



WINTER/SPRING 2008

focus

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FROM YOUR PRESIDENT

Etta D. Pisano, MD, FACR

Dear Fellow Women Radiologists:

I write today as the new President of the American Association for Women Radiologists to tell you about our organization's main focus for 2008 – salary equity for women radiologists.

The factors underlying salary discrepancies are quite complex. Factors that affect compensation include subspecialty of practice, hours worked, time off for family responsibilities, acceptance of extra non-clinical burdens and desire for flexibility. All of these factors can reduce compensation for radiologists, though women radiologists may be disproportionately affected by them.

A breast imager or pediatric radiologist will not (in general) be paid as much as a neuroradiologist or interventionalist. A part-timer, or someone who takes less than full call, will make less than a full-timer with full call. Those who take significant time off for childbearing or elder care will lag in compensation relative to those who do not. Those who agree to lead practice groups or become chairs will receive extra compensation compared with those who do not. For those in academic departments, some leadership positions may not include salary supplements, so radiologists who put in time for teaching activities may not see their salaries rise on par with those who exercise other leadership opportunities.

In addition, there is lots of evidence that women are not as tough negotiators as men. So, small differences in salary at the beginning of a career increase over time as this factor may annually affect com-

pensation. So, what can the AAWR do to help our members to address this issue in their own lives?

Under the leadership of the AAWR Executive Committee, and in particular Salary Equity Committee Chair Ines Boechat and President-Elect Lynn Fordham, we plan the following activities during 2008:

- A workshop on negotiation skills open to our members at one of our AAWR luncheons at RSNA;
- Advocacy for data collection and publication of compensation data by gender by the Association of American Medical Colleges and the American College of Radiology, who already study compensation of radiologists;
- The development of a repository of data on this topic for use by our members to help them in their own negotiations; and,
- The distribution of a tool (a statistical model) for member radiologists to use that will allow them to assess the compensation distribution of their own practice settings.

This issue has been of major interest to me since I began my own career in radiology. I hope that our members will find great value in these efforts by our organization in 2008.

I look forward to hearing from many of you as I serve this year as your President.

Warmest regards,

Etta D. Pisano, MD, FACR
President of AAWR

in *focus*

From Your President1

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A Glance at the AAWR Activities during the 2007 RSNA Annual Meeting

Photographs by: Ann M. Lewicki, MD, MPH, Katarzyna Macura, MD, PhD and Lindsey Williford



AAWR Booth



Dr. Judy Amorosa ('07 President) (left) and Dr. Atlabi (right) of Nigeria



Dr. Jane Wang (left), 2007 AAWR MIT Award for Outstanding RSNA Presentation in Diagnostic Radiology and Dr. Yvonne Lui (right), 2007 AAWR Seed Grant recipient.

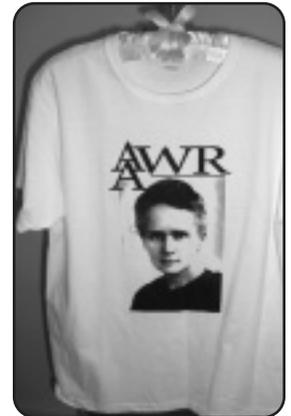
The AAWR thanks those members that volunteered their time and efforts to staff its booth at the 2007 annual meeting of the Radiological Society of North America.

2007 RSNA Booth Volunteers

Dr. Nancy Ellerbroek
Dr. Lynn Fordham
Dr. Ewa Kuligowska
Dr. Ann Lewicki
Dr. Ellen Wolf

A New AAWR T-Shirt

Thanks to the efforts of Meghan Blake, MD, AAWR's Associate Editor of Focus and generous financial support from Ann M. Lewicki, MD, MPH, AAWR's Historian, the AAWR signature T-shirt featuring the portrait of our role model Marie Sklodowska Curie is available for sale (\$10) and is on display on our website. Please consider supporting the AAWR by adding this special T-shirt to your collection. Please contact the AAWR office for more information or to place an order.



Visit the AAWR Bookstore and Support the AAWR!

Take a moment to visit the AAWR Bookstore at our website www.aawr.org! The book selection is based on the Radiology Bibliography from the AAWR Survival Guide for Women Radiologists "The AAWR Pocket Mentor" and also includes authors who are AAWR members. Review the listing. If you find a title that is of interest to you, make the selection and you will be directed to the *Amazon.com* website to complete the purchase. For every book sold through a direct referral from the AAWR web site, our society can earn up to 15% in referral fees with no extra cost to you.

Thank you for helping AAWR to increase its revenues in order to better serve our members.

Dr. Ellen Wolf, the 2007 AAWR Alice Ettinger Award Recipient



Dr. Ellen Wolf (right) receiving the 2007 AAWR Alice Ettinger Award.

Photograph by: Ann M. Lewicki, MD, MPH, FACR

Dr. Ellen Wolf, professor of Clinical Radiology at Montefiore Medical Center/Albert Einstein College of Medicine, Vice Chief of the Department of Radiology and Chief of Gastrointestinal Radiology, has received the AAWR Alice Ettinger Award at its Annual meeting held in Chicago during the 2007 RSNA convention.

Extremely honored and inspired upon receiving the Award, she said; "I am truly honored to have received the Alice Ettinger Award from AAWR, especially since one of Dr. Ettinger's many achievements was

launching modern Gastrointestinal Radiology in the United States. The AAWR has been a great support to me and women in Radiology over the years. It has been inspirational for me to meet and form friendships with so many incredibly accomplished women, not only in their professional careers but in all aspects of their lives. I've learned how important it is to help one another and mentor our junior members - two of the important missions of the AAWR. It has been rewarding to see the growth of the society and the progress that we have made in promoting the advancement of women both professionally and personally. I hope that I can represent the AAWR and the memory of Alice Ettinger by trying to uphold the missions of the society."

Dr. Frieda Feldman, MD, one of the AAWR members and colleagues of Dr. Wolf who was instrumental in nominating her, stated:

"Knowing and working with Dr. Ellen Wolf for many years affords me particular insight into the professional and personal qualifications that make her doubly deserving of the 2007 Alice Ettinger Distinguished Achievement Award. Her teaching abilities have been long recognized locally, nationally and internationally, while her many significant contributions to the literature are too numerous to mention in this small allotted space.

However, more directly related to her current AAWR reward have been her tireless efforts toward the advancement of women in Radiology with much of that effort unsung and unbeknownst to a wide range of recipients including medical students, residents and colleagues. Dr. Wolf not only personifies Dr. Ettinger as a dedicated teacher, but like her, Ellen continues to inspire others in following the path they both devoted to paving."

Following the graduation from the Mt. Sinai School of Medicine, Dr. Ellen Wolf completed her residency training in Columbia Presbyterian and Allen Pavilion Johns Hopkins Medical Center in Radiology. She specializes in gastrointestinal Radiology. She has been a member of AAWR since 1986 and has served in number of critical positions in the Association. Currently, she chairs the Commercial Support Committee and the Committee to Promote the Advancement of Women in Radiology, which she was also a member of in 2001.

AAWR 2007 Marie Sklodowska-Curie Award

By: Katherine A. Shaffer, MD, FACR

I was amazed when I received notification from the AAWR that I would receive the Marie Sklodowska-Curie Award this year. The AAWR has been the most important organization in my professional career, because without it I would not have been inspired by many other women to seek involvement in other organizations (including the American College of Radiology, the Radiological Society of North America, the American Society of Head and Neck Radiology, the American Medical Association, and the Residency Review Committee of the Accreditation Council for Graduate Medical Education) which led to my getting the award. Being involved in the formative years of the AAWR was a special experience, and we could see progress for involvement of women in major radiology

organizations as the AAWR was recognized as a national organization. Many of the initial concerns addressed by the AAWR (salary equity, pregnancy, maternity leave, safety issues) have become less important over the years, thanks to work by the Organization. Of course, an award like this does not come without support of many others, both professionally and personally. I'm pleased that my chairman and chief of diagnostic radiology (Drs. James Youker and Bill Carrera) both were supportive of my work and became AAWR members.



Dr. Shaffer (left) receiving the 2007 AAWR Marie Sklodowska-Curie Award after Dr. Gonyo (right) gave her nomination speech.

Photograph by: Kataryzna Macura, MD, PhD

As I begin to slow down in my career, I will continue to support the AAWR and its efforts, including the Research and Education Foundation. I always mention the AAWR to women residency applicants (and they always seem interested). The organization is on a strong foundation and has outstanding leadership to provide support for women radiologists in the next decades.

"It is because of Dr. Shaffer's body of clinical and scientific work and dedication to the improvement and promotion of our specialty and the profession of medicine that I could think of no one more deserving of the

Marie Curie Award continued on page 4

Marie Curie Award*continued from page 3*

2007 Marie Curie Award from the American Association for Women Radiologists," commented Dr. Mary Beth Gonyo in her nomination speech.

About the author:

Katherine A. Shaffer, M. D., FACR, is currently a Professor of Radiology at the Medical College of Wisconsin. She has devoted much of her passion, effort and time to promote women in Radiology. She is a founding member and 1992 president of the AAWR, serving on numerous committees for the Association. Among the numerous contributions and awards she had are the American Society of Head and Neck Radiology Gold Medal in 2003 and the AAWR Alice Ettinger Award in 2000.

Dr. Shaffer attended DePauw University, in Indiana, where she graduated Phi Beta Kappa. She then attended the University of Michigan Medical School, in Ann Arbor. After graduating from Michigan, Dr. Shaffer completed her residency in radiology at the Medical College of Virginia, Richmond. She became board certified in diagnostic radiology and joined the staff of the Medical College of Wisconsin to do head and neck radiology, as well as breast imaging. In 1992, Dr. Shaffer achieved the rank of full professor.

During her long and distinguished academic career, she has served on numerous committees locally, statewide and internationally. She is a fellow of the American College of Radiology and represented the ASHNR and the AAWR on the Intersociety Commission of the College. Within the Medical College of Wisconsin community, Kay has also served as chair of the Women's Faculty Council and the Nominating Committee.



Practicing Radiology as a Woman in Korea

by Hak Hee Kim, M.D.

HISTORY OF WOMEN DOCTORS IN KOREA

The Korean Medical Women's Association

The Korean Medical Women's Association was established in January, 1956, in order to encourage education, research and scholarship for women practicing in Korea. The activities of this association include monthly meetings, announcements regarding association activities, educational functions for young women doctors, community service, and cultural activities. We also participate in Medical Women's International Association. Our slogan is "to the future, to the world". Our future plans include training women medical doctors in developing countries and establishing a medical network between South and North Korea in near future.

Statistical Data of Korean Women Doctors

As of December 2006, the total number of registered physicians in Korea was 71,940, of which 20% were women. Around 28% of women have opened their own private clinics, and another 28% work as doctors in institutions, 11% in universities, 12% in hospitals, and 5% in local clinics. Around 29% of women doctors are residents. Nearly 50% of medical students are women.

Among Korean women physicians, 27% specialize in pediatric, 20% in obstetrics and gynecology, 13% in family medicine, 12% in internal medicine, and 3% in ophthalmology, anesthesiology, and radiology, respectively. Regional distribution of Korean women doctors shows a concentration in the capital of Seoul with 51%, and an ongoing shortage of doctors in the urban area.

Age distribution is pyramidal, demonstrating a steady increase in the number of women physicians in the last 10 years, with 27% under 30 years of age, 21% between 30 and 34, 20% between 35 and 39, 15% between 40 and 44, and 7% between 45 and 49. It is anticipated that the number of women physicians will surpass the number of men in the near future. Women doctors working in universities and large hospitals are mostly in their 30s and 40s, while more senior women doctors work for smaller clinics or in their own clinics.

KOREAN WOMEN IN RADIOLOGY

Women Radiologists

Although the first X-ray equipment was introduced into Korea in 1911, the Korean Radiological Society (KRS) was started in 1932. Formal establishment of the organization really occurred in 1945 after the end of the World War II. The first radiologist was trained in 1955. The KRS has 2,700 members with 476 residents in training as of March 2007.

The first Korean women radiologist was Dr. Ae Kyung Jung, who was board certified in 1961. The first prominent women radiologist was Dr. Chang Yoon Park, who passed the American Board of Radiology certification examination in 1958. Dr. Park later became the first woman president of the KRS in 1980. However, of the 46 successive presidents of this society, there were only 2 women.

The number of radiologists increased rapidly in the '80s, mainly due to the increased demand for radiological services with the introduction of ultrasound,

CT and MRI. The number of women radiologists also increased in the '90s, especially as women doctors' preference for radiology increased relative to other specialties. Radiology is becoming more popular in recent years and has attracted many talented women.

Of all women radiologists, 35% are working for universities, 34% for hospitals, 8% for private clinics, and 4% for fellows. This compares to the distribution of male radiologists with 30% working for universities, 32% for hospitals and 15% for private clinics, and 4% for fellows. Noticeably, there are fewer women working in private clinics compared to men.

As of 2007, there are total of 2,700 radiologists, of which 895 are women. This is around 33%, which is relatively high, considering that only 20% of all doctors are women.

There are a total 476 residents in radiology and 54% of these are women.

Looking at the field of subspecialties, breast and pediatric radiology has the highest female to male ratio with more than 50% women. This is followed by genitourinary radiology and chest radiology. On the other hand, there are hardly any women in interventional radiology, only 3 out of 158, and in neuro-interventional radiology, only 2 out of 85. Women doctors are often preferred by female patients for breast imaging, while physically-demanding and procedures with risk of high-radiation exposure such as interventional or neuro-interventional radiology may deter women doctors.

The Korean Society of Breast Imaging

The Korean Society of Breast Imaging was established in 1992 with 60 members, and now the membership has grown to 430, of which more than 50% are women. The first president of the society was Professor Ki Keun Oh and of the 5 successive presidents, 4 were women.

The society has monthly meetings, yearly subspecialty conferences, yearly symposia for trainees, and categorical courses at the annual KRS meeting. Furthermore, the KSBI has played an important role in the Korean Institute for Accreditation of Medical Imaging for MQSA, and the Korean Society for Breast Screening. The KSBI has also hosted international meetings, namely the International Conference on the Ultrasound Examination of the Breast (ICUEB) in 1999, and the International Breast Ultrasound School (IBUS) in 2006. Professor Oh has been elected president of the next international meeting.

The KSBI have invited world famous radiologists and specialists to our meetings. Members of the KSBI have actively participated in international meetings as members, presenters, invited speakers, chairs, or faculty, and they are active reviewers for international radiological journals.

Survey among Women Radiologists

Recently, we have carried out a 5-question survey asking about the advantages and disadvantages of being a Korean radiologist. There were 64 respondents including 21 university hospital faculties, 20 residents, 10 fellows, 9 radiologist employees and 4 owners of private clinics.

The result of the survey showed that the risk of radiation exposure during pregnancy was considered a disadvantage on top of the list by 29% of women surveyed. In addition, the burden of pregnancy, housework and raising children (by 25%) and inferiority in physical strength, especially in the field of intervention (by 8%) were considered disadvantages for women radiologists. There were 6% women reported that unfair prejudice against women when they were employed. However, 8% saw no disadvantage for women radiologists.

On the other hand, flexible working hours, fewer emergencies, less over-time and less responsibility for in-patients were advantages for women (by 27%). Nearly 20% responders believed that women radiologists were more understanding and comforting to women and children. Among the women surveyed, taking a crucial role in the diagnosis and treatment of patients and the preference of women doctors by patients were considered the most rewarding moments by 47% and 35% of women, respectively.

Sixty percent of the respondents wanted to work full-time while 40% wanted part-time. Over 57% wanted an academic job, 36% were happy to be paid employees, and only 7% wanted their own private clinics. Others like to work at home with tailor-made time job.

The advice from respondents to junior colleagues were to continue training and updates to their knowledge so they can become the best in their field (36%), not to fall behind male radiologists (9%), and to remaining innovative and challenging (8%). Other advice included having high self esteem as a woman radiologist, not to think of radiology as an easy option, not to focus on the money, to communicate vigorously with doctors in other departments, and to be good at both work and home.

FUTURE OF KOREAN WOMEN RADIOLOGISTS

Korean women radiologists, like women radiologists from other parts of the world, have come very far. I believe that there is still much room to progress and excel. We need to train future leaders, to promote fair competition, and to strengthen women doctors' competitiveness. We need to continue to improve the social perception of women in Korea for wider roles within society, with better allocation of everyday chores in the family and greater participation in charity and social work by women.

Furthermore, international networking and communication through the platform of AAWR among women radiologists would help greatly. I am grateful and honored by AAWR, allowing me this great opportunity to present my survey to the world.

About the author:

Hak Hee Kim, MD is an Associate Professor and Director of Division of Breast Radiology, Department of Radiology, at the University of Ulsan, Asan Medical Center, Korea. She specializes on breast imaging and has extensive publication in this field.

From ASTRO...

Professional Women in Radiation Oncology – an Interactive Panel Discussion during the 49th ASTRO Annual Meeting, October 28, 2007

By Mary Feng, MD

What a success! AAWR/ASTRO's lunch session, entitled "Professional Women in Radiation Oncology – an Interactive Panel Discussion" drew a large audience of women in the field and several men who support them at the 49th annual ASTRO meeting in Los Angeles, California.

This panel discussion was quite different from previous programs, and allowed participants to hear from not only a handful of successful women, but a full dozen, including Sara Donaldson, M.D., Beth Erickson, M.D., Patricia Eifel, M.D., M.B.A., Nancy Ellerbroek, M.D., Lauri Gaspar M.D., M.B.A., Maria Kelly, M.D., Ritsuko Komaki, M.D., Feng-Ming Kong, M.D., Ph.D., M.P.H., Zhongxing Liao, M.D., Nora Janjan, M.D., M.P.S.A. Nancy Mendenhall, M.D., Lori Pierce, M.D., Nancy Tarbell MD, and Elizabeth Travis, Ph.D. Each spoke for just a few minutes, describing their personal experiences and lessons they have learned through life. Topics ranged from tips for success in academics to suggestions on how to find balance in our lives.

Dr. Nancy Mendenhall described her trials and successes at the University of Florida, from fighting an uphill battle as the first female department chair to a standing ovation when she announced she was stepping down from this position. She emphasized perseverance, flexibility, and communication. Additionally, she showed photos of her family and friends, who keep her grounded and whole.

Dr. Lori Pierce showed photos of her "#1 Wolverine," her son, and stressed keeping our lives prioritized. Dr. Beth

Erickson shared her experience of initially sacrificing her career for her husband's, but now how they manage to balance two careers.

Dr. Sara Donaldson, gave concrete advice including "dress like a doctor." She always certainly appears the picture of confidence and success. Dr. William Mendenhall, who was there to support his wife, commented that she tells him that every day as well!

Other repeated themes in the talks were delegation of chores and taking time for ourselves. With only 24 hours in each day, we were reminded that we do not necessarily need to do everything if someone else can. Several other women reminded the audience that there is more to life than work and talked about how they have striven to achieve balance of their personal and professional lives. We should take time for ourselves, whether we spend it hiking, painting, or going to a spa. Overall, this program was a fantastic forum, and participants are already looking forward to next year.

Thanks to Drs. Feng-Ming (Spring) Kong and Ritsuko Komaki for organizing and moderating this wonderful event.

(Dr. Mary Feng is the winner of the 2005 Member-in-Training Award for Outstanding RSNA Presentation in Radiation Oncology RSNA award, and the 2006 Member-in-Training Award for Outstanding ASTRO Presentation in Radiation Oncology).



Panelists of the ASTRO/AAWR's lunch session at the 49th annual ASTRO meeting in Los Angeles, California, 2007
Photograph by: Zhongxing Liao, MD

We Need Your E-Mail Address

To contain costs, the AAWR would like to send announcements such as this and other news by e-mail. Please provide us with your email address via the AAWR website at www.aawr.org. Click the "Contact Us" tab, enter your name and e-mail address in the space provided, and submit. Thank you.

From ASTRO...

Congratulations on FASTRO members!

The American Society for Therapeutic Radiology and Oncology (ASTRO) 49th Annual Meeting was held October 28- November 1, 2007, in Los Angeles. The following AAWR members were awarded ASTRO Fellows and were inducted in a ceremony on Tuesday, October 30th, during the 2007 Annual Meeting:

Patricia J. Eifel, M.D.

M.D. Anderson Cancer Center, Houston

Nancy A. Ellerbroek, M.D.

Valley Radiotherapy Associates Medical Group, Mission Hills, Calif.

Colleen F. Lawton, M.D.

Medical College of Wisconsin, Milwaukee

Elizabeth L. Travis, Ph.D.

M.D. Anderson Cancer Center, Houston



From left to right: Drs. Patricia Eifel (ASTRO President '07), Ritsuko Komaki (AAWR President '01, and ASTRO fellow '06'), Elizabeth Travis, and Nancy Ellerbroek (AAWR President '06) Photograph by: Zhongxing Liao, MD

Note about ASTRO fellow program: ASTRO is a mission-driven organization that exists to serve its members. In 2006, ASTRO moved forward on many fronts to broaden membership services and benefits. ASTRO expanded its government relations and health policy activities, increased educational offerings to members, added a new research department to expand its focus on research and worked to improve the ASTRO awards program.

As part of this overall initiative, ASTRO also determined that 2006 was a good time to introduce the new ASTRO Fellows program with the FASTRO designation. The first group of ASTRO Fellows were inducted in a ceremony on Sunday, November 5, during the 2006 Annual Meeting in Philadelphia. Among them were the following AAWR members:

Sarah S. Donaldson, M.D.

Stanford Cancer Center, Stanford, Calif.

Nora Janjan, M.D., F.A.C.P., F.A.C.R.

M.D. Anderson Cancer Center, Houston

Ritsuko U. Komaki, M.D.

M.D. Anderson Cancer Center, Houston

From ASTRO...

Pearls from the joint ASTRO/AAWR breakfast Seminar

By Feng-Ming Kong, MD, MPH

The AAWR/ASTRO jointly held a breakfast session on Sunday, October 28, 2007 from 7:00 AM to 8:00 AM. Karen A. Garman Ed.D., CPT, President, Healthcare Education, Leadership & Performance, Inc. presented a talk titled, "The Three Little P's of Time Management and the Big Bad Wolf of Conflict".

The following are some of the pearls Karen emphasized:

- Managing your career successfully implies accomplishing what is most important for you.
- When you don't accomplish what you truly want, you may feel confused, compromised, and frustrated.
- The two key variables in your day to day work are tasks and the people connected to them.
- The two key skills that you need to master to manage tasks and people are time management and conflict resolution.
- Effective time management must include techniques for good **p**lanning, **p**rioritizing, and **p**rocrastination — the three little **P**'s. But finding techniques that work for you time-wise are only good when you can negotiate them with the people in your life.
- Asking for time from people to do what you do well often feels like you are facing the big bad wolf, but using win-win conflict resolution techniques often takes the wind out of all that wolf's huffing and puffing.

This session provided an excellent opportunity for radiation oncology women professionals to break away from the crowd, to have breakfast with women colleagues, and to obtain additional knowledge and tips which can be used to deal with everyday life situations. It offers individual techniques that everybody can start the next day.

This session was a sell-out of over 100 seats. Attendants enjoyed the breakfast and presentation and they all lived happily ever after....

About the author:

*Dr. Feng-Ming Kong, MD, PhD, is currently the Chair of the AAWR Radiation Oncology Committee. She is an Assistant Professor at the Department of Radiation Oncology of University Hospital Ann Arbor, Michigan. She specializes in lung cancer with research interest on translational research to predict tumor control and treatment toxicities. She has been an AAWR member since 2000 and was the recipient of the **AAWR 2001 Member-in-Training in Radiation Oncology Award** and the **AAWR 2006 Professional Leadership Award to attend AAMC Professional Development Seminar for Early Career Faculty.***

SAVE THE DATES

2008 AAWR Programs

Mark your calendar and plan to join us!

ARRS Annual Meeting ~ Marriott Wardman Parke Hotel, Washington, D.C.

Educational Luncheon

Date: Wednesday, April 16, 2008

Time: 12:00 noon – 1:30 pm

Speaker: Nicole Palmer, a consultant in business management with MSN. Ms. Palmer will discuss ways for radiologists to negotiate, from an insider's perspective.

Room: TBA

Instructional Course 411

Date: Thursday, April 17, 2008

Time: 10:00 am – 11:30 am

Topic: Lung Cancer Screening Developments

Speakers: Denise Aberle, MD and Claudia Henschke, MD

Moderator: Judy Amorosa, MD, 2007 AAWR President

Room: TBA

SPR Annual Meeting ~ Fairmont Scottsdale Princess, Scottsdale, Arizona

Educational Luncheon

Date: Wednesday, May 7, 2008

Time: 12:30 pm – 1:30 pm

Room: TBA

Topic: Taking Charge of Your Destiny... (Sort Of!)

Speaker: Marilyn J. Goske, MD

ACR Annual Meeting ~ Hilton Washington, Washington, D.C.

New Fellows Breakfast

Date: Monday, May 19, 2008

Time: 7:00 am – 8:15 am

Room: TBA

Please join the AAWR Executive Committee and Membership as they mix and mingle in celebration of the 2008 Class of ACR Fellows

ASTRO Annual Meeting ~ Boston Convention Center, Boston

We invite you to attend the 50th ASTRO Annual Meeting that is scheduled to take place in Boston on September 21 - September 25, 2008. The theme of this year's ASTRO meeting is "50 Years of Learning, Caring and Collaboration in the Treatment of Cancer Patients." Work has begun to design our traditional ASTRO/AAWR joint breakfast and luncheon programs.

ASTRO/AAWR Breakfast

Date: Monday, September 21, 2008

Time: 7:00 am – 8:15 am

Room: TBA

ASTRO/AAWR Luncheon

Date: TBA

Time: TBA

Room: TBA

More information regarding the above programs, including how to register will be available soon, so be sure to check your emails and continue to access the AAWR website (www.aawr.org).

We look forward to seeing you at our 2008 Programs!

Fellowship Wanted

I was recently contacted by a fourth year female Radiology resident in Tehran (Iran), who will be graduating in August of this year. Her fields of interest are neuroimaging and thoracic imaging; and she is interested in gaining more experience in these two fields in a US hospital by doing an observer type fellowship for a period of 3-6 months. She prefers to be in Massachusetts, New York, New Jersey or Pennsylvania. If you know of any available opportunities within these states, please contact me directly at amorosa@umdnj.edu or Angela Davis at adavis@meetingmanagers.com and we will put you in contact with her. Thank you for your consideration, and I am hopeful that we as an organization will be able to assist her.

Judy Amorosa, MD, FACR
2007 AAWR President

CALL FOR AWARDS

Please be advised that the American Association for Women Radiologists Research & Education Foundation is accepting nominations for the NEW Member-in-Training Award for Outstanding ARRS Presentation in Diagnostic Radiology.

NEW! Member-in-Training Award for Outstanding ARRS Presentation in Diagnostic Radiology

The AAWR Research and Education will give a \$500 cash award for professional development for an outstanding scientific presentation in diagnostic radiology at the ARRS annual meeting. Applicants must have been members of the AAWR for one year at the time of the application. Eligible fellows/residents may apply by writing a letter of application and including the title of the paper or abstract and unique ID number. Enclose a copy of the abstract, the letter of acceptance, current curriculum vitae, and letters of support from the department chair and an AAWR nominating member with the letter of application. Electronic submission only to: admin@aawr.org. Please note that the recipient will be responsible for managing the AAWR booth for one hour during the ARRS annual meeting, as the Booth and Membership Recruitment Manager.

Deadline: March 15, 2008

The American Association for Women Radiologists is accepting nominations for the Marie Sklodowska-Curie, Alice Ettinger, and Distinguished Resident Awards, which are listed below. Please consider yourself or recommend a colleague for one of these prestigious awards.

The deadline for submission of a nomination packet(s) is June 30, 2008.

All awards will be presented on Monday, December 1 during the AAWR Annual Business Meeting Luncheon taking place at the RSNA Annual Meeting.

MARIE SKLODOWSKA-CURIE AWARD* – Awarded to an individual who has made an outstanding contribution to the field of radiology. Nominee need not be a member of AAWR. Nomination packet must include candidate CV and letter(s) of support.

ALICE ETTINGER DISTINGUISHED ACHIEVEMENT AWARD* – Lifetime achievement award that recognizes long-term contributions to radiology and to the AAWR. Nominee must be an AAWR member. Nomination packet must include candidate CV and letter(s) of support.

DISTINGUISHED RESIDENT AWARDS* – Two \$500 cash awards (one each for Radiology and Radiation Oncology) presented for outstanding contributions in clinical care, teaching, research and/or public service. Nominee must be AAWR member as of January 1, 2008. Only one nomination per residency program. Nomination packet must include application form (which can be downloaded from AAWR web site), candidate CV and letters of support from both the residency program director and department chair.

Additional information and application forms can be obtained from the AAWR website at <http://www.aawr.org/awards/nominations.htm> or by contacting the AAWR Office at admin@aawr.org.

*One hotel night, a \$50.00 per diem and reasonable travel expenses to Chicago to accept the award for a total of up to \$1000, will be reimbursed, if the awardee is not otherwise coming to the RSNA.

Only electronic applications will be accepted and can be sent to admin@aawr.org.



RADIATION THERAPY CORNER

From Estimating to Delineating to Tracking the Target: Advanced Radiation Therapy and Personalized Radiation Medicine

By Nina A. Mayr, M.D. and Ritsuko Komaki, M.D.

For the treatment of cancer patients with radiation therapy, one of the most important factors impacting on tumor control is the amount of radiation that can be delivered to the tumor (target). The optimal radiation dose to the target is often limited by the dose constraints of critical normal tissues, such as lung, heart, bowel, neural and other tissues. To maximize the therapeutic ratio, accurate delineation of the target and the normal structures is paramount. Without imaging to outline the target, large margins have to be added to the tumor region, the chance of “collateral damage” to healthy tissues is high, or alternatively the radiation dose to the tumor has to be lowered resulting a lower chance of tumor control. With the advancement of the imaging techniques and capabilities, imaging-based treatment planning has achieved millimeter spatial resolution for delineation of the target volume and the critical normal structures.

This has brought the fields of radiation oncology and radiology, which had drifted apart through in past decades, together on a different level. The formidable advances in computer science have been the basis for both, the advances in cross-sectional imaging and 3D reconstruction, and the improved radiation therapy delivery. The development of computer-controlled radiation therapy delivery systems, such as multi-leaf-collimation, has lead to three-dimensional conformal radiation therapy and intensity-modulated radiation.

Truly “seeing” tumors, has “opened the eyes” of radiation oncologists, and soon advanced the field from target *estimation* to target *delineation*. Radiation beams can thus conform more tightly around the tumor and exclude more normal tissues from their path. By reducing the dose to normal tissues, *3-D Conformal Radiation Therapy* has opened the door to dose escalation, the delivery of higher doses of radiation more precisely confined to the target – resulting in a better chance of tumor control in many malignancies.

We now learn that “seeing” the tumor *at the time of treatment planning* is not enough. Tumors are moving targets – adding a fourth dimension to tumor localization and bringing our fields to the next level. More refined use of imaging has shown that the location of the target can be different on every treatment day. Cone beam CT technology incorporated into radiation therapy machines can verify the location of the tumor before each daily treatment, and can adapt the target and the radiation beam. This *Image-guided* and *Adaptive Radiation Therapy* can improve the therapeutic ratio by more accurate treatment delivery and margin reduction. Fast imaging capabilities, such as spiral CT, have also enabled us to track physiologic motion, particularly respiratory motion, and show that tumors can move in and out of the beam within each treatment fraction.

The recent 2007 ASTRO and RSNA meetings have been again

testimony to these new paradigms employing advanced targeted radiation delivery techniques, such as image-guided radiation therapy and stereotactic body radiation therapy, and multi-modality high-precision tumor imaging. These new results add to our understanding of motion of abdominal, pelvic tumors, lung, breast and many other tumors during radiation therapy, and their optimal management approaches. Leading-edge research data in areas as diverse as the effect respiratory motion on volume and dose limits of normal lung tissue, the optimal use of advanced and imaging-based radiotherapy techniques in the treatment of lung cancer will continue to improve management approaches and increase the therapeutic ratio.

No tumor is alike another. The refined understanding and strategies for tumor targeting will allow us to treat tumors according to their *individual* configuration, characteristics and motion “signatures”, with ever smaller safety margins and ever lesser doses to normal tissues, while enabling the highest most effective radiation dose to the tumor, shortening the length of treatment courses, increasing quality of life, and offering the promise at better cancer control and outcome. This is a most exciting era in both radiation oncology and radiology – bringing us all closer to *Personalized Cancer Medicine*.

About the author:

Dr. Nina A. Mayr, M.D. is the Professor and Chair of the Department of Radiation Medicine, at the Ohio State University, Arthur G. James Cancer Hospital and Solove Research Institute. She also holds Max Morehouse Chair in Cancer Research, and is a member of the Ohio State University Comprehensive Cancer Center’s Experimental Therapeutics Program.

She earned her medical degree at the Ludwig Maximilians University in Munich, Germany. She completed her residency and fellowship at the University of Iowa in 1993 and served on the faculty for 8 years. Before she was appointed as Chair of the Department of Radiation Oncology at Ohio State University, she was director of Radiation Oncology and Professor and vice chair of Radiological Sciences at Oklahoma University Health Sciences Center. Dr. Mayr specializes in women’s cancer and has earned an NIH grant for the study of functional magnetic resonance imaging as a predictor of treatment outcome in women with cervical cancer.

She has been an active member of AAWR since 2005 and has taken charge of the “Radiation Therapy Corner” for AAWR FOCUS. If you have interesting articles, ideas, images related to radiation oncology to share, please contact Dr. Mayr at 614-446-1567 or mayr.6@osu.edu.



What I learned from the AAWR Leadership Award – Professional Development Seminar for Mid Career women by AAMC

By Zhongxing Liao, MD

I have had the great honor to be rewarded the AAWR Research and Education award for Mid-Career Women Faculty Professional Development Seminar, held December 15-18, 2007 at the Westin Kierland Resort, in Scottsdale, Arizona. I want to thank AAWR to award me this great opportunity to meet great women in medicine, to learn from their successes and failures, and to share experience of our lives with each other. This award is the most important award in my career development.

The seminar included pre-conference workshops that talked about nuts and bolts of effective scientific writing, time management, organizational skills, negotiating for organization, team building, goal setting, and change in the application to medical education. It's been quite an informative and educational seminar. I attended the medical school economics and financial basics for institution seminars because I have little knowledge of the financial aspect of an institution, department or medical school.

Dr. Lilly Marks was the lecturer on the topic of medical school finance. She is a wonderful woman who is an Executive Director, at the University Physicians, Inc., Senior Associate Dean, Administration and Finance at the University of Colorado at Denver School of Medicine. She is such a young and intelligent woman who described the highly complex medical school economics in laymen's terms so everything she said actually made sense to me.

Leveraged Budget

According to Dr. Marks, the schools of Medicine budget is highly leveraged and composed primarily of external revenue sources. Average school of Medicine budget is about \$5,000,000 a year; however, discretionary funds are in short supply. The wealth and resources of the School of Medicine are primarily controlled at the department level. The resources allocation is more than just dollars, it includes space, human capital and time. Institutional expectations regarding growth, responsibility, and accountability of chairs, program directors, and even principal investigators are increasing. Unfunded mandates, increasing regulatory oversight, and compliance risk are consuming ever greater portions of budget and time.

The *financial leverage* is the degree in which an entity obtains its cash resources from borrowing or from external sources rather than from equity. The greater the ratio of debt to equity, the more the budget is leveraged. The *operating leverage* is the degree to which entity is committed to

high levels of fix cost. The greater the percentage of fix cost in your budget the more leveraged. The more financially leveraged an organization is, the greater the potential reward would be during good times, the greater the risk would be during the down time. The greater the fluctuation in revenue, the greater the risk for organization with high degree of financial and operating leverage. Medical school typical has a high degree of both financial leverage and operating leverage. In recent years they have also experience greater fluctuations in revenue.

Revenue Resources

Dr. Marks went over the components of Medical School Revenue Resources in her seminar. School of Medicine revenue resources consist of the following components: 1) unrestricted funds which include state, general funds, tuition revenues, institutional funds, indirect cost recovery, auxiliary accounts which includes the book stores, food teams, libraries; 2) restricted funds which include grants, contracts, restricted gifts and endowments; 3) clinical funds, agencies account and plant funds capitol account, etc.

The revenues of a medical school are general referred to as having *hard money* and *soft money*. The hard money is revenue generated from medical services, which is usually less than 10% of the average medical institution budget. The amount of dollars has remained flat when adjusted for general inflation.

The *soft money* refers to the grant revenue, which includes federal and non-federal, basic and clinical research funds. Schools have geared up for and benefited from doubling of NIH budget between 1998-2003, using indirect costs as major revenue source for supporting facilities and administrative infrastructure.

Although overall grant dollars has increased; certain faculties are losing grants and salary support. NIH dollars is restricted and not fundable, so excess dollar in one area can't be shifted to cover deficit in another. In 2007, NIH increased the salary cap at \$186,600; requires institutional cost share for faculty with higher salaries. Additionally, NIH growth has flattened, making grant awards far more competitive. For an example, NIH funds was at record high with 34, 143 grants in 2002, an 34% increase from 1997 and 51% higher than 1993. The dollar amount was

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\$367,000 per grant in 2002, a 36% increase from 1998. Nearly 50% of \$2.4 billion budget increase in 2001 was already committed to previously awarded grants, which run nearly 4 years on average. Some institutes would need annual budget increase of 7% to 12% after 2003 to sustain existing programs and keep pace with inflation, while post-doubling era NIH budgets expected to average 2% to 3% per year. It is stated by Science magazine that "only a miracle will prevent stagnation and slumps after 2003 in the number of grants infrastructure spending and clinical research. . . the bill is rapidly coming due".

Dr. Marks summarized that in today's financial circumstance, a school of medicine or academic department had leveraged budget, program and faculty growth on external sources of revenue. However, the external sources defined productivity differently from schools and universities. External sources was unwilling to subsidize some fundamental **principles** of academic with their **principal**.

Dr. Marks concluded that there had to be a balance between the mission of the principle of the school of medicine-education and teaching. In addition, one has to realize the cost of labor, in other words cost of the faculty, is the greatest single expense in School of Medicine and academic department budget. The department or program facing serious financial problems could not solve them by trimming peripheral, non-personnel expenses. Compensation plan that facilitates the mission and strategic goals of an institution is critical. To rob from the rich and give to the poor may be acceptable application of **academic principle**. However, to rob from the rich and give to the unproductive may be unwise use of **financial principal**.

This lecture was so insightful with extensive information. I strongly recommend that all women with goal to become a leader in the department or institution take it. This is one important lesson that we need to learn but often missed.

Dear AAWR membership (friends),

The 2007 Fall issue of FOCUS, completed my three-year term as an Associate Editor under the direction of our Editors-in-Chief, Melissa Rosado de Christenson, MD and Zhongxing Liao, MD. It has been a distinct honor to serve in this role for the AAWR. I enjoyed the opportunity to get to know many of you extraordinary women/AAWR members through my position over the past three years. With every contribution I edited for the Focus newsletter, I learned something new ranging from individual unique experiences, challenges and triumphs to how women radiologists function in their roles around the world.

In closing, I am grateful to the FOCUS editors for their mentorship, especially Dr. Rosado de Christenson who recruited me to this position. I must also take this opportunity to praise Ms. Angela Davis, who came on board during my 3 years as Associate Editor. Her leadership made a big difference in the process, making my job as Associate Editor seamless in many ways. Finally, I would like to thank the AAWR membership for the opportunity to serve in this capacity.

Lisa H. Lowe, MD

Associate Professor, Academic Chair, Radiology Residency Program Director and Pediatric Radiology Fellowship Program Director, University of Missouri-Kansas City Department of Radiology, Children's Mercy Hospitals and Clinics

From the Editor-in-Chief

This issue of FOCUS is very special! It is the farewell issue of our Associate Editor for 3 years, Dr. Lisa H. Lowe. It is my one year anniversary as the Editor-in-Chief for FOCUS.

FOCUS- the news letter of AAWR, is a critical component of our association. Our previous Editor-in-Chief, Dr. Melissa Rosado de Christenson, and Associate Editors Dr. Lowe have done a superb job to make FOCUS the pulse of our association, an image of women radiologists, and a bulleting board for important information. During their tenure as the editors of the Newsletter, they have demonstrated leadership, ambition, and high managerial and professional standards and skills, despite a busy schedule due to their many commitments. They have made a difference by bringing to the readers of the FOCUS accurate and meaningful information that they can trust. Their efforts to raise the statue of women radiologists, to improve the position of female radiologists, and to support our fellow radiologists through voices of FOCUS are most commendable.

I have learned so much from both of them. They have taught me that FOCUS is a newsletter with a mission: it should not only reflect a positive image of women in Radiology, but also identify potential areas of improvements. They have done so much to raise the FOCUS general standards. We are grateful for what they have contributed to this Newsletter. I am honored to assume the responsibility as the Editor-in-Chief for FOCUS. In continuing this task, I welcome comments and suggestions in order to take FOCUS to a higher level!

Zhongxing Liao, MD
Editor-in-Chief

KUDOS *and* PLAUDITS



Heike Daldrup-Link, MD, PhD, recipient of 2007 Caffey Award for Basic Sciences from the Society of Pediatric Radiology

Dr. Heike Daldrup-Link, Associate Professor of Radiology and Pediatrics at the University of California San Francisco, received the 2007 Caffey Award for Basic Sciences from the

Society of Pediatric Radiology for the study "MR imaging of adenocarcinomas with folate-receptor targeted contrast agents". This study will be published as the Caffey Award Paper in Pediatric Radiology.

Heike received her M.D. degree in 1994 from the Wilhelms University in Muenster, Germany, and completed her internship and radiology residency at the Departments of Radiology of the University of Münster and the Technical University of Munich, Germany. Following a fellowship in Pediatric Radiology and Molecular Imaging, Dr. Daldrup-Link has worked as a Pediatric Radiologist with the UCSF Department of Radiology since 2003.

Her scientific contributions include currently 93 publications of original articles and book chapters. Her area of research interest is contrast agent research and molecular imaging (http://cmfi.ucsf.edu/programs/contrast_agent.php). Dr. Daldrup-Link is a member of the editorial boards of Pediatric Radiology and European Radiology and serves as a reviewer for currently 16 scientific journals as well as grant applications for the United States Israel Binational Science Foundation (BSF), the Wellcome Trust Foundation and Cancer Research UK. Among the honors received by Dr. Daldrup-Link are the Roentgen Award from the Roentgen Society in 2005, the UCSF Innovations in Science Award in 2005 and the AUR Radiology Research Alliance Young Investigator Award in 2006. She has been a member of AAWR since February of 2007.



Dr. Hedvig Hricak has been named Chairman of the 2008 RSNA Board of Directors and Receives Honorary Membership from the French Society of Radiology

Dr. Hricak is Chairman of the Department of Radiology at

Memorial Sloan-Kettering Cancer Center and Professor of Radiology at the Weill College of Medicine of Cornell University. She holds a senior position within the

Program of Molecular and Pharmacology Therapeutics at the Sloan-Kettering Institute.

Dr. Hricak's primary field of research and clinical care is cross-sectional imaging of genitourinary cancers. She has consistently worked to promote women's health issues. She helped develop the use of MRI and CT for gynecological cancers, as well as the application of MRI and MR spectroscopy to prostate cancer. Her research, much of which involves interdisciplinary collaboration, is aimed at discovering minimally invasive methods for improving cancer detection, staging, treatment planning, and follow-up. She has been the principal investigator or co-investigator of 24 intramural foundation and industry grants and 13 National Institutes of Health (NIH)/American Cancer Society grants. She has authored/co-authored 23 books, more than 300 peer-reviewed research papers, and 128 review/editorial papers.

In addition to being Chairman of the RSNA Board of Directors, Dr. Hricak serves on the executive boards of the Academy of Radiology Research and the International Society for Strategic Studies in Radiology. She is a fellow of the American College of Radiology, the International Society for Magnetic Resonance in Medicine (ISMRM), and the Society of Uroradiology. She has served as President of the Society for Advancement of Women's Imaging (1997-1999), President of the Society of Uroradiology (2000-2003), and President of the New York Roentgen Society (2004-2005), and she was the first woman to serve as President of the California Academy of Medicine (1999). She was a member of the Board of Trustees of the ISMRM and is currently a member of the Board of Directors of the Damon Runyon Cancer Research Foundation. Dr. Hricak's volunteer work also includes advocacy for patients. She serves on the medical advisory committees of the Ovarian Cancer National Alliance and the International Spirit of Life Foundation.

In recognition of her many contributions to radiology, Dr. Hricak has received numerous awards, including the Marie Curie Award from the Society of Women in Radiology (2002), the gold medal of the International Society for Magnetic Resonance in Medicine (2003), the Beclere Medal of the International Society of Radiology (2007), and the Gold Medal of the Association of University Radiologists (2007). She was named Honorary Professor, University of Zagreb, Croatia (1997) and is an honorary member of the British Institute of Radiology (2004), the German Radiological Society

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(2005), the Austrian Roentgen Society (2006), and the Journées Françaises de Radiologie (2007). She is an honorary fellow of the Royal College of Radiologists, and she was the first woman ever to receive an honorary doctorate in medicine from the Ludwig Maximilian University of Munich (an institution some 500 years old). She is a member of the Institute of Medicine of the National Academies (2002) and the Croatian Academy of Science and Art (2004).

Dr. Hricak has been a member of the AAWR since 1986.



**Dr. Theresa C. McLoud,
President, Radiological Society
of North America, 2008**

Dr. Theresa C. McLoud, MD, became the President of Radiological Society of North America 2008 at the RSNA annual meeting.

A Boston native, Dr. McLoud graduated from Boston College with a Bachelor of Science degree in 1964. After receiving her medical degree and completing her radiology residency at the McGill University Faculty of Medicine in Montreal, she completed a thoracic imaging fellowship at the Yale University School of Medicine in New Haven, Conn., and soon became an assistant professor of diagnostic radiology at Yale. She later returned to Boston and joined Harvard Medical School, where she has been a professor of radiology since 1993, the same year Harvard awarded her an honorary Master of Arts degree. Currently, she is associate radiologist-in-chief and director of education for the Department of Radiology at Massachusetts General Hospital in Boston and a professor of radiology at Harvard Medical School.

A pioneer in thoracic radiology, Dr. McLoud has led the way in innovating and improving radiologic education worldwide. Dr. McLoud has conducted more than 150 postgraduate courses and has published more than 200 scientific papers, reviews and book chapters. In 1998, she published *Thoracic Radiology: The Requisites*, a popular, comprehensive and invaluable introductory text for residents beginning in thoracic imaging and preparing for the board examination.

Dr. McLoud's research in interstitial lung disease, CT of the thorax, lung cancer imaging and occupational lung disease has taken her around the world to conduct postgraduate courses and lectures. Her accomplishments have earned her honorary memberships in the Chilean Society of Respiratory Diseases and the Royal Australian and New Zealand College of Radiologists.

Dr. McLoud was elected as a founding member of the board of trustees of the Massachusetts General Physicians

organization in 1996. She currently serves the advisory committee for the National Lung Cancer Screening Trial conducted by the National Cancer Institute and is also a member of the Accreditation Council for Graduate Medical Education Standing Panel for Accreditation Appeals in the Specialty of Diagnostic Radiology. A recipient of numerous editorial honors, including the Radiology Editor's Recognition Award for Reviewing with Distinction, Dr. McLoud also serves on the editorial boards of several international imaging journals.

Dr. McLoud was awarded the gold medal of the American Roentgen Ray Society (ARRS) in 2004 and received the Marie Curie Award from the American Association for Women Radiologists in 2003. She is past-president of the Fleischner Society, Society of Thoracic Radiology and ARRS.

She has been a member of AAWR since 1989.



**Z. Jane Wang, MD, recipient of
the 2007 RSNA Fellow Trainee
Award**

Dr. Wang received the 2007 RSNA Fellow Trainee Award for her study, entitled: "Renal Cyst Pseudoenhancement at Multidetector-Row CT: What are the Effects of Detector-Row Number and Tube Potential (kVp)?"

Dr. Wang is currently a Clinical Fellow in the Abdominal Imaging Section of Department of Radiology, UCSF Medical Center, where she also did her Diagnostic Radiology residency. She received her MD degree from Northwestern University Medical School.

Dr. Wang hopes to pursue a career in academic radiology, and she has strong research interests in genitourinary and functional CT/MR imaging. When not working, Jane enjoys spending time with her family and traveling. In the past year, she has traveled to both South Africa and Asia, with many fond memories of her trips. Dr. Wang has been a member of the AAWR since 2005.



**Dr. Ritsuko Komaki was
elected as the President of
American Radium Society 2007-
2008**

In her President New Year Letter to the members of American Radium Society, she said:

"I would like to mention to our members about Marie Sklodowska-Curie, PhD who was one of the ARS honorary members in 1921. When I grew up in Hiroshima Japan, my mentor was Marie Sklodowska-Curie who has received two Nobel Prizes: one was for Chemistry and the other one was for Physics. She was a scientist, wife and mother of two

daughters. Her husband died by an accident when their daughters were still small.

"I have read Marie Curie's biography so many times that I have memorized a part of her life story." Says Dr. Komaki. "Her background in Poland where she grew up fascinated me. She wanted to be free from communists and was eager to learn more science, which made her to leave Poland to France to succeed her education and being a leader of scientific society. Her older sister Bronia was in Paris for her education, which helped Marie to follow Bronia's step. Marie completed physics and mathematics courses with high honors at the Sorbonne in 1894. Marie met Pierre while she was getting her Ph D thesis and married in 1896. While Marie was getting her thesis of uranium rays, she discovered and concluded that the ability to radiate did not depend on the arrangement of the atoms in a molecule of uranium or thorium but was related to the interior of the atom itself. Marie processed 8 tons of pitchblende, in 20 kg batches to produce small amount of radium. This was a truly exhausting work for her, which was paid off by seeing " from all sides the feebly luminous silhouettes" in the dark as described by her. Marie, Pierre and Henry Becquerel shared a Nobel Prize in Physics for discovery of radioactivity in 1903. After Pierre's accidental death in 1906, Marie continued to the studies that Pierre and she had begun and subsequently she produced metallic radium. Because of her discovery of one element into another element, Marie Curie received the second Nobel Prize in Chemistry in 1911. Marie Curie was interested in developing medical applications for radioactive material. As World War I approached, she developed portable roentgen ray units to serve as mobile X-ray units in field hospitals. These X-ray units were used to detect bullets and shrapnel lodged in patients wounds."

"When Ms. Sadako Sasaki, one of my friends in the elementary school in Hiroshima, died of Acute Granulocytic Leukemia at the age of 11 years old due to the exposure to the Atomic Bomb at two year old of age, I decided to be a researcher of Leukemia or Physician to help somebody like her in the future. Now I am a Radiation Oncologist to treat cancer patients after I grew up in Hiroshima.

When I faced Sadako's death, I started to think about who discovered Atomic Bomb and radiation, how the radiation was used for human beings and how the radiation effects to human beings. It is ironic that the discovery of radioactive material eventually killed Marie Curie and indirectly Sadako."

"Therefore, I strongly believe that we have a mission to let children know that radiation is double edged sword. If it is used correctly we can help cancer patients, but if it is used wrong way, there will be many deaths and cause malignancies beyond our imagination. We hope

none of the wars will use nuclear weapon to cause the disasters in future. We have to learn from the past."

"Being cancer specialists, we have to individualize patients to reduce the risk of toxicities and increase efficacy by the lessons that we have learned about individual susceptibility and predictive markers for the tumors to apply the best treatment for each patient in future."

"I will quote Marie Curie's words as my conclusion: Life is not easy to anybody. But what of that? We must have our perseverance and above all confidence in ourselves. We must believe that we are gifted for something and this must be attained." "Nothing in life is to be feared. It is only to be understood." "One never notices what has been done; one can only see what remains to be done." and "Be Less Curious About People and More Curious about Ideas."

Dr. Ritsuko Komaki is a Professor of Radiation Oncology, Gloria Lupton Tennison Distinguished Professor of the Lung Cancer Research, Associate Medical Director of Multidisciplinary Thoracic Center, Program Director and Section Chief of Thoracic Radiation Oncology at M. D. Anderson Cancer Center, the University of Texas. She has been a member of AAWR since 1986. She was the AAWR president in 2001, and the recipient of the AAWR 2005 Marie Curie Marie Sklodowska-Curie Award, among the numerous associations she served and awards she received.



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

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