



## FROM YOUR PRESIDENT

*Kathleen A. Ward, MD, FACR*

Dear Friends and Colleagues,

This fall our country observed the first anniversary of the terrorist attacks on America. While the events of September 11 touched some of us more immediately than others, certainly all Americans have been affected by these senseless acts of violence. We Americans can no longer take our freedoms for granted. As a result, this country and the world will never be the same. Witness the increase in security at our airports, our public buildings, and even our synagogues and mosques. The threat of similar attacks permeates our existence, and we will never forget the importance of our everyday heroes. Likewise, we radiologists must step up and accept our new roles in serving the community and aspire to our roles as every day heroes.

On a lighter note, this fall we celebrate the 20<sup>th</sup> Anniversary of the American Association for Women Radiologists. To celebrate this special occasion, the AAWR is hosting its Twentieth Anniversary Celebration Reception during RSNA Week. Please join us at the reception on Monday, December 2<sup>nd</sup> from 6:00 p.m. until 7:30 p.m. at the Hyatt Regency McCormick Place.

Don't forget to attend the other AAWR activities during the RSNA meeting. The AAWR Business Luncheon will be held at noon on Monday, December 2<sup>nd</sup>. The highlight of the Business Luncheon will be the

presentation of awards. The election of the 2003 AAWR officers will also be on the agenda.

I invite you to attend all the other AAWR activities held during the RSNA Meeting including the AAWR-sponsored Refresher Course on "Workforce Issues in Radiology," a panel discussion moderated by Dr. Kimberly Applegate, and the AAWR President's Luncheon. The President's Luncheon will feature Dr. Carol Rumack, founding president of the AAWR. Her address on the "Past, Present, and Future of the AAWR" will certainly provide wonderful insight into our organization as well as its future. I especially invite all members-in-training to attend the AAWR's complimentary Residents' Luncheon which will feature Dr. Jannette Collins, who will speak on "General Competencies for Radiology Residents." Please refer to "AAWR Activities during the RSNA Meeting" in this issue of the *Focus* for the date, time and location of each of these activities.

Finally, as this year draws to a close, I would like to take this opportunity to thank the members of the Executive Committee for their hard work. I would especially like to thank AAWR account executive Darcee Brown and her colleagues at International Meeting Managers for the seamless management transition. It has been an honor to serve as the AAWR President this past year. I look forward to seeing all of you at the RSNA!

### *You're Invited*

to the AAWR 20<sup>th</sup>  
Anniversary Reception  
at RSNA

Monday, December 2  
6:00 pm – 7:30 pm  
Hyatt Regency  
McCormick Place

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# THE AAMC MID-CAREER WOMEN FACULTY PROFESSIONAL DEVELOPMENT SEMINAR

By Wendy R. K. Smoker, MD, FACR

Thank you, thank you, AAWR for giving me the opportunity to attend this year's seminar! For those of you who are unfamiliar with this program, it is a two-day professional development seminar, which was held in Washington, DC this year. One hundred and twenty five women participated in this year's workshop, representing a large number of clinical, basic science, and administrative departments from across the U.S. The cumulative brainpower and expertise was awesome! The faculty was outstanding across the board, the heavy "pupus" at the two evening receptions easily replaced dinners, and the workout facility was second-to-none.

The general session entitled "Enhancing Your CV" offered a terrific suggestion for prefacing the traditional "institutionally-designed" curriculum vitae (CV) with a short 1-2 page resume or "Executive Summary." This provides a focused synopsis of background and achievements as they relate to current career objectives and is particularly useful when applying for leadership positions in academia. Used as an overview to the traditional long academic CV, it provides decision makers, who are likely conceptual thinkers, with pertinent bottom line information that can be scanned in 30 seconds. The accompanying CV provides additional details. Following this general session, a limited number of 15-minute one-on-one individual CV review sessions were offered on a first-come-first-serve basis. Those who participated in these individual one-on-one sessions reportedly found them quite beneficial.

I especially enjoyed the general session entitled, "Presentation Skills and Handling the Media." Presented by Penny Daniels from Ignition Strategic Communications. The session was interactive, humor-

ous and filled with all sorts of tips for any presentation format (medical student /resident lecture, national seminar, TV interview, etc.). She emphasized the "3 P's" (prepare, practice, and perform), discussed presentation formats, and even discussed voice inflections (when to raise vs. lower your voice) and use of hand gestures.

We each were able to individualize a portion of our meeting experience by choosing from a variety of workshops. We selected two workshops from each WAVE:

WAVE I Workshops	WAVE II Workshops
1) Conflict Management Process	1) Demystifying the Promotion
2) Meeting the Challenges of Career Building	2) Negotiations 101: Financial Academic and Administration Know-How
3) Running Effective Meetings and Teambuilding	3) Writing Proposals that Win Research Grants
4) Financial Basics: Getting About Your Department	4) Moving into Administrative Smart Policy-Making Roles: Preparation and Considerations
5) Leading From the Middle	5) Time Management and Organizational Skills
6) Strategic Career Planning	6) Understanding the Politician Terrain

I particularly enjoyed the "Conflict Management" workshop given by Carol Aschenbrener, MD, and Cathie Siders, PhD. The clarification of gender patterns of communication ("rapport talk" vs. "report talk") was enlightening, the "diagnostic approach" to conflict was a new concept for me, and the "useful rejoinders" provided will surely be of value ("Well, that's a new and useful perspective!", "So that's the way you see it!")!

Evenings offered optional focus sessions covering a variety of topics. Each session had a facilitator, but sessions were mainly participant-driven. These optional sessions included:

- Searching for Spiritual Renewal
- The Godfather is Dead—How Are You Getting the Mentoring You Need?
- Getting Beyond Guilt
- Do You Know Where Your Creativity Is?

All in all, this short conference was a powerful experience permitting open discussion and interaction with incredibly talented and accomplished women from a variety of subspecialties. It provided invigorating, informational and thought-provoking material presented

in a casual, relaxing, non-competitive environment. I would encourage anyone interested in the topics mentioned above to look for the announcement of next year's meeting and apply for the opportunity to attend through AAWR's sponsorship.

*Applications for the AAMC Mid-Career Women Faculty Professional Development Seminar are due in the spring. For more information, contact AAWR Headquarters.*



## Important Information for Our Members

Camp RSNA. Childcare is available at RSNA 2002 through ACCENT on Children's Arrangements, Inc., a nationally organized professional childcare company organized to provide on site children's activities in a nurturing, safe, educational environment. Camp RSNA will be located at McCormick Place in the South Building.

For more information, visit [www.accentoca.com](http://www.accentoca.com), or contact ACCENT at 504-524-0188 or [registration@accentoca.com](mailto:registration@accentoca.com). To make your arrangements, download and print a Camp RSNA registration form from [www.rsna.org/rsna/advanceregistration](http://www.rsna.org/rsna/advanceregistration). This information is also accessible from the AAWR Web Site at [www.aawr.org](http://www.aawr.org)

**MomMD.** AAWR members may benefit from the following website: [www.MomMD.com](http://www.MomMD.com). It is an online community providing resources, information, inspiration, support and advice for women, particularly mothers in medicine—physicians, medical students, and premeds.

**AAWR Pocket Mentor.** The AAWR Pocket Mentor—The Survival Guide for Women Radiologists edited by B.J. Manaster, MD, PhD, FACR—has been updated with the support of a grant from Mallinckrodt. All first and second year member residents will be sent a copy of this handbook at the end of November. Additional copies are available for members to purchase for \$10

by calling the AAWR office at 877-841-2522 or using the order form at [www.aawr.org](http://www.aawr.org).

**Poised for Power at Johns Hopkins.** Read about the Women's Leadership Council at the Johns Hopkins School of Medicine and their efforts towards the promotion of women in academic medicine. <http://www.hopkinsmedicine.org/hmn/S02/top.html>

**Foundation for History of Women in Medicine awards dean.** Carol Eisenberg, M.D., will receive the third annual Alma Dea Morani, M.D. Renaissance Woman Award from the Foundation for the History of Women in Medicine. Dr. Eisenberg is the first woman to serve as dean for student affairs at both Massachusetts Institute of Technology and Harvard Medical School. In addition to her work on behalf of medical students and women in the professions, she is a founding member of the Nobel Prize-winning organization, Physicians for Human Rights.

The Alma Dea Morani, M.D. Renaissance Woman Award honors an outstanding woman physician or scientist who has furthered the practice of medicine and made significant contributions outside of medicine. Dr. Eisenberg will be presented with the award on Oct. 25 at the Foundation's annual meeting in Philadelphia. Information: Karin Spina, [karin.spina@burkhartgroup.com](mailto:karin.spina@burkhartgroup.com)

# NEW ACR FELLOWS

The following AAWR Members were honored with Fellowship in the American College of Radiology during the ACR's Annual Meeting in Miami, Florida this fall. The AAWR salutes these outstanding individuals and congratulates them in achieving this milestone in their professional careers.



**Kate A. Feinstein, MD, FACR**

Dr. Feinstein obtained her medical degree from University of Illinois, Chicago. She completed her radiology residency at Loyola University Medical Center and her Pediatric Radiology Fellowship at Children's Memorial Hospital. She is currently associate professor of clinical radiology and interim chief of the Pediatric Radiology Section at the University of Chicago Hospitals. A member of the ACR since 1989, she serves the College on the Medical Legal, Bylaws, and Drug and Contrast Committees. As a member of the Chicago Radiological Society, she participates on the Program, Nominating, and Executive Committees. After being elected to the posts of secretary-treasurer and vice president, she became the third female president of the Chicago Radiological Society. Dr. Feinstein has been a member of AAWR since 1985. She served on the Local Groups, Nominating, Awards, and Public Relations Committees. She was editor of *Focus* for three years. Dr. Feinstein is a manuscript reviewer for *AJR* and *Radiology*. She is also a member of the Program Committee of the Radiological Society of North America.



**Beverley Newman, MB, FACR**

Dr. Beverley Newman graduated with a BSc & MB Bch Cum Laude from the University of The Witwatersrand, South Africa in 1976. After a general internship in South Africa, Dr. Newman completed Pediatric and Radiology Residencies at Boston University Medical Center, followed by a Fellowship in Pediatric Radiology at Children's Hospital Medical Center in Boston. Dr. Newman joined the University of Pittsburgh's Radiology Department as an assistant professor in 1984, and was promoted to professor of radiology in 2000. She is the Head of the Body Imaging sec-

tion at Children's Hospital and the Head of Neonatal Imaging at Magee Women's Hospital. She has published over 70 articles, presented many scientific papers and lectured at numerous local and national courses. She is an active reviewer for multiple scientific journals. She has been a member and officer of numerous professional and scientific societies, including the Pittsburgh Roentgen Society, the Pennsylvania Radiologic Society, the Society for Pediatric Radiology, the Mid West Society for Pediatric Radiology, the AAWR and the American College of Radiology.



**Cynthia S. Sherry, MD, FACR**

Dr. Cynthia Sherry completed her radiology residency and MRI fellowship at Baylor University Medical Center in Dallas. She is presently a partner with Dallas Radiologists, P.A., and has been in full-time, private practice at Presbyterian Hospital of Dallas for the past 13 years. She earned her Masters degree in Medical Management from Carnegie Mellon University in 1999 by taking courses during vacation time and studying nights and weekends. She has served on the Medical Board at Presbyterian Hospital (PHD) for several years, and is the first woman to serve as President of the Medical Staff. Presbyterian Hospital is a flagship hospital for Texas Health Resources (THR), a 13-hospital, not-for-profit hospital system. Dr. Sherry became active in physician liaison activities for THR and was the first chairman of the newly developed Physician Leadership Council for Texas Health Resources. In this role, she has been instrumental in providing a system-level physician voice in creating a system-wide quality and safety program, in restructuring system governance, and in Medical Information Systems development. She is currently vice chair of the department of radiology at PHD and is involved with the hospital strategic planning and master campus plan development. She has served as alternate councilor to the ACR for Texas for three years and has been appointed to the ACR Committee for Standards-Body MRI and the ACR Committee on Government and Public Relations.

*The AAWR also salutes the following members who also became ACR Fellows in 2002.*

Linda H. Daniel, MD, FACR  
 Nancy B. Genieser, MD, FACR  
 Penny K. Sneed, MD, FACR

# AAWR PAST PRESIDENTS REFLECT ON THE LAST 20 YEARS

2002 marks the twentieth anniversary of the American Association for Women Radiologists (AAWR). Our President and her committee are busily planning the celebration of such a milestone for our organization. In its 2002 and 2003 issues the Focus will “look back” at the activities of the AAWR through the comments and recollections of its Past-Presidents as we look forward to our next 20 years!



**Carol M. Rumack, MD, FACR**  
1982 – AAWR’s First President

What a great 20 years with the AAWR! The first year was the culmination of two years of AAWR Steering Committee discussions where we shared our past experiences with career and family issues and

found that we shared both negative and positive experiences. Instead of complaining we worked towards constructive change and reducing the barriers to our success both in our families and at work. We were young and inexperienced but had enormous help from many colleagues.

Helen Redman introduced us to Adele Swenson, the Executive Director of the Radiological Society of North America (RSNA), who shared the RSNA bylaws to use as a model for the bylaws of our new organization. She introduced us to the RSNA Board of Directors who wanted to know why we needed another organization. We explained that women were not succeeding in radiology to the same extent as men. We wanted to create a place for women to gather and exchange ideas on common issues such as radiation risks during maternity, balancing family and work, and promotion in the academic and private settings. We wanted to develop refresher courses that would help women to become more skilled as leaders addressing presentation and publication, negotiation, and conflict resolution.

We requested an AAWR booth at RSNA so we could be visible to women in radiology and gain new members. We encouraged the development of “co-moderators” which gave more women (and men) the chance to be visible as experts. By asking women experts to present when we were moderators or program chairs and getting women on committees for the RSNA and other major radiology organiza-

tions, we provided career opportunities. Ted Tristan, the 1981 RSNA president wrote an editorial, encouraging “Women in Radiology” and the ACR Bulletin published our goals and announced our meeting plans. A luncheon and reception at the American Roentgen Ray Society also brought new members. Our first RSNA refresher course addressed “Dual Career Marriages” and featured a psychiatrist moderator and 3 women radiologists and their spouses or adult children to discuss how they met the challenges of family and work, money and time conflicts.

Linda Fahr was Vice President and contributed her experience running a radiology office. Kay Shaffer was Secretary and had an amazing ability to organize all our events as well as edit our newsletter. Nancy Whitley was a meticulous treasurer. Anne Hayman was our enthusiastic membership chair and recruited new women and men members including department chairs. Anne also spearheaded our first project on pregnancy issues related to women radiologists. Gretchen Gooding wrote a review of the status of women in radiology organizations’ leadership roles. Our membership grew rapidly with everyone taking turns at the booth and reaching out to other women. What a pleasure it has been to have friends who share your passions and who are willing to provide advice and counsel to other women in departments and cities across North America and now the international community!

*Carol M Rumack, MD, FACR is Professor of Radiology and Pediatrics and Associate Dean for Graduate Medical Education at the University of Colorado Health Sciences Center in Denver and serves as the AAWR Councilor to the ACR.*



**Sandra K. Fernbach, MD, FACR**  
1988 AAWR President

In 1988 the AAWR was no longer a fledgling organization. We were 7 years old. We had been incorporated (in the State of Illinois). We had been presenting a course at the Annual Meeting of the RSNA for 6 years. We had a booth where people could learn more about us, and a (single) luncheon which served as both a business meeting and a networking opportunity. We also had a booth and a luncheon at the ARRS annual meeting.

We had officers but no committee structure as is now in place. We gave one award, the Marie Curie Award and had done so only for the third time in 1988. Ann Rosser was helping us run the organization, a big step up from the early years when most of our materials were kept locally, in the hands of each president, treasurer, and membership chair. Kay Shaffer was almost through with her herculean stint (of 7 years) as our general secretary. The *Focus* was desktop published and, while it was quite serviceable, was no where near the slick publication it has become. It was our only link to each other as the Web was beyond our vision at that point.

We were beginning to see a new generation of younger women leaders emerge. Women who were not integral to the beginning of the society, women who had been mentored from within and were now ready to lead and direct the AAWR in the new directions demanded by the changing practice of radiology. We saw many of the women who had led the AAWR in its early years step into leadership positions in other major societies. It was an exciting time!

*Sandra K. Fernbach, MD, FACR is Professor of Radiology at the Feinberg School of Medicine of Northwestern Medical School and Staff Radiologist at Evanston Northwestern Healthcare.*



**Peggy J. Fritzsche, MD, FACR**  
1990 AAWR President

In 1990, I was honored to serve as President of the American Association for Women Radiologists. During my tenure, Beverly Spirt, M.D. began work on the *History of Women in Medicine*. Nancy Knight, Ph.D. at the ACR office was very helpful in developing a display of women in medicine for our booth at the RSNA Annual Meeting. The display included photos and accompanying brief historical explanations. We developed new signage for the AAWR booth that featured an attractive young woman in a white coat next to our association name. The ARRS meeting was held in Washington, D.C. that year with a business luncheon speaker addressing “Women and Stress.” At the RSNA, the AAWR sponsored a “Patient-Initiated Mammography” course. The Marie Curie award was presented to Eleanor Montague, M.D, who was nominated for her scientific contributions which supported breast-conserving therapy and for being a role model for young investigators. The Distinguished Resident Award was initiated this year, and the first recipient was Ann Simpson Fulcher, M.D. Other highlights of my presidency included emphasis on the creation of balance between a woman’s family and professional career. I initiated a challenge for all

radiologists to join our organization. In particular, I invited men who were chairmen of their departments, emphasizing that they needed to be aware of women’s issues to perform effectively in their leadership roles. That year we also defined the governance for the AAWR’s new Research & Education Foundation. Throughout my career, I have lived by the following message, which I shared with the women of the AAWR— join, volunteer for committees, participate, and you will find yourself in leadership roles.

*Peggy J. Fritzsche, MD, FACR is Medical Director of MRI centers in Riverside and San Bernardino, California and Inland Empire Regional PET Center in San Bernardino, California. She is also President-Elect of the Radiological Society of North America.*



**Lynne Steinbach, MD, FACR**  
1994 AAWR President

As president-elect, I put together the AAWR sponsored RSNA refresher course entitled “Working toward Gender Equity in Radiology: Conceptualization, Barriers, and Strategies.” This session provided stimulating thought for all who attended. 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 UC 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. The course was abstracted in the 1991 winter issue of the *Focus*. It was also audiotaped and sold to RSNA members. During my president-elect period, I came up with the idea of changing the name of our organization from *American Association of Women Radiologists* to *American Association for Women Radiologists*, a focus that we were striving for to make the association more relevant. The idea was implemented during year before my presidency.

In 1994, an AAWR luncheon was held at the American Roentgen Ray Society in New Orleans featuring Dr. Beverly Spirt, who was writing an AAWR-sponsored book on the history of women in radiology. The book has since been published and is still available to members of the AAWR.

During the summer of 1994, I had the pleasure of participating in two activities sponsored by the American College of Radiology (ACR). The first meeting that I attended as AAWR President was a site visit to the ACR at its home office in Reston, Virginia. This was part of a new program designed to familiarize representatives to the Intersociety Commission with ACR resources. During the site visit, presentations were

made by the directors of ten different departments in the ACR. Among other things, the visit addressed ongoing studies on the radiology workforce and the important women's issues which were included in the surveys. I also attended the ACR Summit meeting. Ann Wieseneck (our Executive Director) and I, along with representatives from 36 other radiological societies, pondered the future of radiology. The two topics of discussion were "Utilization and Delivery of Services: Options for Radiology" and "Graduate Medical Education in Radiology." I participated in the latter workshop. We discussed the basis for estimating future supply needs. It is amazing that at that time, we thought that we needed to reduce the number of training slots by as much as 40% because we thought that market forces and legislative funding would decrease significantly. It is ironic that reliance on the data presented led to our current problem of high demand and low supply of radiologists.

During my presidency BJ Manaster created the AAWR talent bank, Nancy Rosenfield worked on the mentoring project, the AAWR Research and Education foundation got off the ground, we joined the Academy of Radiology Research, increased corporate sponsorship, and considered opportunities for members to attend the AAMC Professional Development seminar for junior and senior women faculty, which are now annual opportunities provided by the AAWR.

*Lynne Steinbach, MD, FACR is Professor of Radiology and Orthopedics and Acting Chief of Musculoskeletal Imaging at the University of California in San Francisco.*



**Melissa L. Rosado de Christenson, MD, FACR**  
1998 AAWR President

I had the immense privilege to lead the American Association for Women Radiologists as its President in 1998. I assumed my position after having moderated a most successful AAWR-sponsored RSNA Refresher Course entitled: "Getting your work published: Editors and authors tell all." which was repeated at RSNA for three subsequent years. In 1998, our organization was managed by the American College of Radiology (ACR) with Ann Rosser as our Executive Director. Our account executive was Barbara Jennings who had served the AAWR for many years. Shortly after the beginning of my presidency year, Barbara and her family relocated to Richmond, Virginia. Thus, in February of 1998, Charletta Mason became our new account executive and had to master the management of our organization in a very short pe-

riod of time. I remember struggling to adapt to this change and feeling quite fortunate of my geographic proximity to the ACR's headquarters in Reston, Virginia. Little did I know that the society would change management services twice more in the very near future. Still, my greatest challenge as President was to re-examine the AAWR's purpose and direction by leading the first Strategic Planning Retreat, which took place in Pittsburgh during the annual meeting of the American College of Radiology. I was very fortunate that the AFIP (where I worked at the time), had recently completed the process of its own strategic planning. I had experience and was able to recruit Mr. Edward Pardini, then Director of Personnel for the American Registry of Pathology, to lead us through the process. Teresita Angtuaco, Ines Boechat, Karen Killeen, Ritsuko Komaki, Nancy Rosen, Kay Shaffer, Kathleen Ward and Julie Timins helped draft the original document during a one-day meeting in Pittsburgh, PA. It was a wonderful exercise which required a review of the history of the organization and its accomplishments. More importantly, it helped us chart the AAWR's future direction through the creation of a series of objectives to be accomplished during the next five years. The document was most helpful to me as AAWR President. Whenever I was unsure of a particular course of action, I simply referred to our mission statement and our objectives and usually found the answer. I am pleased that as we complete our first twenty years, our President-Elect, Kimberly Applegate, is considering revising the original strategic planning document and redirecting our course.

*Melissa L. Rosado de Christenson, MD, FACR is an Adjunct Professor of Radiology and Nuclear Medicine at the Uniformed Services University of the Health Sciences in Bethesda, MD. She looks forward to joining the faculty of the Department of Radiology at the Ohio State University in Columbus, Ohio in 2003. She is co-Chair of the AAWR's Public Relations Committee, Editor of the Focus and a Director of the Research and Education Foundation.*



**Teresita L. Angtuaco, MD, FACR**  
1999 AAWR President

I was president of the American Association for Women Radiologists in 1999, the last year of the past millennium. It was an exciting year not only because of the anticipation of the year 2000 but also because of the many changes that were occurring in the organization. Kelly McAleese started as the *FOCUS* editor, Kasia Macura started our website, and we

were operating under the new strategic plan that was put together under the leadership of Melissa Rosado de Christenson. That year, we seriously considered expanding AAWR membership to international women radiologists, and Ewa Kuligowska became the strongest advocate for this cause. This became the impetus to expand our website capabilities and enlist the help of CRM. This allowed our organization to reach out to a wider network of women radiologists and facilitate dissemination of information regarding our activities. One of the highlights of the year was Kay Vydareny's presentation at the ARRS meeting luncheon entitled "AAWR focuses on AAWR (Academic Advancement for Women in Radiology)." This emphasized the importance of mentoring of women in junior staff positions as a primary need in academic advancement. Another highlight was the initiation of new AAWR awards, the AAWR Research and Education Foundation Members-in-Training awards, which funded the presentation of two selected papers at the RSNA by residents or fellows who are AAWR members.

On a personal note, the last 4 months of the year brought new trials as serious illness in the family tested my resolve to continue serving as president. The tremendous support I received from the network of AAWR members made the decision to continue, easy. I proved what I knew in my heart to be true: there are issues unique to women radiologists addressed only by organizations such as the AAWR.

The last issue of the AAWR FOCUS that year was edited by Melissa Rosado de Christenson who continues to do a wonderful job of keeping every newsletter better than the last. In my last column I shared my vision of the AAWR in 2005. On this 20<sup>th</sup> anniversary issue I am proud to say that my predictions are right on target. The website is a success, our international membership has grown and our mentoring program is alive and well. I am proud to be among the first 20 presidents that served in this organization. It is one of the best things that I have ever done in my life. We should all celebrate 20 wonderful years of AAWR, but as I said at the end of my last president's letter, "our best years are yet to come."

*Teresita Angtuaco, MD, FACR is Professor of Radiology at the University of Arkansas Medical Center. She Chairs the AAWR's Awards Committee and is a member of the Nominating and By-Laws Committees.*



**Ritsuko Komaki, MD, FACR**  
**2001 AAWR President**

2001 was such a memorable year for everyone. On September 11, 2001, I was attending the 78<sup>th</sup> annual ACR Meeting following the ASTRO Fall Symposium on "Functional Imaging for Radiation Therapy Planning," and looking forward to honoring four AAWR members (Lori L. Barr, MD, Mindy M. Morrow, MD, Jean R. Paquelet, MD, and Etta D. Pisano, MD) on the occasion of becoming Fellows of the ACR.

In the early morning of September 11, 2001, the streets of San Francisco were extremely quiet. I called my Administrative Assistant, Cora Bartholomew at the M. D. Anderson Cancer Center who told me to turn on the TV. I could not believe my eyes. That night, after the ACR Fellows convocation, the members of the Texas Radiological Society (TRS) chartered a USA Coach and left San Francisco for Texas. Lori L. Barr was instrumental in organizing the bus transportation for the TRS members. It was a Southwest Grand Tour going from San Francisco to Los Angeles, then on to Phoenix, AZ, through New Mexico and finally to El Paso. It took 48 hours to get to Houston. Ever since that day I still frequently think of those TRS members and pray for their families and friends.

During my presidency, RSNA managed AAWR. I appreciated Lise Swanson and Sheryl Trotz as well as Betty Rohr who handled our administrative issues. We managed to recruit new AAWR members including Radiation Oncologists and International members. Melissa Rosado de Christenson, Teresita Angtuaco and Ines Boechat were very supportive and made my presidency year easier. Katarzyna Macura, MD, PhD did an excellent job in establishing the AAWR web-site. Her enthusiasm and consistent effort was invaluable. I was the first Radiation Oncologist to become an AAWR President. I am grateful to Kay Shaffer, MD, FACR and Carol Rumack, MD, FACR who helped me throughout my terms in the Executive Committee. I believe in AAWR's purpose and diversity and see a very bright future for the organization and its members. Serving as its 2001 President was indeed one of the highlights of my professional life.

*Ritsuko Komaki, MD, FACR is Professor of Radiation Oncology at the MD Anderson Cancer Center in Houston, Texas. She continues to serve in numerous AAWR committees and is President of the AAWR's Research and Education Foundation.*

# AAWR 2002 Proposed Bylaws Changes

*Below are proposed changes to the AAWR Bylaws. These changes will be voted on at the 2002 AAWR Business Meeting, held during the RSNA on Monday, December 2, 2002. Text to be added is indicated in **bold and underlined**. Text to be deleted is indicated by ~~**bold and strikethrough**~~. Only those sections of the bylaws affected by the changes are shown below.*

The proposed bylaws changes will: 1) allow the Vice-President, at the conclusion of her term, to automatically succeed to the President-Elect position, and 2) recognize the major responsibility the position of Vice-President has in planning the courses and speakers for the AAWR programs by designating the position as Co-chair of the Program Committee.

## ARTICLE V: OFFICERS

The officers of this Association shall be a President, President-Elect, Vice-President, Secretary, Treasurer, Immediate Past President, Chairperson of the Nominating Committee, Chairperson of the Membership Committee, Chairperson of the Finance and Long-Range Planning Committee, Chairperson of the Public Relations Committee, Chairperson of the Awards Committee, the ACR Councilor and Alternate Councilor, and such assistant secretaries or treasurers as the Executive Committee may appoint. Each officer shall hold office for a term of one year. The President-Elect shall become President after completion of her term as President-Elect. The Vice-President ~~may be elected~~ **shall become** President-Elect after completion of her term as Vice-President. All officers shall be active members in good standing, and with the exception of committee chairpersons and such assistant secretaries or assistant treasurers as may be appointed by the Executive Committee, shall be elected at the annual meeting of the members.

## ARTICLE VI: ELECTION OF OFFICERS AND MEMBERS-AT-LARGE

1. The initial officers of the Association shall be those elected at the annual meeting held in 1981, prior to the Association's incorporation. Thereafter, the Nominating Committee shall annually select a slate of officers for the positions of President-Elect, Vice-President, Secretary, Treasurer, and a slate for the positions of members-at-large of the Executive Committee, if any. Nominations for these positions may also be made from the floor during the annual meeting with prior consent of the person nom-

inated. The President-Elect, after completion of her term as such, shall automatically succeed to the office of President. The Vice-President ~~may be elected~~ **shall automatically succeed** to the office of President-Elect after completion of her term as Vice-President. The President, after completion of her term as such, shall automatically succeed to the office of Immediate Past President. The term of office for all officers and the members-at-large, if any, shall commence immediately following the annual meeting at which they were elected or succeeded to office.

## ARTICLE VII: DUTIES OF THE OFFICERS

1. President-Elect. The President-Elect shall succeed the President, shall preside in the absence or incapacity of the President and shall perform such other duties as may from time to time be assigned to her by the Executive Committee or by the President and shall serve as ~~Co-chairperson~~ of the Program Committee **with the Vice President**.
2. Vice-President. The Vice-President ~~may be elected to~~ **shall** succeed the President-Elect, shall chair the Bylaws Committee, shall serve **as Co-Chair** on the Program Committee **with the President-Elect**, and shall perform such other duties as may from time to time be assigned to her by the President, President-Elect, or the Executive Committee.

## ARTICLE IX: COMMITTEES

1. The standing committees of the Association include the Program Committee, the Membership Committee, the Nominating Committee, the Finance and Long Range Planning Committee, the Public Relations Committee, the Awards Committee, the Bylaws Committee and the International Committee. The Executive Committee may also, from time to time establish such other special committees as it deems to be necessary and desirable. Except as otherwise provided in these bylaws, the President or the Executive Committee shall appoint the members and

chairpersons of all committees. Each special committee member shall be an active Association member in good standing.

A. The Program Committee, consisting of members appointed by the President or the Executive Committee, will plan the program for meetings, organize social functions and arrange for publicity. The Vice-President and President-Elect ~~will be members and the President-Elect~~ will Co-chair the Committee. The President-Elect will oversee the meeting program during her tenure in that position, and the Vice-President will plan the meeting program for her President-Elect year. In addition, the President shall serve with voting privileges as an ex officio member of the Committee.

\* \* \* \* \*

## AAWR Nominating Committee Slate

The following is the AAWR Nominating Committee slate of officers to serve on the 2003 AAWR Executive Committee. The membership will vote to elect these officers during the Annual AAWR Business Luncheon at RSNA 2002 on Monday, December 2. The nominees for the positions of ACR Councilor and ACR Alternate Councilor have been added to the slate due to vacancies in those positions created by the recent election of Carol Rumack, MD, FACR, as an ACR Chancellor.

**President:** Kimberly Applegate, MD, MS

**President-Elect:** Ewa Kuligowska, MD, FACR

**Treasurer:** Julie Timins, MD, FACR

**Secretary:** Nancy A. Ellerbroek, MD, FACR

**ACR Councilor:** BJ Manaster, MD, PhD

**ACR Alternate Councilor:** Jocelyn Chertoff, MD

**Member-At-Large, Diagnostic Radiology:**  
Carol L. Andrews MD

**Member-At-Large, Radiation Oncology:**  
Jeanne Quivey, MD, FACR

**Member-At-Large, In Training:**  
Denise S. White, DO

## AAWR 2002

### Mark Your Calendars

#### AAWR Activities during RSNA 2002

##### AAWR Research and Education Committee Meeting

Sunday, December 1, 2002 at 7:00 am  
Room N130, McCormick Place (North), Chicago, IL

##### AAWR Executive Committee Meeting

Sunday, December 1, 2002 at 8:00 am  
Room N130, McCormick Place (North), Chicago, IL

##### AAWR Business Luncheon

Monday, December 2, 2002 at 12 noon  
Room S105A, McCormick Place (South), Chicago, IL

##### AAWR 20th Anniversary Reception

Monday, December 2, 2002 at 6:00 – 7:30 pm  
Conference Center Room 21-BC  
Hyatt Regency at McCormick Place

##### AAWR-Sponsored Refresher Course

Tuesday, December 3, 2002 at 8:30 am  
McCormick Place, Chicago, IL

##### Course #317:

“Workforce Issues in Radiology Panel Discussion”  
Moderator: *Kimberly Applegate, MD, MS*  
Panelists: *Kay Vydareny, MD, FACR*  
*Carol Rumack, MD, FACR*  
*Hedvig Hricak, MD, PhD, FACR*  
*James Borgstede, MD, FACR*

##### AAWR Residents’ Luncheon

Tuesday, December 3, 2002 at 12 noon  
Room S105D, McCormick Place (South), Chicago, IL  
“General Competencies for Radiology Residents”  
*Jannette Collins, MD*

##### AAWR President’s Luncheon

Wednesday, December 4, 2002 at 12 noon  
Room E270, McCormick Place (East), Chicago, IL  
“The Past, Present, and Future of the AAWR”  
*Carol Rumack, MD, FACR*

*Invitations to luncheons and reception will be mailed to AAWR membership and posted at [www.aawr.org](http://www.aawr.org).*

**CLASSIFIEDS**

POSITIONS AVAILABLE

**New Brunswick, New Jersey  
Pediatric Radiologist**

We want to make you aware of an unusual job opportunity for a Pediatric Radiologist. We are currently searching for a fellowship-trained third pediatric radiologist to join us in our university-based private radiology practice.

Our practice represents a rare balance of academic radiology coupled with a prosperous private practice. We provide the pediatric radiology services for Bristol Myers-Squibb Children's Hospital, a part of Robert Wood Johnson University Hospital and the Children's Hospital at St. Peter's University Hospital, both located in New Brunswick, NJ. We also have a thriving outpatient pediatric office practice. As members of a 60 radiologist private practice group which serves five hospitals in the region, we enjoy much higher financial compensation than would exist in a pure university pediatric hospital. We also share call with our adult radiology colleagues, allowing for a less stressful call schedule. This is balanced with our association with the University of Medicine and Dentistry of New Jersey and its teaching programs. Our location in Central New Jersey allows easy access to both New York and Philadelphia.

We are looking for a full-time partnership track radiologist, but would also consider a part-time colleague. If you are interested in the position, please fax, email or mail your CV to: David Rosenfeld, MD or Sharon Underberg-Davis, MD, UNIVERSITY RADIOLOGY GROUP, PC, c/o Pamela Richardsen, 579A Cranbury Road, East Brunswick, NJ 08816, FAX: 732-390-1856, [prichardsen@aol.com](mailto:prichardsen@aol.com)

**Pennsylvania  
Director of Women's Imaging**

Prestigious Philadelphia group seeks a Director of Women's Imaging. High visibility position. Full autonomy in growing the practice. Great potential to earn 300K! No call schedule with eight weeks vacation and a very comprehensive benefits package. Contact in confidence to: Alex Cano, CompHealth, 800-365-8900, ext. 249; [jobs@comphealth.com](mailto:jobs@comphealth.com).

**Clear Lake, Texas  
Dedicated Mammography Position**

Seeking a BC/BE radiologist fellowship trained in mammography, breast ultrasound and breast interventional for a full-time mammography position. To join two other dedicated fellowship trained mammographers at a growing Breast Center. Responsibilities include screening and diagnostic mammography, breast ultrasound, stereotactic and ultrasound-guided procedures, needle localizations, galactography, and bone densitometry. Four LORAD MIV mammography units with HTC grids and one GE DMR mammography unit, planned R2 CAD unit, two Acuson ultrasound units with extended frequency imaging, automated LORAD stereotactic unit with Mammotome, two Hologic bone densitometers. Must have excellent rapport with patients and staff. Competitive salary. No call. Send CV with references via E-mail to [bevdreher@aol.com](mailto:bevdreher@aol.com) or by regular mail to Beverly Dreher, M.D., 413 Prattwood Court, League City, TX 77573.

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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**

December 1, 2002  
February 1, 2003  
June 1, 2003  
September 1, 2003