Dear fellow AAWR members,

I am honored to serve you as President in 2003. In 2002, we celebrated our 20th 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
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.
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).

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 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 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.

<table>
<thead>
<tr>
<th>Steering Committee 1980, 1981</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elizabeth Alexander, MD</td>
</tr>
<tr>
<td>Barbara L. Carter, MD</td>
</tr>
<tr>
<td>Sherrie Chatzkel, MD</td>
</tr>
<tr>
<td>Patricia C. Davis, MD</td>
</tr>
<tr>
<td>Wilma C. Diner, MD</td>
</tr>
<tr>
<td>Joan Eliasoph, MD</td>
</tr>
<tr>
<td>Linda M. Fahr, MD</td>
</tr>
<tr>
<td>Sandra K. Fernbach, MD</td>
</tr>
<tr>
<td>L. Anne Hayman, MD</td>
</tr>
<tr>
<td>Cheryl S. Hicks, MD</td>
</tr>
<tr>
<td>Sandra Kirchner, MD</td>
</tr>
<tr>
<td>Ann M. Lewicki, MD</td>
</tr>
</tbody>
</table>

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
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.


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.*

**Maternity and Radiation Exposure**

AAWR members authored a series of articles addressing this concern.

Sandra K. Fernbach, MD, FACR
1988 AAWR President


- 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.


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

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.
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

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.

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


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.
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 ASTRO 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.

The AAWR Marie Sklodowska-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 Sklodowska-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

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

Hedvig Hricak receives the 2002 Marie Sklodowska-Curie Award.
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 Eleanor 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. Reed
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 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 website.
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 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 - 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

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
<th>Topic</th>
<th>Speaker</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>American Roentgen Ray Society (ARRS), San Diego, CA</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>AAWR Luncheon</strong></td>
<td>Tuesday, May 6</td>
<td>Pregnancy and Medical Radiation</td>
<td>Julie K. Timins, MD, FACR</td>
<td></td>
</tr>
<tr>
<td><strong>ARRS/AAWR Refresher Course</strong></td>
<td>Wednesday, May 7</td>
<td>Balancing Career and Family: Work Strategies for Radiologists</td>
<td>Jocelyn Chertoff, MD, and Ewa Kuligowska, MD, FACR</td>
<td></td>
</tr>
<tr>
<td><strong>Society for Pediatric Radiology (SPR), San Francisco, CA</strong></td>
<td>Thursday, May 8</td>
<td>Professional Fulfillment and Successful Home Management</td>
<td>Carol Rumack, MD, FACR</td>
<td></td>
</tr>
<tr>
<td><strong>AAWR Luncheon</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>American Society for Therapeutic Radiology and Oncology (ASTRO)</strong></td>
<td>October 19-23, 2003</td>
<td>Salt Lake City, Utah</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>AAWR Luncheon</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Radiological Society of North America (RSNA), Chicago, IL</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>AAWR Business Luncheon</strong></td>
<td>Monday, December 1</td>
<td>Award Presentations</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>RSNA/AAWR Refresher Course</strong></td>
<td>Tuesday, December 2</td>
<td>Encouraging the Advancement of Women</td>
<td>Janet Bickel, Assoc. VP of Institutional Development and Planning and Director of Women's Programs, AAMC, Washington, D.C.</td>
<td></td>
</tr>
<tr>
<td><strong>AAWR Residents’ Luncheon</strong></td>
<td>Tuesday, December 2</td>
<td>The Significance of Negotiation in Academic Careers</td>
<td>Dr. Phyllis L. Carr, Dean of Student Affairs Boston University School of Medicine</td>
<td></td>
</tr>
<tr>
<td><strong>AAWR President’s Luncheon</strong></td>
<td>Wednesday, December 3</td>
<td>Dual Careers in the Family: Sacrifice and Success</td>
<td>Dr. Wendy Levinson, Past President of SGIM Chief of General Internal Medicine University of Toronto</td>
<td></td>
</tr>
</tbody>
</table>
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

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                      | Cook, Inc.               |
| A.L.I. Technologies, Inc.              | DuPont                  |
| Acuson                                 | E.M. Parker Co.          |
| Advanced Technology Laboratories       | Eastman Kodak Company   |
| AGFA HealthCare                        | Ethicon Endo-Surgery     |
| Aloka                                  | E-Z-EM, Inc.            |
| AMGEN                                  | Fujifilm Medical Systems, Inc. |
| Avalon Networks                        | General Electric Medical Systems |
| Berlex Imaging                         | Gammex RMI              |
| Bracco Diagnostics                     | GIG Medical Advances    |
| Bristol-Meyers Squibb                  | Instrumentarium Imaging |
| Cemax-Icon, Inc.                       | Introgen Therapeutics   |
| Cone Instruments                       | Johnson & Johnson       |

Corporate Partners

Lanier Corporation
Lawrence D. Share Co., Inc.
Lorad Corporation
Mallinckrodt
Medi-tech/Boston Scientific
Mitsubishi International
Mosby Publications
Nuclear Associates
Nucletron Corporation
Nycomed – Amersham
Philips Ultrasound
Picker International
RITA Medical Systems
Sanofi Winthrop Pharmaceuticals
Sanoft-Lothi, 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

AAWR Past Presidents attend the celebration

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
You can reach us at

AAWR
4550 Post Oak Place, Suite 342
Houston, TX 77027
Phone (713) 623-8335
Fax (713) 960-0488
E-mail: aawr@meetingmanagers.com
Website: www.aawr.org

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

Focus is published four times a year by the American Association for Women Radiologists (AAWR) for the benefit of its membership

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