol M. Rumack, President; Linda M. Fahr, Vice President; Katherine A. Shaffer, Secretary.

### Early AAWR Concerns

- Issues related to maternity and radiation exposure
- Balancing our duties both at home and at work
- Getting a job
- Getting promoted
- Becoming a partner
- Attaining professional skills such as negotiation, publication, presentation
- Achieving visibility and national recognition

They faced significant challenges both at work and at home. The founding members of the AAWR chose to find solutions for change instead of complaining about perceived injustices. They worked towards providing women radiologists, radiation oncologists and women in the related sciences with "their own voice" in

The inaugural AAWR leaders recognized that women radiologists consistently encountered barriers to their personal and professional success. Women in our specialty lacked visibility at the annual meetings and scientific assemblies of our professional organizations. They faced significant

organizational medicine. To this end, a steering committee composed of 25 women radiologists was assembled with the purpose of creating an independent organization to address our unique concerns.

### Steering Committee 1980, 1981

Elizabeth Alexander, MD	Anne G. Osborn, MD
Barbara L. Carter, MD	Helen C. Redman, MD
Sherrie Chatzkel, MD	Shelley Rosenbloom, MD
Patricia C. Davis, MD	Carol M. Rumack, MD
Wilma C. Diner, MD	Katherine A. Shaffer, MD
Joan Eliasoph, MD	Janice R. L. Smith, MD
Linda M. Fahr, MD	Marian Sonnenfeld, MD
Sandra K. Fernbach, MD	Rosalind H. Troupin, MD
L. Anne Hayman, MD	Kay H. Vydareny, MD
Cheryl S. Hicks, MD	Susan Weinberg, MD
Sandra Kirchner, MD	Nancy O. Whitley, MD
Ann M. Lewicki, MD	Ayn Woodruff, MD
Sally E. Mitchell, MD	

## Who helped the AAWR to begin its operations?



**Adele Swenson**, Executive Director of the RSNA from 1971 to 1985, provided advice and support to the early leadership of the AAWR. Ms. Swenson was uniquely qualified to help. Prior to working on behalf of the success of the AAWR, she had served as Executive Director of the River Trails Girl Scout

Council of southeastern Minnesota, worked with First Lady Eleanor Roosevelt, and worked towards enhancing the academic qualifications of women in government. Ms. Swenson together with the members of the RSNA Board assisted the AAWR leaders in the process of writing the society's by-laws, enacting the incorporation of the organization, and defining its structure. The RSNA Board was briefed on the need for this new organization and provided (and continues to provide) invaluable assistance and support.

*Additional information about Ms. Swenson can be found at [www.rsna.org](http://www.rsna.org)*



**Theodore A. Tristan, MD, FACR**, 1982 President of the Radiological Society of North America (RSNA) 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.*

**Our Male Colleagues.** 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.



**Ernest J. Ferris, MD, FACR**  
AAWR member since 1983

“In belonging to the AAWR, I support an organization, which I believe will at some point in time equalize women’s rights in medicine and particularly in academia.”

*Ferris EJ. Why I am a member of the AAWR. Focus 2001;21(2):5.*



## Our Concerns

During the last twenty years the AAWR addressed the concerns of many of its members through refresher courses and programs at the annual meetings of the ARRS and the RSNA as well as through various publications in medical journals.

## Maternity and Radiation Exposure

AAWR members authored a series of articles addressing this concern.



**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.*

- Uncomplicated pregnancy should not result in curtailment of normal professional activities.
- Maternity leave should vary with the medical circumstances
- There are many acceptable ways to deal with family and professional activities provided the interests and rights of all involved are taken into consideration.

*Manaster BJ, Hulen R. Pregnancy and maternity policies in radiology residencies: the 1993 survey of the American Association for Women Radiologists. Acad Radiol 1995;2:804-806.*

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.

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
- Insurance



Julie K. Timins, MD, FACR  
2003 AAWR Treasurer

*Timins JK. Radiation during pregnancy. N J Med 2001; 98: 29-33.*

Radiation exposure from diagnostic procedures performed on women during pregnancy will almost never result in fetal-absorbed doses capable of producing damage to the fetus unless multiple examinations are performed. A record of prenatal radionuclide dose and of technical factors of X-ray exposure should be kept in these patients to allow estimation of fetal dose.

### **Balancing our Roles at Home and at Work**



Linda M. Fahr, MD, FACR  
1983 AAWR President

In 1982, Linda M. Fahr, MD moderated the AAWR-sponsored Refresher Course at the RSNA: "Dual Career Marriages." The speakers were Brenda Solomon, MD, a Chicago psychoanalyst, Wende

Logan, MD, a mammographer mother of four children and wife of a pediatric allergist, Barry Rumack, MD and Carol Rumack, MD, a pediatrician and pediatric radiologist, parents of two, Renate Soulen, MD, an academic cardiovascular radiologist, mother of three, and her son Jeffrey Soulen, MD, a third year medical student.

The dual career marriage requires a constant search of equity for the two partners. The equilibrium between marriage and career must be constantly evaluated. Priorities may continually change within the marriage-career structure.

- Not all dual career couples opt for children.
- Time management is an essential skill for success.
- Career advancement may require moving.
- Women must overcome the need for perfectionism
- Couples must recognize the potential for differential growth of careers; one member may make temporary sacrifices on behalf of the other's career with the understanding that the reverse may happen in the future.
- Division of responsibilities within the marriage must be mutually satisfying.
- The needs of both children and parents must be addressed. A live-in care provider may be an invaluable asset.
- Meeting the needs of the children may result in less time for the couple and less time alone for each professional.
- Children of dual career marriages are not necessarily disadvantaged and may develop "life skills" and self-reliance earlier.

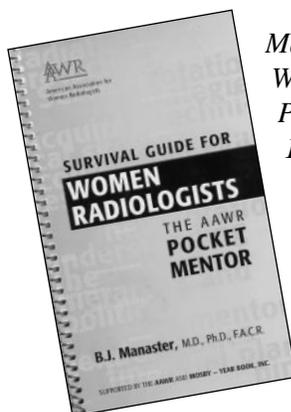
### **Pocket Mentor**



BJ Manaster, MD, PhD, FACR  
2003 AAWR ACR Councilor  
1996 AAWR President

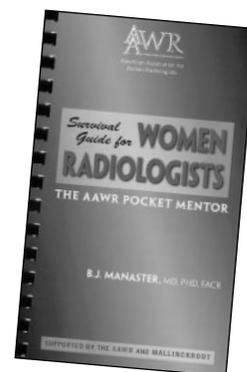
The Pocket Mentor provides guidance in addressing unique professional and personal challenges faced by women radiologists today. The wisdom and practical advice of 20 AAWR authors is presented in seven chapters:

- 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.



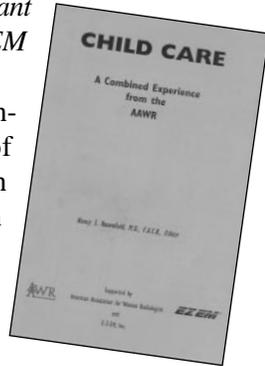
*Manaster BJ. Survival Guide for Women Radiologists: The AAWR Pocket Mentor. Second Edition. Houston: AAWR, 2002. Supported by a grant from Mallinckrodt.*

## Child Care Monograph



Nancy S. Rosen, MD, FACR  
1997 AAWR President

*Rosenfield, NS. Child Care: A Combined Experience from the AAWR. AAWR, 1997. Supported by a grant from the E-Z-EM Corporation.*



The Child Care monograph contains 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.

## Child Care at National Meetings



Kimberly E. Applegate, MD, MS,  
2003 AAWR President

Dr. Applegate, a successful academic radiologist and mother of three, pioneered AAWR's efforts to provide access to reliable childcare at our major 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.

## Our Workplace



Lynne S. Steinbach, MD, FACR  
1994 AAWR President

In 1993, Lynne S. Steinbach, MD, moderated the AAWR-sponsored Refresher Course at the RSNA: "Working toward Gender Equity in Radiology: Conceptualization, Barriers, and Strategies."

The panelists included Dr. Sharyn Lenhart, a clinical Psychiatrist at Harvard University, Dr. George Leopold, then Professor and Chair of the Department of Radiology at University of California - San Diego, and Dr. Murray Janower, who was Chair of the Department of Radiology at St. Vincent Hospital in Worcester Massachusetts and Chair of the ACR Human Resources Committee.

Dr. Lenhart defined gender bias, gender discrimination and sexual harassment. She described the practice of medicine as a hierarchy based on the male developmental model

and life cycle with training and advancement via mentorship. The relatively new and small female constituency must acquire special skills to work and succeed within this structure. Sex role stereotyping leads to perception of women as weak, supporting, flexible, emotional, attractive, empathic, communal and nurturing. These perceptions can be detrimental to the advancement of women. Micro-inequities include unconscious slights and invisibility problems, conscious slights and harassment, inequities in training or job recruitment and exploitation of women. As token minorities, women may receive a high level of visibility and scrutiny, causing many to either overachieve or maintain a low profile.

Dr. Leopold acknowledged that this is a significant problem for all radiologists. He expressed concern about the small numbers of women chairs of academic radiology departments. While this may reflect gender bias, it may also signify that women place importance on leading a balanced life and may not pursue administrative positions. He stressed the importance of mentoring and the creation of radiology departments in which interpersonal relations are based on sensitivity and respect.

Dr. Janower commented on the relatively small numbers of women in private practice in the state of Massachusetts. He found that women tended to find the academic centers more intellectually challenging while some private practitioners admitted their reluctance to hire women.

Department heads are institutional role models. Their support of the female and male physicians in the department is conducive to a comfortable and nurturing working environment for all.

## Getting Promoted

AAWR Past-Presidents disseminated information on promotion strategies to the membership through AAWR-sponsored refresher courses at the RSNA.



Patricia A. Randall, MD, FACR  
1987 AAWR President

Patricia Randall, MD, moderated the 1986 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 radiology at Parkland Hospital in Dallas, Texas; 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.

- Volunteer for committee work
- Work hard and be productive; committee chairs will remember your contribution and will often nominate you to higher offices in the organization



Melissa L. Rosado de Christenson, MD, FACR  
1998 AAWR President  
Co-Chair Public Relations Committee

Melissa Rosado de Christenson, MD, 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 two members each year to attend the American Association of Medical Colleges' Junior and Senior Women Faculty Professional Development Seminars. These two- to three-day seminars bring together women in academic medicine to attend a series of presentations and small group workshops designed to increase awareness of potential barriers to success in academic medicine and to highlight strategies for promotion.

### The Invisibility of Women

For many years, men moderated most scientific sessions at the 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 our societies. Some of these issues were addressed in the following article:



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.*

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. Women radiologists should be encouraged to play an active role in local state and national radiological societies.



## AAWR Solutions

### Mentoring

AAWR leaders introduced the concept of co-moderators of scientific sessions at the annual meetings of the radiological societies. The co-moderators provided significant assistance during refresher courses and scientific sessions. The co-moderator position afforded women radiologists and radiation oncologists enhanced visibility at the annual meetings of the RSNA and other radiological societies.

In 1981 the AAWR began sponsoring a refresher course at the annual meeting of the RSNA. The President-Elect of the AAWR works closely with the Chair of the RSNA Refresher Course Committee to present valuable educational programs to its members and all radiologists in attendance. The AAWR began sponsoring an instructional course during the annual meeting of the ARRS in 2001.

The AAWR encouraged its members and all women radiologists and radiation oncologists to present their work at the annual meetings and scientific assemblies of all radiological and subspecialty societies. Able women were recommended to serve on committees for all radiological societies.

### Networking

#### RSNA

##### *The AAWR Booth*

In 1981 the AAWR requested and received booth space at the annual meeting of the RSNA. RSNA provides a complimentary AAWR booth that offers a meeting place where AAWR members can network. The booth also serves as an invaluable tool to recruit new members and disseminate information to existing members-in-training and international members.



Members are greeted at the AAWR booth at the RSNA by volunteers: Julie Timins and Judy Amorosa.

### **The AAWR Luncheon Program**

There are three AAWR-sponsored luncheons during the annual meeting of the RSNA:

- The AAWR Annual Business Luncheon brings members together to elect officers, approve by-laws changes, and recognize the achievements of women radiologists and radiation oncologists.
- The AAWR Member-in-Training Luncheon provides a forum for the discussion of topics relevant to residents and fellows and a complimentary lunch.
- The AAWR President's Luncheon features guest speakers who present topics relevant to the general membership.

### **ARRS**

#### **The AAWR Booth**

The ARRS also supports the AAWR by providing complimentary booth space during its annual meeting.

#### **The AAWR Luncheon Program**

The AAWR holds an informal luncheon with a featured speaker during the annual meeting of the ARRS.

### **ACR**

The AAWR sponsors a luncheon during the annual meeting of the American College of Radiology (ACR) to honor and recognize those AAWR members who achieve ACR Fellowship each year. Each new ACR Fellow briefly describes her path towards Fellowship and the strategies she found useful.

### **SPR**

AAWR members have gathered at an AAWR-sponsored luncheon held during the annual meeting of the Society of Pediatric Radiologists (SPR) since 1990. During this informal meeting, AAWR leaders and members make informal presentations on effective strategies for success at work and at home.

### **ASTRO**

The AAWR has sponsored a luncheon for the benefit of women radiation oncologists who are AAWR members during the annual meeting of the American Society for Therapeutic Radiology and Oncology (ASTRO) since

1995. During this informal gathering AAWR/ASTRO members focus on mentoring residents and junior members, and informing them of the goals and mission of AAWR.

### **Recognition**

The AAWR recognizes the achievements and contributions of those individuals who support the success of women in our specialty. Annual awards are given during the AAWR Annual Business Luncheon at the RSNA.



Marie Skłodowska-Curie

#### **The AAWR Marie Skłodowska-Curie Award**

was inaugurated in 1986 to honor a person who has contributed significantly to advance the practice of radiology and the advancement of women in radiology each year. This award is named for one of the great scientific pioneers in radiology, a twice Nobel Laureate, who established that women could be scientists of the highest caliber and have a family life as well. The recipients of this award have influenced others by their teaching, clinical care and/or research, and leadership in radiology.

Marie Skłodowska-Curie Award Recipients:

- 1986 Lucy Frank Squire, MD
- 1987 Barbara Elizabeth Chick, MD
- 1988 Wilma C. Diner, MD
- 1989 Adele Swenson
- 1990 Eleanor Montague, MD
- 1991 Linda K. Olson, MD
- 1992 Mary Stuart Fisher, MD
- 1993 Florence C.H. Chu, MD
- 1994 Ann M. Lewicki, MD, MPH
- 1995 Anne G. Osborn, MD
- 1996 Ruth G. Ramsey, MD
- 1997 Anne C. Brower, MD
- 1998 Sarah S. Donaldson, MD
- 1999 Helen C. Redman, MD
- 2000 Kay H. Vydareny, MD
- 2001 Karen King-Wah Fu, MD
- 2002 Hedvig Hricak, MD, PhD



Hedvig Hricak receives the 2002 Marie Skłodowska-Curie Award.



Alice Ettinger

**The AAWR Alice Ettinger Award** was inaugurated in 1998 and is a lifetime achievement award that recognizes long-term contributions to radiology and to the AAWR. This award is named after a woman radiologist who was an outstanding clinician and a superb teacher. The recipients of this award have distinguished careers as mentors, teachers, and leaders in radiology, and have been dedicated supporters of the AAWR.

## Alice Ettinger Award Recipients:

1998 Ellann McCrory, MD  
 1999 Barbara Carter, MD  
 2000 Katherine A. Shaffer, MD  
 2001 Carol M. Rumack, MD

The **AAWR Distinguished Resident Awards** were inaugurated in 1990 to honor radiology and radiation oncology residents who have demonstrated outstanding efforts in clinical care, teaching, research and/or public service. In 1997 these awards were re-named the Lucy Frank Squire Distinguished Resident Award in Diagnostic Radiology and the Elearnor Montague Distinguished Resident Award in Radiation Oncology.

## AAWR: The Present—Where Are We Now?

### AAWR Members Who Serve or Have Served as Presidents of Radiological Societies

#### *American Board of Radiology*

Sarah S. Donaldson

#### *American Brachytherapy Society*

Beth A. Erickson  
 Karen King-Wah Fu

#### *American College of Radiology*

Valerie P. Jackson  
 Kay H. Vydareny

#### *American Roentgen Ray Society*

Theresa C. McLoud  
 Kay H. Vydareny

#### *American Skeletal Society*

Anne C. Brower  
 BJ Manaster

#### *American Society of Head and Neck Radiology*

Barbara L. Carter  
 Deborah L. Reede  
 Katherine A. Shaffer  
 Wendy R.K. Smoker

#### *American Society of Pediatric Neuroradiology*

Patricia C. Davis

#### *American Society of Neuroradiology*

Anne G. Osborn

#### *American Society of Therapeutic and Radiation Oncology*

Sarah S. Donaldson  
 Nora A. Janjan

#### *Association of Program Directors in Radiology*

Vijay Rao  
 Coralie Shaw  
 Janet L. Strife

#### *Association of University Radiologists*

Ella A. Kazerooni  
 Etta D. Pisano  
 William M. Thompson  
 Kay H. Vydareny

#### *North American Hyperthermia Society*

Penny K. Sneed

#### *North American Society for Cardiac Imaging*

Diana F. Guthaner  
 Ina L. Tonkin

#### *Radiological Society of North America*

Ernest J. Ferris  
 Peggy J. Fritzsche  
 Helen C. Redman

#### *Society for the Advancement of Women's Imaging*

Hedvig Hricak  
 Carol A. Hulka  
 Ellen B. Mendelson  
 Karen L. Reuter

#### *Society of Breast Imaging*

Valerie P. Jackson  
 Barbara S. Monsees

#### *Society of Chairmen of Academic Radiology Departments*

Ernest J. Ferris  
 Michael L. Manco-Johnson  
 William M. Thompson  
 James E. Youker

#### *Society of Computed Body Tomography and Magnetic Resonance*

John R. Haaga  
 Marilyn J. Siegel



1989 AAWR Executive Committee. Left to right: Drs. Shaffer, Fernbach, Fritzsche, McCrory, Vydareny, and Anderson.

#### *Society of Gastrointestinal Radiologists*

William M. Thompson

#### *Society of Interventional Radiologists*

Anne C. Roberts

#### *Society of Nuclear Medicine*

Naomi P. Alazraki

#### *Society of Pediatric Radiology*

Diane S. Babcock  
 Joanna J. Seibert  
 Janet L. Strife  
 Beverly P. Wood

#### *Society of Radiologists in Ultrasound*

Carol B. Benson  
 Faye C. Laing  
 Michael L. Manco-Johnson  
 Christopher R. B. Merritt

#### *Society of Thoracic Radiology*

Ernest J. Ferris  
 Ella A. Kazerooni  
 Theresa C. McLoud

#### *Society of Uroradiology*

Hedvig Hricak

#### *ACGME Residency Review Committee Chairs*

Sarah S. Donaldson  
 Colleen A. F. Lawton  
 Carol M. Rumack  
 Katherine A. Shaffer

Our members have distinguished themselves through service in many radiological organizations. It is our hope that this list is complete. However, if we have overlooked anyone, please contact us so all our members can be acknowledged on our web site.

**AAWR**

**Presidents**

1982 Carol M. Rumack  
 1983 Linda M. Fahr  
 1984 Kay H. Vydareny  
 1985 Gretchen A. Gooding  
 1986 Anita P. Friedman Price  
 1987 Patricia A. Randall  
 1988 Sandra K. Fernbach

1989 Dixie J. Anderson  
 1990 Peggy J. Fritzsche  
 1991 Cheryl S. Hicks  
 1992 Katherine A. Shaffer  
 1993 Karen L. Reuter  
 1994 Lynne S. Steinbach  
 1995 Judy M. Destouet  
 1996 BJ Manaster

1997 Nancy S. Rosen  
 1998 Melissa L. Rosado de Christenson  
 1999 Teresita L. Angtuaco  
 2000 M. Ines Boechat  
 2001 Ritsuko Komaki  
 2002 Kathleen A. Ward  
 2003 Kimberly E. Applegate

**AAWR Members: Highest National Recognitions**

The following AAWR members have received the highest recognitions awarded by national radiological societies:

*American Roentgen Ray Society Gold Medalists*

James E. Youker  
 Kay H. Vydareny  
 Nancy O. Whitley

*American Society of Therapeutic and Radiation Oncology Gold Medalists*

Sarah S. Donaldson  
 Karen King-Wah Fu

*Radiological Society of North America Gold Medalists*

Ernest J. Ferris  
 Helen C. Redman  
 James E. Youker

**AAWR and Radiation Oncology**

While the majority of AAWR members are diagnostic radiologists, AAWR continues to work towards recruitment and promotion of all women in our specialty including radiologists, radiation oncologists and professionals in the related sciences. Radiation oncologists who are AAWR members may avail themselves of opportunities for networking during the annual AAWR luncheon held during the ASTRO meeting. The AAWR leadership has been recently enhanced through the participation of prominent radiation oncologists.



Ritsuko Komaki, MD, FACR, was the first radiation oncologist to serve as AAWR President in 2001.



Nancy A. Ellerbroek, MD, FACR, serves as the 2003 AAWR Secretary.

We all look forward to seeing increasing numbers of radiation oncologists in AAWR leadership positions.

**Current AAWR Activities in support of Women in Radiology, Radiation Oncology and Related Fields**



Katarzyna J. Macura, MD, PhD  
 Webmaster  
 Co-Chair Public Relations Committee

**The AAWR Web Site:** [www.aawr.org](http://www.aawr.org) - the web site promotes visibility and communication among members. A new navigational system has been implemented to allow consistent display of the growing number of AAWR Web pages and more user-friendly interactions.





**The AAWR Focus** - the quarterly newsletter promotes dissemination of information and communication among members. It features a quarterly letter from the AAWR President, articles with relevant information on strategies for success at home and in the workplace, kudos and plaudits recognizing the accomplishments of our members, a calendar of events, lectures, workshops and presentations at the annual meetings, and job listings.

## 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.

## 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.

## 2003 AAWR Programs

### **American Roentgen Ray Society (ARRS), San Diego, CA AAWR Luncheon**

Date: Tuesday, May 6  
Topic: Pregnancy and Medical Radiation  
Speaker: Julie K. Timins, MD, FACR

### **ARRS/AAWR Refresher Course**

Date: Wednesday, May 7  
Topic: Balancing Career and Family: Work Strategies for Radiologists  
Speakers: Panel discussion organized by Jocelyn Chertoff, MD, and Ewa Kuligowska, MD, FACR

### **Society for Pediatric Radiology (SPR), San Francisco, CA AAWR Luncheon**

Date: Thursday, May 8  
Topic: Professional Fulfillment and Successful Home Management  
Speakers: Panel discussion organized by Carol Rumack, MD, FACR

### **American Society for Therapeutic Radiology and Oncology (ASTRO), October 19-23, 2003, Salt Lake City, Utah AAWR Luncheon** – Date and Program TBD

### **Radiological Society of North America (RSNA), Chicago, IL AAWR Business Luncheon**

Date: Monday, December 1  
Topic: Award Presentations

### **RSNA/AAWR Refresher Course**

Date: Tuesday, December 2  
Topic: Encouraging the Advancement of Women  
Speaker: Janet Bickel, Assoc. VP of Institutional Development and Planning and Director of Women's Programs, AAMC, Washington, D.C.

### **AAWR Residents' Luncheon**

Date: Tuesday, December 2  
Topic: The Significance of Negotiation in Academic Careers  
Speaker: Dr. Phyllis L. Carr, Dean of Student Affairs  
Boston University School of Medicine

### **AAWR President's Luncheon**

Date: Wednesday, December 3  
Topic: Dual Careers in the Family: Sacrifice and Success  
Speaker: Dr. Wendy Levinson, Past President of SGIM  
Chief of General Internal Medicine  
University of Toronto

## Visibility and Leadership

AAWR officers represent our members 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 (BJ Manaster) and an ACR Alternate Councilor (Jocelyn Chertoff). Carol Rumack is an ACR Chancellor and Chair of the Ultrasound Commission. Valerie Jackson is President. 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 Imaging, NIBIB, that began in 2002. The new institute was funded at \$280 M for the next fiscal year. Carol Rumack is the AAWR representative on the ARR Board of Directors.

The AAWR Executive Committee instituted an ad hoc committee, the Committee to Promote the Appointment of Women to National Committees, 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.



## AAWR: The Future

There are those who would argue that we no longer need an organization like the AAWR, while others maintain that our organization is needed now more than ever. In spite of the large numbers of women trainees in radiology and radiation oncology, there are relatively few women who achieve the rank of full professor or the position of department chair. There are currently only four women chairs of academic radiology departments (two are AAWR members): Hedvig Hricak at Memorial Sloan Kettering, Laurie Fajardo at the University of Iowa, Vijay M. Rao at Thomas Jefferson University, and Ann S. Fulcher at the Medical College of Virginia.

There are still concerns as to whether women in radiology and radiation oncology receive equal pay when compared to their male colleagues.

The AAWR continues to look for ways to promote women. Several questions persist:

- What do women need to succeed today?
- Will we ever move beyond hearing that one of our members has become “The first woman ...”
- Who will lead the AAWR during the next twenty years?
- How will we recruit new AAWR members so they can work together towards supporting the advancement of women and ultimately of all the members of our specialty?

### Women in Medicine: The Numbers

42% of US Medical Students  
 34% of US Residents  
 26% of US Medical School Full-time Faculty  
 And yet ...

- less than 10% are full professors
- 150 US women chair medical school academic departments
- 5 US women serve as medical school deans

## AAWR: International Outreach



Ewa Kuligowska, MD, FACR  
2003 AAWR President-Elect

In 2001 through the efforts of Ewa Kuligowska, AAWR established criteria for international membership; women radiologists from other countries who are board certified or possess their country's equivalent qualification are eligible. AAWR promotes the professional development of our foreign colleagues by facilitating participation in visiting professorships, mini-fellowships, and medical student electives. The International Committee has raised over \$8,000 in support of these activities.

## AAWR: A 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

## AAWR: A Forum for Women's Career Issues

AAWR-sponsored courses must help women succeed both in private practice and academic radiology through education in:

- Negotiation skills
- Understanding contracts
- Issues related to part-time employment

## AAWR: Visibility and Leadership Opportunities for Women

Service in our committees:

- Is an outstanding learning experience
- Increases our visibility
- Broadens our professional networks
- Demonstrates women's potential for further service and leadership in other radiological organizations

## AAWR: A 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.

## AAWR: A New Partnership— The Journal of Women's Imaging



Marcia Javitt and M. Ines Boechat. Dr. Boechat holds an issue of the *Journal of Women's Imaging*, edited by Marcia Javitt, MD

M. Ines Boechat, MD, FACR, 2000 AAWR President, established a unique relationship between our organization and *The Journal of Women's Imaging*. The *Journal* now provides an additional avenue for communication that allows us to voice issues specifically related to women's health as well as their professional advancement.

## AAWR: The Virtual Network

The AAWR website gives us a means to communicate with each other.

The list serve option allows us to get to know a national network of our colleagues. These women practice radiology, radiation oncology and the related specialties with our same constraints and opportunities at home and at work.

## How do we build a strong AAWR to support Women?

- Sustain membership so we can afford to create more opportunities for women
- Build even stronger programs for women to help hone their professional skills
- Mentoring handbook for women in private practice
- Mentoring handbook for women in academics
- Mentoring handbook for part-time employment

## How Do We Continue to Broaden Our AAWR Leadership?

- Add a Chair of the Board position for continued strategic planning ideally filled by the immediate Past President, who is extremely knowledgeable about AAWR issues and would have the vision to plan for the future
- Strengthen the degree and ease of committee involvement
  - Charge committees to fulfill a specific goal each year.
  - Groom a pool of gifted leaders and successors
  - Involve more women in committees and establish task forces as ad hoc issues arise to focus their work
- Increase links with organized radiology

**AAWR Leaders Required Reading**

**Hesselbein on Leadership.** Frances Hesselbein was chair and founding president of the Drucker Foundation. She was also CEO of the Girl Scouts of the USA. This small book from Josey-Bass publishers provides outstanding instruction and guidance on leadership and organizations.

**Keeping Abreast of Trends that Affect Us**

Shortages in radiology human resources have created:

- Stress to do more with less each day
- Opportunities for part-time employment for those members who prefer to work part-time
- The growth of women's health as a desired specialty with patients who may increasingly request women practitioners

**AAWR: The Next Twenty Years**

The AAWR drafted its Mission Statement and Strategic Plan in September of 1998

**Mission Statement:**

To provide a forum for issues unique to women in radiology, radiation oncology and related professions; to sponsor programs that promote opportunities for women; and to facilitate communication among members and other professionals.

Or simply put.. "To help women in radiology to be successful at work and at home"

We look forward to working with you toward the fulfillment of the AAWR mission.

**Corporate Partners**

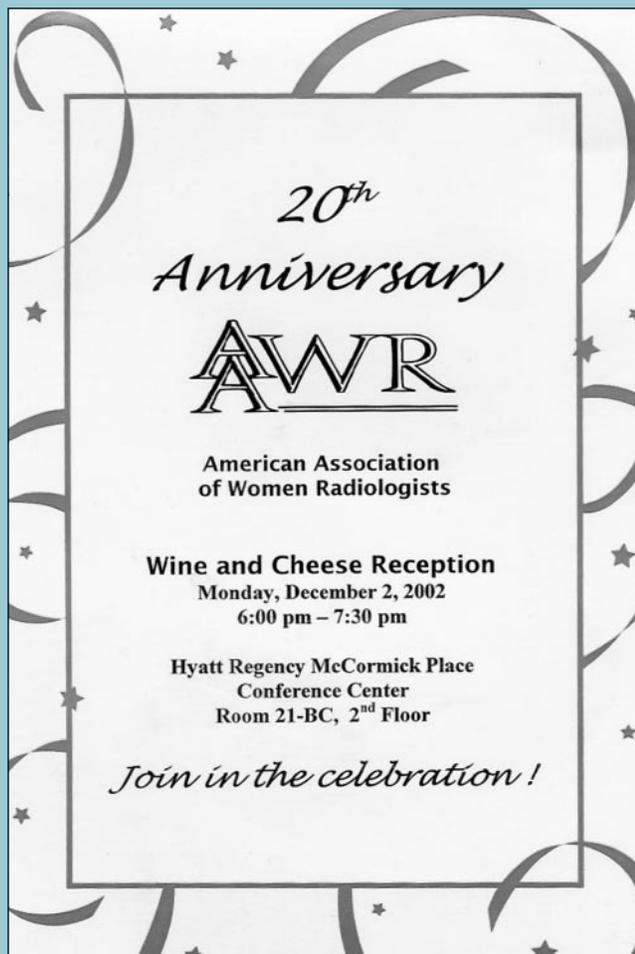
During the past 20 years the AAWR has had the good fortune to have the support of many Corporate Partners, and we would like to acknowledge their contributions to the development and promotion of the AAWR. From our earliest supporter, DuPont Medical Division, who provided funding for the newsletter and membership directory in the early years, to our most recent supporter, RITA Medical Systems, who is sponsoring an International Fellowship in 2003, our Corporate Partners have provided valuable support that has enabled the leadership of the AAWR to develop, sustain and expand the various AAWR programs. The following companies have been generous supporters of the AAWR and we thank you!

3M Medical Imaging  
A.L.I. Technologies, Inc.  
Acuson  
Advanced Technology Laboratories  
AGFA HealthCare  
Aloka  
AMGEN  
Avalon Networks  
Berlex Imaging  
Bracco Diagnostics  
Bristol-Meyers Squibb  
Cemax-Icon, Inc.  
Cone Instruments

Cook, Inc.  
DuPont  
E.M. Parker Co.  
Eastman Kodak Company  
Ethicon Endo-Surgery  
E-Z-EM, Inc.  
Fujifilm Medical Systems, Inc.  
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Picker International  
RITA Medical Systems  
Sanofi Winthrop Pharmaceuticals  
Sanso-Luthi, Ltd  
Shimadzu Medical Systems  
Siemens Medical Systems Inc.  
Squibb Pharmaceuticals  
Standard Security Life Insurance  
Sterling Diagnostic Imaging  
Target Therapeutics  
Ultrasound Technical Services  
Varian  
Victoreen, Inc.

## Our First Twenty Years: A Celebration



*Invitation to the Twentieth Anniversary Reception*



*AAWR Past Presidents attend the celebration*  
Front Row: Lynne S. Steinbach, Carol M. Rumack, Katherine A. Shaffer, Karen L. Reuter. Back Row: M. Ines Boechat, Kathleen A. Ward, Ritsuko Komaki, Teresita L. Angtuaco, Melissa L. Rosado de Christenson



*Members in Training (our future) attend the celebration*  
Loris F. Cedeno from Webster, NY; Monica Banuelos from Guadalajara, Mexico, and Jane Lyon from Camden, NJ



*Carol and Barry Rumack attend the celebration*



*Janet L. Strife welcomes guests*



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Articles for consideration for publication in the *Focus* can  
be submitted to the address above.

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**Editor**

Melissa L. Rosado de Christenson, MD, FACR

I invite the membership to share its ideas and expertise with all of us by  
submitting articles for future publication in the *Focus*

**Editorial Deadlines**

June 1, 2003  
September 1, 2003  
December 1, 2003  
February 1, 2004