

F O C U S

Quarter 2 | 2024



AAWR

The Official Newsletter of the American Association for Women in Radiology

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AAWomenRads

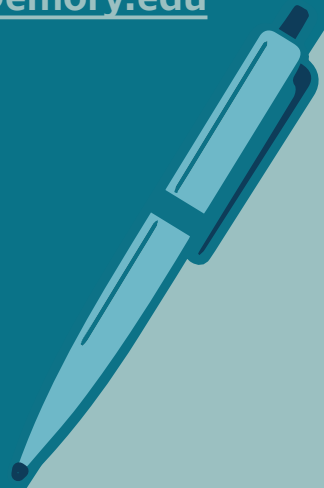


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CALL FOR ARTICLES

Have an article or research
publication you would like featured
in our next Focus Newsletter? Let us
know!

Submit your article by emailing Jean
Kunjummen, Newsletter Chair, at
jean.kunjummen@emory.edu



EDITORS NOTE

Hello and welcome to the AAWR Spring Newsletter for 2024, as one of the new Newsletter Committee Co-Chairs along with Dr. Mai-Lan Ho, we are thrilled to be ushering in the spring newsletter. Spring is always considered a time of renewal and for me a good time to not only "spring clean" my home as well as a great time to get rid of beliefs and things holding one back and focus on building things that help us grow, feel valued and nurtured.

My two new core tenets relate to our family welcoming and starting to train a new Chow Chow puppy named Leo. One of my favorite concepts when we started training was that for Leo, we were going to focus on living in the land of the "good"! Meaning, we praised him and focused on highlighting when he did a "good" thing, like using the puppy pad, and ignored all the rest. This made me recall how during radiology training, we often point out "missed" findings rather than focusing on how a trainee is improving and advancing in their training. We have all had similar experiences: you may have read 99 chest x-rays correctly, and missed a finding on one, which will likely become your focus. In fact, the Nobel Prize winner Daniel Kahneman noted that an individual's life is a series of moments, in a psychological present lasting up to 3 seconds and each day we experience up to 20,000 moments, that our brain categorizes as positive, negative, or neutral, and our memories are composed of those good and bad moments.¹

In addition, I recently read "How to Finish Everything you Start – Habits to Transform Your Life" by Jan Yager,² and one of my favorite acronyms from the book is:

FINISH, which stands for:

F = Focus on one priority task

I = Ignore interruptions or distractions

N = Now is the time, not later or tomorrow

I = Initiate and innovate so you keep going

S = Stay the course however tough it gets

Hail = finishing by celebrating your accomplishment

Too often in life, we are laser focused on the next task and forget to celebrate the small wins. At a recent lecture during my PhD research symposium, I was struck by an invited speaker's comment reminding us to "slow down for a moment for yourself and celebrate small victories, such as getting the paper finished and submitted, even if it isn't published yet, and make time for joy". To everyone out there I say congratulations on making it through the winter, and along with my wonderful Editor Co-chair Dr. Mai-Lan Ho, and our new terrific Executive Director Nina Lewis and President Dr. Candice A. Johnstone we welcome you to the spring edition of the AAWR newsletter.

1. Kahneman D., & Riis J. (2005). Living, and thinking about it: Two perspectives on life. In F.A. Huppert, N. Baylis & B. Keverne (Eds.), The science of well-being (pp. 285-304). Oxford : Oxford University Press.

2. How to Finish Everything You Start- Habits to Transform Your Life, Jan Yager, Hannacroix Creek Books, Inc. (September 25, 2018)



**Claudia Kirsch MD,
PhD Candidate**



Our new "fur baby" Leo!

2024 UPCOMING EVENTS

Join us online for the annual **MIT Virtual Speed Mentoring Session** on July 11th, 2024, 8:00pm - 9:30pm EST (5pm – 6pm PST). Registration opens June 3rd.

Engage in an enriching mentorship experience with our expert panel of radiologists & radiation oncologists to discuss pivotal topics, including navigating career transitions, mastering contract negotiation, achieving work-life harmony, and more!

Greetings from the Executive Director

As we approach the mid-point of 2024, I want to invite you all to take a deeper dive into the AAWR experience! One of our goals this year is to revamp and invigorate our strategic plan. Our fabulous Board of Directors has been very intentional about mapping out the objectives of the AAWR and ensuring our member benefits are clear, concise, and meeting needs at every stage of your careers. This is indeed a big job, and we need input from you, the valued members of this association, to make sure this new plan is the right one to lead us into the future. I want to hear directly from you any ideas and/or concerns you have as an AAWR member.

In March I was invited by one of our partners, Intelrad, to share in their presentation for International Women's Day. The most important part of this opportunity for me was to illuminate the reality that it takes all of us, no matter what capacity we serve in, working together to move women forward in this field. I'm looking forward to working more closely with you to do my part! Let's Talk!

Lady Nina Lewis
Executive Director



Nina Lewis

Executive Director, AAWR

Email: director@aawr.org

[International Women's Day Presentation](#)

2024 RECENT AWARD WINNER

ACR Gold Award



Beverly G. Coleman, MD, FACR

Dr. Beverly G. Coleman, MD, FACR, is a board-certified radiologist specializing in prenatal imaging and Director of fetal imaging at CHOP's Center for Fetal Diagnosis and Treatment. She holds the Children's Hospital of Philadelphia Endowed Chair in Fetal Imaging.

Areas of Expertise: Abdominal imaging, Ultrasound



AWARD APPLICATIONS

AAWR RLI Leadership Summit Awards: Applications Now Open!

The American Association for Women in Radiology (AAWR) welcomes the submission of applications for the Katherine A. Shaffer RLI Leadership Summit Award and the Samir B. Patel M.D. and Family RLI Summit Scholarship via their online application systems.

Deadline for Award Applications: **Friday, May 31, 2024**

SAMIR B. PATEL M.D. AND FAMILY RLI SUMMIT SCHOLARSHIP

Three (3) AAWR early and or mid-career members will be selected for this scholarship which will cover the costs of the tuition and 3 nights hotel stay at the RLI Leadership Summit.

[Apply Here](#)

THE DR. KATHERINE A. SHAFFER AWARD

One (1) AAWR member will be selected to receive a \$2,000 scholarship to cover the costs of attending the RLI Leadership Summit.

[Apply Here](#)



Please contact the AAWR Executive Office at info@aawr.org if you have any questions.

KUDOS A little birdie told us...

Alisa Rathi @arathimd

Successfully completed term as ACR RFS Chair, now transitioning to ACR RFS Immediate Past Chair

Anne Darrow @DarrowMd

Presented at AUR 2024 - on RAD IDEAS: Rad(iology) Inclusion, Diversity, Equity, Advocacy and Sustainability (IDEAS)

Amy Fowler

Presented at SBI 2024: Challenging Cases - MRI

Anne Darrow @DarrowMd

Inaugural Radvocate Leader Certificate winner (RAN RLC) at ACR 2024

AmyPatel @amykpatel

Inaugural Radvocate Leader Certificate winner (RAN RLC) at ACR 2024

Candace Howard @CandaceClaudio

Inducted as Fellow of the ACR (FACR)

AmyPatel @amykpatel

Elected MORADS President for 2024-2025

Carmen Cerron Vela @crcerron

Presented at ASPNR 2024 about differentiating supratentorial ependymoma and high grade glioma in pediatric patients

Angela I Choe @angchoemd

Inducted as Fellow of the ACR (FACR)

Catherine Margaret Appleton

Inducted as Fellow of the ACR (FACR)

KUDOS A little birdie told us...

Chelea Schmitt @chels2718

Elected ACR RFS Vice Chair for 2024-2025

Dania Daye @DaniaDaye

Awarded the Gary J. Becker Young Investigator award at SIR24.

Cherie Kuzmiak

Presented at Society of Breast Imaging 2024: "Setting a Threshold" Radiological-Pathological Correlation - Is that Pathology Concordant?

Desiree Morgan @desireembham

Elected into the UAB Faculty Council Committee

Christina LeBedis

A3CR2 Outstanding Teacher Award at AUR 2024

Elizabeth Kagan Arleo @DrArleo

Keynote speaker discussing Work-life Balance at the 2024 ACR RFS meeting

Christine Glastonbury @CMGlastonbury

Recipient of the ASNR 2024 Outstanding Contributions in Neuroradiology Education Award

Elizabeth Morris @DrLizMorris

Received the SBI 2024 Gold Medal

Dana Ataya @DanaAtayaMD

Released her song EndTheConfusion (a song about how early detection saves lives from breast cancer)

Elizabeth McFarland

New MORADS President Elect for 2024-2025

KUDOS A little birdie told us...

Elizabeth Patterson

ACR 2024 Gold Medal winner

Gelareh Sadigh @gelarehsadigh

Honorable Mention for Clinical Faculty Mentor of the Year Award at the UCI School of Medicine.

Elizabeth Sadowski

Received the DEI Achievement Award at SAR 2024

Geradine McGinty @DrGMcGinty

ACR 2024 Gold Medal winner

Fatima Elahi @FatimaElahi21

Elected ACR RFS Chair for 2024-2025

Giovanna Casola

2024 SAR Gold Medal Winner

Fatima Elahi @FatimaElahi21

Inaugural Radvocate Leader Certificate winner (RAN RLC) at ACR 2024

Isabel Newton @theIIMD

JVIR Editor's Award for Outstanding Laboratory Investigation

Fatima Elahi @FatimaElahi21

Received the JACR Hillman Fellowship for 2024

Jacqueline A. Bello

ASNR 2024 Gold Medal Award

KUDOS A little birdie told us...

Jenny Vo-Phamhi

BEST overall paper award at the 2024 SAR meeting,
Roscoe E Miller Award

Mariana Meyers @marianazmeyers

Delivered a keynote speech on Quantitative Placental
MRI at SPR 2024

Judy Gadde @JudyGadde

Inaugural Emerging Educator Award at #AUR24

Marrisa Martin @MarisaMartinMD

Elected education liason of SAR-RFS Executive
Committee

Julianna Czum @JuliannaCzumMD

Editors' Recognition Award "with Special Distinction"
from Radiology journal.

Melina Hosseiny @MelinaHosseiny

Received the 2024 ARRS President's Award

Madison Kocher Wulfeck

Received the JACR Hillman Fellowship for 2024

Mellisa Davis @MelissaDavis29

Lectured at the ACR YPS 2024 Meeting "RLI: Young
Physician Challenges – Tips to Succeed"

Manisha Bahl

Published commentary in European Radiology: The
unintended consequences of artificial intelligence and
high-risk triaging

Moozhan Nikpanah @MoozhanNikpanah

Elected Chair of SAR-RFS Executive Committee

KUDOS A little birdie told us...

Moozhan Nikpanah @MoozhanNikpanah
Elected Chair of SAR-RFS Executive Committee

Nilda Maria Wiliams @nildaMariaW
Promoted to Associate Professor at UMMC Radiology

Mesha Martinez @MeshaMartinezMD
Delivered a keynote speech on dvances in Pediatric (Ischemic) Stroke Diagnosis and Treatment at SPR 2024

Marrisa Martin @MarisaMartinMD
Elected education liason of SAR-RFS Executive Committee

Nidhi Sharmaa @drnidhisharmaa
Incoming Associate Editor for Journal of Breast Imaging

Melina Hosseiny @MelinaHosseiny
Received the 2024 ARRS President's Award

Nikita Deshpande @NikitaMD_
Presented at SBI 2024 on Imaging Management of Newly-Diagnosed Breast Cancer in Pregnant Patients,

Pamela Woodard @PamelaWoodardp
Elected as incoming President of the American College of Radiology

Nilda Maria Wiliams @NildaMariaW
Presented on Burnout, Moral Injury and Emotional Intelligence at the 2024 ACR RFS Meeting

Moozhan Nikpanah @MoozhanNikpanah
Elected Chair of SAR-RFS Executive Committee

KUDOS A little birdie told us...

Pamela Propeck

Presented at SBI 2024: Putting it Together - Multimodality Cases

Paula Y George I

Inducted as Fellow of the ACR (FACR)

Patricia Balthazar @PBalthazarMD

Received the Rising Star in Research Early Career Award at SAR 2024

Sherry Wang @drsherrywang

Received the Excellence in Education Early Career Award at SAR 2024

Paula Gordon @DrPaulaGordon

Delivered a talk on Updates on Breast Cancer Screening Guidelines at SBI 2024

Sonia Gaur @SoniaGaurMD

Successfully completed term as SAR RFS Chair, now transitioning to SAR RFS Immediate Past Chair

**HELP US AMPLIFY
THE ACCOMPLISHMENTS
OF RAD WOMEN**

#AAWRKUDOS

We want to amplify the accomplishments of our members and we need your help! If you or someone you know has a triumph to share, let us know by using the hashtag #AAWRKudos and/or tagging @AAWR_org on X.

Thank you for continuing to uplift and celebrate #radwomen across the nation!

Welcome New Members

Jessica Aduwo
Saima Ahmad
Allison Aripoli
Adedamola Ashade
Afrouz Ataei
Julia Baracewicz
Suzie Bash
Malie Collins
Jessica Cruttenden
Lasya Daggumati
Karin Dill
Sakina Divan
Allison Dortilus
Lauren Fane
Julia Fedorova
Julia Fielding
Katrina Flitsos
Nicole Galiber
Camille Gordon
Evgeniia Grik
Anuradha Haridhas
Emily Harris
Danielle Heiser
Natasha Holden
Lauren Hui
Somyung Ji
Jacqueline Junn
Jessica Kim
Alexandra Koberlein
Tiffany Kumala

Allison Lamont
Kim Learned
Laura Liu
Anjani Maley
Ashlee Malone
Sydney Marshall
Jessica Matschek
Shaunagh McDermott
Zachary McSween
Olesya Mironchuk
Erin Moore
Laura Moralejo
Ellie Mueller
Sara Omari
Richel Oo
Bhakti Patel
Andrea Patete
Megan Peoples
Michelle Pisa
Farah Rahman
Nisha Reddy
Hannah Roberts
Ana Ruas
Gayle Salama
Beverly Sayasouk
Ekaterina Sazon
Megan Schrage
Ashani Shah
Erica Shey
Azarin Shoghi

Richard Strax
Lyle Suh
Lesley Summerville
Deepa Thakuri
Michelle Tsang
Chanel Varney
Audrey Verde
Caroline Walsh
Elysa Widjaja
Sophie Wong
Shiva Yagobian
Noushin Yahyavi
Mindy Yang
Kathryn Zamora
Xin Zhan
Katherine Kaproth-Joslin

Preparing for Retirement at any Age



Julia R. Fielding, MD

AAWR Past President, 2012

As a full-time academic physician for 30 years, I was ready to retire. The important word is ready.

For those of us born at the end of the baby boomer generation, work was of intrinsic value. Service to patients and colleagues defined success. Our identities were intertwined with our professional lives. The volume of work was significantly less, but flexible hours did not exist. Salary parity with men was uncommon. Women were expected to do most of the child-rearing and household work. Stress and guilt were common then, as they are now. Generation X pressed employers for some work life balance measures but made little progress. Millennials have demanded and to some degree received more benefits. These include part time work, home-based work, guaranteed maternity leave of 3 months, and equal pay with male colleagues.

Burnout is common among all 3 groups- primarily because employers have increased workload without an increase in staff or salary. In many cases, women physicians have lost the ability to control their own environment and feel lost and isolated. Improvement of this situation may require an abrupt and significant change in career and lifestyle.

Every woman should prepare for retirement.

The first step is a frank discussion with your spouse or significant other. They will be required to make life changes too and you will need their full support.

Once you are seriously considering retirement, meet with your practice's CFO and your financial planner. Although I am not a financial professional, the following items should generalize to all potential retirees. Consider your own needs first. The average life expectancy of women who are over 60 is 85 years. Will your saving and benefits last until you are 90? Remember that Social Security may cease to exist or pay significantly less benefits to women who are now less than 45 years of age. Future payments for your children's education,

Preparing for Retirement at any Age

your student loans, parental care, health care and housing expenses should be considered. A benefit that is often overlooked by women practicing in a state hospital is that they are entitled to loan forgiveness after 10 years of service. Every woman should consider how a divorce would affect her finances. Check to make sure that money and assets are appropriately divided.

When planning retirement, women are often faced with insurance questions. Again, these should be discussed with your financial professional. The conversation should include the following topics. The value of life and disability insurance varies for women following retirement. Can some policies be cancelled? Good health care benefits are required and expensive.

If a woman is considering early retirement, COBRA plans may allow her to maintain full benefits at practice rates for 18 months. In retirement, women should consider the availability of a very good health care system close to home. The application for Medicare is complicated and should be thoroughly reviewed before retirement. Because women potentially have long life spans, long term care insurance should be considered. This will likely become more expensive and difficult to obtain as the population ages.

All of us want to provide a top-notch college education for our children. This should not supersede your own requirements for retirement. Take advantage of any tuition matching programs available in your practice. Start saving when a child is born and continually fund throughout her childhood. Most women will find tax free 529 educational saving plans an attractive option. Discuss finances with your children including whether an in-state school with relatively low tuition is a requirement.

When considering retirement, it is a particularly valuable time to have a discussion with your lawyer. Make sure that your will, power of attorney, guardianship requests and any other important documents are up to date. Once you have decided that you have the financial means and stability to retire you can move on to the fun stuff. What do you want to do with your time?

Preparing for Retirement at any Age

Most physicians have never been able to consider that luxury. Are you interested in travel, a new career, relocating to a new city – or continent? Whatever your passion, get the education and make the connections required to start your new life a few years before you exit the medical field. Part-time work may be a good option for many women adjusting to retirement. Working in a new arena offers the ability to use your skills and learn new ones. Indulge your creativity and get involved with the visual or performing arts as a performer or a patron. For women looking for well-deserved relaxation rather than paid or volunteer work it is still a good idea to keep a calendar to identify upcoming events. Many women physicians did not have the time or energy to make friends while in practice. Isolation is frightening, especially for someone used to the camaraderie of medicine. Don't be afraid to put yourself out there. Even if you are not an extrovert, you will make friends. If you have not kept up with your friends from the past – now is the time to reconnect.

Everyone should have a purpose beyond their own family's happiness. Plan to give time to a cause that is important to you. This provides a service to those who need it and a way to shape the future.

Finally, remember to take care of your physical and mental health. It is finally time to take a breath and fulfill your own desires.

Beyond Radiology: The Complexities of Being a Woman in Today's World



Yoshimi Anzai, MD MPH, FACR
Professor, Vice Chair of Quality and Safety
University of Utah
AAWR President 2013-2014

What a fantastic opportunity to connect with the AAWR community through this newsletter! It has been nearly ten years since I had the privilege of serving as the AAWR President. I am thrilled that the AAWR has thrived in becoming an organization that supports all women in radiology and radiation oncology. One of the most impactful accomplishments of AAWR, working collaboratively with ABR, ACR, AMA, ACGME, and other organizations, is passing two resolutions related to parental leave for both men and women trainees with a specific framework (<https://www.aawr.org/Paid-Family/Medical-Leave>). Although I did not directly benefit from the policy changes, this is something I felt personally. In less than 6 months of being an attending radiologist I gave a birth to my daughter. Since I did not have one year of employment, I could not get the 12 weeks of parental leave. Two decades later, I still remember how hard it was to return to work, leaving a six week- old daughter at home with a nanny. It is a huge kudo to those who tirelessly worked with various stakeholders to make it happen. Another good news is the gradual, although slow, increase in the number of women radiologists in the United States. More importantly, the number of women leaders, Deans, Chairs, and Vice Chairs has increased in the last decades. These changes do not happen overnight; They result from continuous advocacy and mentorship efforts by organizations such as AAWR, RSNA, ACR, and AAMC, as well as male alliances that understand and believe in gender equality in radiology and medicine.

While we celebrate this advancement of women in our profession, what is happening outside of radiology, perhaps outside of medicine, is concerning lately. With the continuing war between Russia and Ukraine and the accelerating Middle East conflict, the world is quite unstable and uncertain. In June of 2022, the US Supreme Court overturned Roe v Wade, eliminating the federal right to abortion. Since then, the restriction of abortion and the total abortion ban have spread across the countries.

Beyond Radiology: The Complexities of Being a Woman in Today's World

I had never thought women's health would be politicized as much as now when I served as the AAWR President in 2013 - 2014. Not only those women who need access to abortion care but also physicians who perform to save the lives of patients are under threat from legal scrutiny in some states, causing difficulty in providing OB-GYN services. **Just last week, ACR joined a list of 75 other medical professional societies, including the AMA, and passed the resolution proposed by AAWR that abortion is an essential component of reproductive healthcare.**

The COVID pandemic and its aftermath have resulted in tremendous challenges in the healthcare system. A workforce shortage led to the closure of many rural hospitals. Even in metropolitan areas, health systems now struggle financially more than ever, threatening funding for research and education. Physician burnout is an epidemic across disciplines. We are asked to do more and more with less. We need to rediscover a sense of purpose and joy in our profession.

Ten years after my AAWR Presidency, I must say that we, women, now live in a challenging world in a different way than our trailblazer women did. Listen to the line of the movie Barbie, is when Gloria talks to Barbie, who ultimately loses self-confidence after returning to "Ken's land," saying that "it is literally impossible to be a woman." she continues, "You have to be THIN but not TOO THIN. You have to say you want to be healthy, but also you have to thin. You have to have money, but you can't ask for money because that's crass. You have to be a boss but you can't be mean. You have to lead, but you can't squash other people's ideas. You have to LOVE being a mother, but don't talk about your kids all the time. You have to be a career woman but also always be looking out for other people. You have to never get old, never be rude, never show off, never be selfish, never fall down, never fail, never show fear, never get out of line. " It is literally impossible. The expectations we face are, in fact, unachievable.

We have been told that we must walk in a slim line to be just right. You must be smart, but not too smart. You must be likable, if you are too likable, you are not respected. Are all these messages misguided?

Beyond Radiology: The Complexities of Being a Woman in Today's World



Maybe we do not have to. By creating a narrow zone of what the stereotypical successful professional women are, we suppress the creativity and innovativeness of women who are extraordinary and brave. The next generation of women leaders may not accept the stereotypical professional women imposed upon us. We want more authentic women leaders who can articulate and connect with the world. Our societies must adopt a broad range of men and women leaders.

We live in a polarized world where each side does not talk or listen to each other. How can we create a dialogue or find common ground if we do not even see each other face to face or listen to each other without judgment or prejudice? To do so, we must present in person. Eighty percent of communication is nonverbal. Reading someone's body language or facial expression is critical to feeling empathy, establishing respect, and certainly finding common ground. We should be more open-minded and kinder to each other. Changes start from us, I would like to end with my favorite quote from the beloved chef Anthony Bourdain.

"Eat at a local restaurant tonight. Have a cold pint at 4 o'clock in an empty bar, Go somewhere you have never been. Listen to someone who you think may have nothing in common with you. Order Steak rare, Eat Oyster, Have a negroni, Be open to a world that you may not understand or agree with the person next to you, but have a drink with them anyway. Eat slowly, Tip your server. Check-in on your friends; check-in on yourself. Enjoy the ride."

Each of us can be open-minded and discover a new world. By doing so, collectively, we can make the world a better place. Stay well, reach out to your colleagues and friends, and listen to your inner voice. Take care of yourself.