

FROM YOUR PRESIDENT



Kathleen A. Ward, MD, FACR

Dear Friends and Colleagues:

Transition is defined in Merriam Webster's Dictionary as passage from one state or stage to another. The year 2002 finds the AAWR in a state of transition. Not only does the AAWR have a new president, new officers, and a new executive committee, but the AAWR has also made a transition to a new management service, International Meeting Managers.

The AAWR's twentieth anniversary signals yet another transition. When the original steering committee met in 1981 with the idea of forming an association for women radiologists, we faced a different world. There were not yet the numbers of women residents in radiology, never mind practicing women radiologists in the work force. During the past twenty years, the AAWR has seen many of its distinguished members rise in the ranks of radiological organizations and academic radiology. Women radiologists have also become common in private practice groups. Part-time employment in radiology has become more accepted, so much so that even our male colleagues have joined company with us. All these changes in the complexion of radiology have had a positive impact on women radiologists, but the story does not end there. In fact, many young women radiologists and radiology residents, lulled by years of apparent equality, question the value of an association for women radiologists. Many of these young radiologists are not yet aware of the still-present plexiglas ceiling preventing women from attaining their true potential.

At the same time, the AAWR is finding it is competing with many other radiological organizations for membership. Now more than ever, the AAWR needs to focus on its mission to provide a forum for issues unique to women in radiology, radiation oncology and related professions, to sponsor programs that promote opportunities for women, and to facilitate communication among members and other professionals. Initially formed as a support group for women radiologists, the AAWR can certainly be proud of its mentoring activity and its proactive support of women. But, where do we go from here? This period in our twenty-year history may well be our most crucial time of transition. The actions of the AAWR over the next few years will impact the survival of the association as we know it. The direction the AAWR takes at this juncture is critical and depends on the input and efforts of all its members.

This year, the AAWR will co-sponsor a Luncheon Refresher Course at the Annual Meeting and Scientific Assembly of American Roentgen Ray Society in Atlanta on Wednesday, May 1, 2002, entitled *24/7 Workforce Issues in Radiology*. Dr. Kimberly Applegate will moderate this panel discussion, featuring Drs. William Bradley, Curtis Harlow and Dimitrios Spigos. The AAWR luncheon at the ARRS will be held on Tuesday, April 30, 2002, and will feature Dr. Valerie Jackson, who will speak on *The Joys of Working in Organized Radiology*. As in past years, the AAWR will have a booth at the meeting. Consider volunteering to staff the booth, as it is a wonderful way to get to know your fellow AAWR members. I look forward to seeing you in Atlanta.

in *focus*

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THE AAWR 2001 MARIE CURIE AWARD

The following remarks were excerpted from Dr. Fu's nomination letter by Dr. Jeanne Quivey. Dr. Quivey also introduced the award and awardee to the assembled membership of AAWR at the 2001 Annual Business Meeting which took place during the RSNA annual meeting.

I nominate my colleague and mentor, Dr. Karen K. Fu, for the prestigious Marie Curie Award of the American Association for Women Radiologists, with the highest possible degree of enthusiasm and support. Karen is Professor Emeritus in the Department of Radiation Oncology, University of California, San Francisco (UCSF) and will this year be honored with the Gold Medal for the American Society of Therapeutic Radiology and Oncology (ASTRO). She has been a truly outstanding contributor to the development of therapeutic radiology, and is known internationally for her contributions, making a particular impact on the clinical and fundamental science of head and neck cancer.

Dr. Fu was a Cum Laude graduate of Barnard College, Columbia University in Physics in 1963. She was awarded the Mabel Mead Scholarship at the College of Physicians and Surgeons, Columbia University where she obtained her MD degree in 1967. She began her residency in Radiation Therapy at the Princess Margaret Hospital in Montreal and completed it at Stanford University Medical Center in California, in 1971. She was a clinical instructor in the School of Medicine at the University of Utah for one year prior to joining the Radiation Oncology faculty at UCSF in 1972. Karen was promoted to Associate Professor in 1976, and full Professor in 1982. Karen served on the faculty at UCSF from 1972 through 2000 and today continues to mentor new faculty and publish the fruits of her many years of labor. Her accomplishments and qualifications are numerous including:

- Principal investigator on 12 grants, co-investigator on one grant, and collaborator on 5 additional grants
- Numerous national and international visiting professorships
- Hundreds of lectures and scientific presentations at national and international scientific sessions
- Over 150 publications and book chapters
- Service as an officer and/or committee member in over a hundred professional organizations and societies, governmental agencies, protocol groups and university committees

In spite of these enormous responsibilities and duties, Karen always finds time to be an outstanding mentor to fellows, residents, students, and interns who rotate through our department. She has truly been one of my most significant mentors, providing inspiration and enthusiasm and nurturing leadership, while living up to the nickname she earned as a physics undergraduate, "Madam Curie." I believe Karen is most deserving of the honor of the Madam Curie Award.



Karen King-Wah Fu, MD, FACR (center) receives Marie Curie Award from Ritsuko Komaki, MD, FACR, 2001 AAWR President (right) and Jeanne Quivey, MD, FACR (left).

Karen King-Wah Fu, MD, FACR

Remarks:

Thank you very much. First, I would like to thank Dr. Fernbach and the Awards Committee of the AAWR for selecting me for the Marie Curie Award. It is a great honor and a wonderful surprise for me.

I first learned about Madame Curie when I was in high school in Hong Kong. Since then she has been an inspiration and a role model for me. I never dreamt that one day I would receive an award in her name.

It is also very special for me to be introduced by my friend and long-time colleague Dr. Jeanne Quivey. Dr. Quivey has been a close colleague and most supportive of me throughout my career at the University of California at San Francisco. Without her coverage of my patient care responsibilities on numerous occasions it would not have been possible for me to pursue my research and professional activities at RTOG and other scientific meetings. Jeanne, I cannot thank you enough for your friendship and camaraderie.

I have also been very fortunate to have the support of many friends and colleagues throughout the country. Some of them are present here: Dr. Sarah Donaldson and Dr. Ritsuko Komaki. Without the support of friends and colleagues like you I would not have been able to accomplish what I did. Thank you very much for this great honor. I am deeply grateful to all of you.

Encouraging the Advancement of Women

Janet Bickel, Associate Vice President of Institutional Development and Planning and Director of Women's Programs, Association of American Medical Colleges (AAMC), Washington, DC.

Valarie Clark, Associate Director, Women's Programs/Faculty Affairs, AAMC, Washington, DC.

Reprinted with permission from Bickel J, Clark V. Encouraging the advancement of women. JAMA 2000; 283(5): 671

Mentoring Is Key

Cohort studies comparing men and women faculty have found that women remain substantially less likely than men to be promoted to senior ranks,¹ even after adjusting for number of publications, grant support, tenure versus other academic tracks, hours worked and specialty. One possible cause of this discrepancy is that women receive inadequate mentoring and encouragement in their career development. In part this is because women are more likely to think of relationships in terms of support and affiliation, whereas men are more accustomed to competition and hierarchy,² which more accurately describe relationships in professional education and the workplace. Female medical students more than male students seek "kindness and approachability" in a mentor,³ qualities hard to find in busy faculty.⁴

Many women would prefer a woman as a mentor, but the number of senior women available to mentor remains comparatively limited; only 2,556 full professors are women compared to 20,035 men.³ Compared with men, women anticipate greater risks in becoming a mentor, women have less time to mentor, and women more often believe they lack the qualifications to be a mentor.⁵

Multiple Approaches Needed

A comprehensive approach to improve women's advancement in academic medicine also needs to emphasize leadership, skill-building opportunities and ways to improve the academic climate for women. The Association of American Medical Colleges' (AAMC's) Women in Medicine program works with all North American Medical Schools along these lines. The 515 Women Liaison Officers, representing 238 schools and 247 teaching hospitals and 30 academic societies, form a network promoting career development of women physicians and focusing attention on gender equity at all levels. The AAMC's annual professional development seminars include workshops on financial management, negotiating skills, and conflict management.

One of the AAMC's goals is to stimulate medical centers to conduct self-studies examining, for instance, faculty commitment to academic medicine, faculty mentoring and skill

development needs. Under the aegis of its Committee on Increasing Women's Leadership in Academic Medicine,⁶ the AAMC annually surveys schools on the representation of women. Johns Hopkins' Department of Medicine based a series of interventions on a self-study conducted with support from the AAMC; from 1990 through 1995, the university undertook interventions to correct gender-based obstacles reported by women faculty by improving faculty development and mentoring and reducing isolation and structural career impediments.⁷ The number of women associate professors rose from 4 to 26 in the 5-year interval under study.⁸

Two other initiatives deserve highlighting. The Hedwig van Ameringen Executive Leadership in Academic Medicine Program for women sponsored by MCP-Hahnemann University, offers 35 fellows each year an in-depth curriculum to support their advancement to leadership positions within academic medicine. A high proportion of fellows are achieving promotions to important administrative positions.⁹ One of the principal goals of this program is to bring together senior ranking women faculty for mentoring, networking, and professional development, creating an extended peer network that reduces their sense of isolation.

To help advance women faculty, the US Department of Health and Human Services included leadership as a component of its selection of Centers of Excellence in Women's Health. Eighteen medical schools have been selected, and each school has initiated strategies to support the advancement of their women faculty.

Conclusion

As medicine faces increasing challenges, it must tap into the commitment and leadership potential of all of its members as never before. Now that 45%³ of entering medical students are women, institutions that fail to encourage and support the advancement of women are missing out on a high proportion of available talent. Some leaders assume that because there are so many young women students and faculty, gender equity problems are solved. But it is still true that

Encouraging Advancement continued on page 7

Highlights of the AAWR's Executive Committee Meeting

Sunday, November 25, 2001, Chicago, Illinois

Dr. Komaki, the 2001 AAWR President, reviewed the mission of the AAWR and gave specific examples of how this mission was fulfilled during her presidency. The AAWR supported the election of Kay Vydareny, MD as President of the ACR, recommended four AAWR members to become Fellows of the ACR in 2001 and recruited 244 new members in 2001. In addition, the AAWR website continued to evolve under Dr. Macura's leadership.

The committee reviewed presentations by several management services and selected International Meeting Managers (IMM) as our new management service. Refer to the article on Ms. Darcee Brown, our new account executive and to the back page of the Focus for further information on how to contact us.

The committee discussed how to celebrate the AAWR's 20th anniversary in 2002 and decided to form a committee including Past Presidents, the original Steering Committee, and past Awardees to oversee the plans for the celebration. A dinner will be held on Monday night at the RSNA meeting at the Palmer House to commemorate the event. Suggested changes for future RSNA meetings included the following meeting schedule: Monday, AAWR Business Meeting/Luncheon, Tuesday, AAWR Residents' Luncheon, Wednesday, AAWR President's Luncheon.

Julie Timins, MD, Treasurer reported that the AAWR is financially sound and has over three years operating expenses in reserves. A transfer of funds from the AAWR to the AAWR Research & Education Foundation to cover any net loss in funds at fiscal year end was approved.

Ewa Kuligowska, MD, Secretary reported on the revision of the bylaws, implementation of International Corresponding Memberships, revised awards criteria and the selection of new management.

Ines Boechat, MD, Past President announced that the ICRP publication regarding Pregnancy and Medical Radiation Exposure is posted on the AAWR Web site and noted the implementation of International Corresponding Membership, which is expected to increase AAWR's international visibility as well as AAWR news articles published in Hungarian and Brazilian radiology journals.

Kay Shaffer, MD reported on the difficulties of an accurate list of current contacts for corporate contributions given frequent changes in company personnel. Radiation oncology representatives were added to the Corporate Support Committee. The committee decided by consensus to require a minimum contribution level of \$2,000 in order for corporate sponsors to have links to their company Web site from the AAWR Web site.



Supported by AAWR R&E Foundation Seed Grant

Magnetic Resonance: Depiction of Mammographically Detected and Mammographically Occult Ductal Carcinoma in Situ

By Jennifer H. Menell, MD, Memorial Sloan Kettering Cancer Center

Magnetic Resonance (MR) imaging has been documented to be capable of depicting close to 100% of invasive carcinomas. However, the ability of MR imaging to detect ductal carcinoma in-situ (DCIS) remains unproven. Published series have suggested that MR imaging is less capable of detecting DCIS than invasive cancer with the accuracy in detection of DCIS in published reports ranging from 20 to 95%. The ability to stage both in-situ as well as invasive cancer has important clinical implications in selecting patients for whom breast-conserving surgery is appropriate as opposed to treatment with mastectomy. This study is designed to assess the capability of MR imaging to detect DCIS.

All women included in the study will have diagnostic mammography and MR imaging. Patients included in the study will be those who routinely undergo assessment with both of these modalities at our Institution. These include women at high risk for developing carcinoma, positive mar-

gins at lumpectomy, highly suspicious mammographic findings with dense breasts, personal history of breast cancer, and palpable abnormalities for which surgery is planned. For women with histopathologic evidence of ductal carcinoma in-situ, comparison of findings on mammography and MR imaging will be made.

Data accumulation will include retrospective analysis of patients who have undergone these two studies in the last 2 years as well as women undergoing these examinations during the next 12 months. This population will include at least 1000 women who have undergone breast MR imaging examination and mammography. For those women for whom the mammographic study is negative and MR imaging is positive, preoperative localization under MR imaging guidance will be routinely performed. Histopathologic assessment of positive findings by either modality will be obtained.



ACR Councilor's Report for 2001 to the AAWR

By Carol M. Rumack, MD, FACR
AAWR Councilor to the ACR

As your Councilor to the ACR, this was a very active and interesting year. I ran for Speaker of the ACR having been nominated by the AAWR and the SPR, but did not win. I plan to run again in 2 years. In the meantime, I was appointed to the Council Steering Committee, a key part of the ACR organizational structure, acting for the Council between meetings as a liaison to chapters (Colorado, Idaho, Montana, Wyoming) and other organizations (AAWR and ACR Education Committee). I have also been appointed to the Governance Committee of the ACR.

The 2001 AAWR Councilor Committee reviewed the ACR resolutions by phone prior to the ACR meeting, with specific attention to resolutions on increased dues, new house of interventional radiology, family leave policy, and the recently retired policy for elected office. It was very valuable to hear the background on the various resolutions.

The most historical and amazing event was the election of **Kay Vydareny as the FIRST woman president of the ACR**. The ACR Council meeting on Monday, September 10 in San Francisco was quite heated in the debate about the increased dues of \$250 for ACR members and what the ACR had done and was planning to do to cut costs of \$1.5 million by cutting staff, cutting any in person meetings to telephone or videoconferences except for critical meetings, and to no longer have the Board of Chancellors winter meeting in Hawaii. There was debate about the planned savings by combining the state chapter meeting with the ACR annual meeting and always having it in Washington, DC to save travel costs. By the end of Monday there was consensus to increase the dues enough to cover next year's shortfall without having to increase the dues again for a considerable time. This first increase in dues, the first in 14 years, will be to \$750 annually.

On Tuesday, September 11, 2001, the terrorist attacks resulted in a significant shortening of the meeting. There was suddenly much less dissent and a desire to get things done and to get back to family. The most controversial resolutions were those that established specific numbers of cases for maintenance of accreditation (the ACR has agreed to assemble a task force on this issue) and the "New house

for Interventional Radiology." (There will be a committee report in 2002 from ACR.) Also "Cost Effective Strategies for the ACR Annual Meeting and the State Chapter Leaders Meeting" was hotly debated with a final decision for the Council Steering Committee to plan the first combined meeting for 2003. The ACR also adopted a policy that facilities should have a family leave policy.

AAWR Lunch to Honor New Fellows

The great highlight of my year occurs when we celebrate with new ACR fellows who are AAWR members. There were 12 new women fellows for 2001 out of 75 new fellows this year. New AAWR women fellows were Lori L. Barr, Mindy M. Horrow, and Etta D. Pisano. We also invited all of the women officers, Councilors, and residents, and the majority of them were there. We each introduced ourselves, and it was great to hear from each person how much talent and involvement in organized radiology is happening due to women's efforts.

Representation at the ACR Meeting

Of the 204 Councilors and 47 Alternate Councilors attending, there were 34 women Councilors and 31 Alternate Councilors for a total of 65 women and 251 men. Four women were on a reference committee (no women chaired the 4 reference committees), 2/5 on the credentials (recording) committee and 2/6 on the teller committee (voting checkers). There were 53 resident representatives at the ACR meeting, 3 of them women. The composition of the Board of Chancellors will remain at 3 women out of 26 with Sarah Donaldson, radiation oncologist, Valerie Jackson, Chair of the ACR Education Commission and Kay Vydareny, President of ACR. The Council Steering Committee (CSC) will have only 2 women, Cassandra Foens, radiation oncologist from Iowa who was reappointed and Carol M. Rumack, who was newly appointed. Ellen Mendelson has completed her term and will leave the CSC.



Who is Who

DARCEE BROWN

Account Executive

As you may have noticed, the AAWR address and phone numbers have changed. As of February 1, the AAWR is under new management with International Meeting Managers (IMM) of Houston, TX. IMM has a 15-year history of providing organizations such as AAWR with comprehensive management support in association and meeting operations.

The AAWR Account Executive is Darcee Brown. Prior to joining IMM, Darcee provided financial and organizational expertise in her management positions with the RSNA and ASNR, a research library, and public charity. She is fa-

miliar with the educational and organizational needs specific to radiological societies as well as the general operations of a not-for-profit entity. Darcee has a Bachelor of Science in Accounting and is a CPA.

The Executive Committee of the AAWR is pleased to welcome Darcee Brown and looks forward to a long and mutually rewarding relationship with her and the rest of the IMM staff. Please feel free to contact Darcee and the IMM staff should you have any questions or need additional information regarding AAWR activities.

Highlights of the AAWR's Research and Education Foundation Meeting

Sunday, November 25, 2001, Chicago, Illinois

The meeting was called to order by M. Ines Boechat, MD, FACR, 2001 President of the AAWR Research and Education Foundation

AWARDS:

The Research and Education Foundation officers and directors voiced concern over the low number of applications submitted for its awards.

The Member-in-Training Award was changed to a monetary award of \$1,500 to be used by the recipient to support her professional development. The Member-in-Training Awards should be advertised to all residency programs and residents should be informed that all female first year residents are automatically inducted as AAWR members and that all male residents are invited to join as well.

FINANCES:

Member contributions are significantly higher for fiscal year 2001 over fiscal year 2000.

The proposed 2002 budget projects a \$3,739 net loss for the fiscal year 2001 and a budgeted net loss of \$800 for the fiscal year 2002. The AAWR Executive Committee approved a transfer of funds from the AAWR to the AAWR R&E to cover any loss incurred by the AAWR R&E in 2001.

Encouraging Advancement continued from page 3

only 10.5% of women faculty members are full professors compared to 31% of men.³ The full potential of the increasing number of women physicians will not be realized without continuing efforts to improve the environment in which they are educated and the mentoring women receive.

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Important Information for Our Members

- You may want to make time to read these interesting and informative articles:

'Gender Equity in Biomedical Science: Comments from a Lone Female Associate Editor' *Gastroenterology*. 2001 Aug; 121(2):243–4. The article's author is Kay Lund, MD who is in the faculty of the University of North Carolina. The low representation of women in scientific careers and especially senior or leadership positions was a topic in a recent international debate.

<http://helix.nature.com/debates/women/>

American College of Radiology Meeting Resolution #47 regarding the Family Medical Leave Act. This is of particular importance to our members-in-training who may be unaware of their rights regarding pregnancy leave.

- According to Dr. Peggy Fritzsche, the Radiological Society of North America will provide two mothers' lactation center rooms at its future annual meetings. It should be noted that this new service, as well as the availability of child care for all women attending the RSNA an-

nual meeting, resulted from the efforts of the AAWR's Child Care Committee under the Leadership of Dr. Kimberly Applegate. The AAWR sincerely appreciates the responsiveness of the RSNA leadership and in particular, the work of Dr. Peggy Fritzsche on behalf of all radiologists who are also parents.

- Tenth Annual Congress on Women's Health & Gender Based Medicine will take place from May 18–21, 2002 at Hilton Head Island, SC. The Congress will bring together physicians and other healthcare professionals to learn about cutting-edge research in women's health and gender-based medicine. The meeting will provide new and critical information that is essential for optimal patient care. Implications for prevention, diagnosis, treatment, and outcomes are emphasized. The Congress is sponsored by The Journal of Women's Health & Gender-Based Medicine in cooperation with the Society for Women's Health Research. For more information contact: Mayella Mercado, BioConferences International, mmercado@liebertpub.com

AAWR's 2002 Research & Education Foundation Awards

AAMC Professional Development Seminar For Early-Career Faculty

This seminar is tailored to women early in their first faculty appointments who are aiming for a position of leadership in academic medicine. It is targeted primarily at physicians but is also pertinent for PhD researchers involved in collaborations with clinicians. Objectives are to assist each participant in creating an agenda for working toward professional development goals; to provide participants with insights into the realities of building a career in academic medicine, into key ways in which academic medicine is changing, and into leadership qualities demanded by these realities and changes; to help participants to expand their network of colleagues and role models; and to assist participants in identifying the skill areas on which they most need to work and give them a start in developing them. The successful applicant will be provided with meeting registration fee as well as reasonable travel/accommodation expenses. Application form should include current CV, statement from applicant that describes qualifications, professional aspirations, and goals for attending seminar, and letter of support from sponsor outlining candidate's leadership potential. **Deadline: July 5**

Member-in-Training Awards

These awards are given to fellows/residents who have abstracts accepted for scientific presentation at the RSNA annual meeting. Two awards are given—one for diagnostic radiology and one for radiation oncology. Eligible fellows/residents may apply for the awards during the month of

August by writing a letter to the AAWR office that states their interest in the award and refers to their paper or abstract and includes the unique ID number and title of the paper or abstract. Winners will be notified in September. Awards are presented at the AAWR Business Meeting during the RSNA annual meeting and include a monetary award of \$1,500 each to be used by recipients to support professional development. **Deadline: August 31**

Research Seed Grants

The purpose of the grants is to assist AAWR members in gaining experience in testing hypotheses and defining objectives before they apply for major grants from corporations, foundations or government agencies, by underwriting preliminary studies required prior to seeking major funding for a project. Those who have served as principal investigator on a major (\$50,000 or more) grant are not eligible for this program. Applicants must have been AAWR members for at least two years prior to application. One Year Grant Amount: \$5,000 or less payable to Department in two equal installments (does not cover institutional overhead costs). First installment paid in November at RSNA annual meeting. Second installment paid at conclusion of study after a review of the study has been submitted to AAWR newsletter Focus and has been submitted either for scientific presentation, work in progress, or peer reviewed journal. **Deadline: August 31**

Please contact the AAWR Office or refer to the AAWR Website for applications and additional instructions regarding all awards and grants.

Welcome AAWR Members Since June 1, 2001

Poitevin Adela, MD

Francesca Beaman, MD

Jacqueline Caire, MD

Negar Dayani, MD

Eva C. Gal-Gombos, MD

Amy Guest, MD

Linda Broyde Haramati, MD

Maurice Earl Heard, MD

Kathleen C. Horst, MD

Tamera Kim Hughes, MD

Jiyon Lee, MD

Joo Young Melissa Lee, MD

Yeeyie Eva Lieskovsky, MD

Joy A. Masseaux, MD

Stephanie Peppler-Swope, MD

Kelli Ruth Schmitz, MD

Patricia Ai Khoon Set, MBBS

Priya Kumar Shah, MD

Yeo Yang Shin, MD

Miyuki Sone, MD

Marjorie Werner Stein MD

Gail E. Stokoe, MD

Naomi Anne Strubel, MD

Silvia Rodriguez Villalba, MD

Wendy Woodward, MD

Sora C. Yoon, MD

Fuyumi Yoshino, MD

THE 2002 AAWR AWARDS

AAWR Marie Curie Award

The American Association for Women Radiologists (AAWR) is accepting nominations for the 2002 Marie Curie Award. The Marie Curie Award is presented annually to an individual who has made an outstanding contribution to the field of radiology. The nominee need not be a member of AAWR. A complete curriculum vitae should accompany the nomination as well as a letter of support addressing the unique role the nominee has undertaken in clinical care, teaching and/or research and the accomplishments that set her/him apart.

Alice Ettinger Distinguished Achievement Award

The American Association for Women Radiologists (AAWR) is accepting nominations for the 2002 Alice Ettinger Award. The Alice Ettinger Award is a lifetime achievement award that recognizes long-term contributions to radiology and to the American Association for Women Radiologists. A complete curriculum vitae should accompany the nomination as well as a letter(s) of support addressing the candidate's outstanding lifetime contributions to radiology and women radiologists.

AAWR Distinguished Resident Awards

The American Association for Women Radiologists (AAWR) announces the 2002 Distinguished Resident Awards to be presented during the AAWR Annual Business Luncheon which will take place during the annual meeting of the Radiological Society of North America. Two awards will be presented: the Lucy Frank Squire Distinguished Resident Award in Diagnostic Radiology and the Eleanor Montague Distinguished Resident Award in Radiation Oncology.

Nominees must be AAWR members as of January 1, 2002. There should only be one nomination per residency program. The completed application package must include:

- A completed application form
- A nominating letter from the residency program director (to include a notation of what residency year the candidate will be in at the time of the award ceremony)
- A letter of concurrence from the department chair
- A copy of the candidate's curriculum vitae

Nominees will be evaluated on the basis of outstanding contributions in clinical care, teaching, research and/or public service. Prizes of \$500 will be awarded to each winner.

The 2002 AAWR awards will be presented during the AAWR Annual Business Luncheon which will take place during the annual meeting of the Radiological Society of North America. Expenses (air fare and per diem) incurred during travel to Chicago to accept the award will be reimbursed. Nominations must be received before July 1, 2002.

Corporate Partners

AGFA HealthCare
Berlex Imaging

E-Z-EM
Ethicon Endo-Surgery

Fujifilm Medical Systems
Varian Medical Systems

KUDOS*and* **PLAUDITS**

The Association of University Radiologists and GE Medical Systems jointly announced the selection of two of our members who are also junior academic radiology investigators as recipients of two-year GE-AUR Radiology Research Academic Fellowships (GERRAF) in 2002. GERRAF fellowships are presented annually to support advanced research projects in the areas of patient outcomes research, technology assessment, and informatics.

Annette J. Johnson, MD, “Radiology Report Quality: A Cohort Study of Point-and-Click Structured Reporting versus Conventional Dictation.”

Dr. Johnson, a native of Hampton, Virginia, received her M.D. degree from the Medical College of Virginia. She completed a diagnostic radiology residency at the Geisinger Medical Center and a fellowship in neuroradiology at the Mallinckrodt Institute of Radiology. In 1998, she joined the University of Alabama at Birmingham and was promoted to Assistant Professor and Chief, Neuro MRI in 1999. She accepted her current position as Assistant Professor of Radiology, Indiana University in 2001.

Valerie L. Ward, MD, “An Assessment of Magnetic Resonance Imaging in the Prenatal Diagnosis of Fetal Chest Masses: Impact on Diagnostic Accuracy, Clinical Decision Making, Parental Understanding and Prediction of Neonatal Respiratory Health Outcomes.”

Dr. Ward, a native of Boston, received her MD degree from Yale University School of Medicine in 1993. She completed a diagnostic radiology residency at Brigham and Women’s Hospital. She was chief fellow in pediatric radiology at The Children’s Hospital from 1998–2000 before joining the staff there. She won the National Medical Association’s Radiology Resident Presentation first prize in 1997, the AAWR’s Seed Grant Award in 1999, the RSNA-Roentgen Resident/Fellow Research Award in 2000, and the Society for Pediatric Radiology’s John A. Kirkpatrick Young Investigator Award in 2001. She is currently Instructor in Radiology, Harvard University and Staff Radiologist, The Children’s Hospital in Boston.

The Executive Committee of the AAWR joins the membership in thanking the following members who made contributions to the Research and Education Foundation During 2001.

Kathleen Adams, MD	Ingrid Kjellin, MD
Beatriz Amendola, MD	Anita Klaus, MD
Judith Amorosa, MD	Nancy Knoll, MD
Kimberly Applegate, MD	Ritsuko Komaki, MD
G. Aznavorian-Bentley, MD	Elissa Kramer, MD
Diane Babcock, MD	Faye Laing, MD
Katherine Ballis, MD	Susan Leeson, MD
Kathleen Barry, MD	Gael Lonergan, MD
Julie Barudin, MD	Marcia McCowin, MD
Ellen Benya, MD	Ellann McCrory, MD
M. Ines Boechat, MD	Cathy Miller, MD
Mellena Bridges, MD	Linda Nall, MD
Renee Butler-Lewis, MD	Miriam Neuman, MD
Karien Campbell, MD	Leslie Nishimi, MD
Barbara Carter, MD	Nancy Plourde, MD
Barbara Chick, MD	Mary Ann Radkowski MD
Iris Choo, MD	Patricia Randall, MD
Libby Cone, MD	Bernadette Redd, MD
Theresa Corrigan, MD	Melissa Rosado de Christenson, MD
Linda Daniel, MD	Carol Rumack, MD
Elizabeth DePeri, MD	Ilona Schmalfuss, MD
Beth Deutch, MD	Katherine Shaffer, MD
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Rita Kikkawa, MD	

CLASSIFIEDS

POSITIONS AVAILABLE

Southern California – Kaiser Permanente

Kaiser Permanente, a leader in the healthcare industry and largest HMO in the nation is seeking **Radiologists in all specialties**. There are 11 medical centers throughout the region. Our physicians provide healthcare to more than 3.1 million members.

Consider the following benefits:

- Excellent salary and comprehensive benefits
- Well-equipped state of the art medical facilities
- Physician-directed group with administrative/leadership opportunities
- Broad scope of practice
- Support of a strong team of medical professionals and technicians

Fax or e-mail your CV with 3 letters of recommendation to Kathy, Professional Recruitment. Telephone: (800) 546-7946, (626) 405-3224. Fax: (626) 405-2675, or e-mail to kathy.c.uchida@kp.org.

**Pittsburgh, PA – Allegheny General Hospital**

If you are committed to excellence as we are, and wish to be part of an organization that values, your skills and contributions, join us, Your Employer of Choice for talented, dedicated professionals! Allegheny General Hospital is seeking Radiology Technologists for all levels of experience and specialty expertise including: mammography, special procedures, and diagnostic. Allegheny General Hospital services the city of Pittsburgh and the surrounding five states with outstanding services and medical expertise in a wide range of specialties. We offer competitive salaries and a comprehensive benefits package. Interested candidates should visit our website at www.wpahs.org or call our Job Line toll free at: 1-877-JOB-REVIEW (1-877-562-7384); or fax resume to: 412-359-6718. EOE.

**SW Missouri – St. John's Regional Medical Center**

The area's most comprehensive, dedicated Breast Center is seeking a clinically-oriented, compassionate **Radiologist** who enjoys hands-on, direct patient care contact. Radiologist must be proficient in performing core biopsies, breast ultrasound & clinical breast exams, reading bone density DXA exams, and consulting with patients, surgeons, oncologists, and pathologists daily. The successful candidate must be certified in mammography, with fellowship training a plus, and willing to assume the responsibilities of Medical Director of the Breast Center. Enjoy no call, no

weekends, no holidays as a dedicated mammographer. (Option to participate in diagnostic radiology services, if desired).

St. John's Regional Medical Center is a 367-bed regional tertiary medical center. Level II Trauma with life flight services available.

Contact Michele Beason @ St. John's Regional Medical Center, 800-638-7021, fax: 417-659-6343, e-mail: mbeason@stj.com.

AAWR Activities at the Annual Meeting of the American Roentgen Ray Society



Kimberly Applegate, MD, MS

President-Elect, AAWR

2002 Program Committee Chair

First Annual Refresher Course Luncheon Co-sponsored With the ARRS

Wednesday, May 1, 2002

**24/7 Workforce Issues in
Radiology Panel Discussion**

Moderator:

Kimberly E. Applegate, MD, MS

Panelists:

Bill Bradley, MD, PhD

Long Beach, CA

Large private practice group

Dimitrios Spigos, MD

Chairman, Department of Radiology

Ohio State University, Columbus, OH

Large academic practice with over 10 years of in-house, overnight radiology coverage by staff, not residents

Curtis Harlow, MD

Canon City, CO

Solo practice radiology, rural perspective

Please note that continuing medical education credit will be awarded for the Refresher Course Luncheon.

2002 AAWR Luncheon

Tuesday, April 30, 2002

The Joys of Working in Organized Radiology

Speaker: Valerie Jackson, MD, FACR

Indiana University, Indianapolis, IN



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Articles for consideration for publication in the *Focus* should
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

February 1, 2002

June 1, 2002

September 1, 2002

December 1, 2002