

FROM YOUR PRESIDENT

Nancy Ellerbroek, MD



in
focus

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This year marks the 25th Anniversary of the AAWR. We are fortunate that almost all of our past leaders will be joining us for a celebration on Sunday, November 26th. You are invited to attend – please sign up through our website. In addition, we are hosting a one-woman show by Susan Marie Frontczak, “Manya”, which is based on the life of Marie Slodowska Curie. This event by all reviews is inspiring and educational. It will be held at the McCormick Center in room E350 at 6:30 PM Monday, November 27th, and is free to all members, but reservations are needed (available through the RSNA website).

Other topics to be presented and discussed at RSNA will help to increase awareness of our current challenges and controversies. Our Presidential Luncheon on November 29th will feature a presentation by Leonard Berlin, MD: “Glass Ceilings, Sticky Floors, Maternal Walls, and the Courtroom: Sexual Harassment and Gender Discrimination” Since those problems are still with us, it is wonderful to be able to hear about them from such an expert. Our Refresher Course, “Lung Cancer Screening and Coronary Artery Disease Screening: The Present and the Future”, will be moderated by Dr. Amorosa. Drs. Denise R. Aberle, MD, Claudia I. Henschke, MD, PhD, and Martine J. Remy-Jardin, MD, PhD will be the faculty and will present a balanced and comprehensive coverage of these controversial topics. We are just now learning how lung cancer affects women differently from men, and symptoms of coronary artery disease are also different in many

women. It will be good to have an up to date course from the experts.

Our work to promote the careers women in radiology and related fields continues. A recent report in JAMA addressed mentoring in academic medicine (1). In this review, the purpose of which was “To systematically review the evidence about the relevance of mentorship and its relationship to career development”, 42 articles describing 39 studies were selected for review. Overall, less than 50% of medical students and in some fields less than 20% of faculty members had a mentor. Three studies explored mentorship experiences of women physicians, 6 explored differences between the sexes in the mentorship experience, and 1 study evaluated an intervention to eliminate some of these differences. Women perceived that they had more difficulty finding mentors than their male colleagues. Mentorship was reported to have an important influence on personal development, career guidance, career choice, and research productivity, including publication and grant success. The results showed differences in nearly every area measured between women and men as medical students, residents and fellows, and faculty. The intervention study showed that the intervention was associated with improvements for both men and women, but more significantly so for women. This article addressed issues affecting women in academics. This review showed not only that our work is not yet done, but that with effort, improvement can

President continued on page 2

President cont'd from page 1

be achieved. The JAMA article addressed mentoring in academics. I am in private practice and have different concerns than those addressed: promotion and tenure are not an issue. Fair treatment and salary equity, how to deal with a hospital administrators, as well as day-to-day issues of running an office are of utmost importance to me, and mentoring and/or career coaching is always appreciated and helpful. Years ago I read "The Pocket Mentor" (authored by B.J. Manaster, published by the AAWR) from cover to cover and shared it with my colleagues, now I still find resources within the AAWR, mostly through one-on-one (but rarely face-to-face) interactions with other members.

I am sorry to have to say that this will be the last issue of Focus edited by Melissa Rosado de Christenson, MD, FACR. Dr. Rosado De Christenson is currently Professor of Radiology at Ohio State University. Her other time commitments have increased substantially, not allowing her to continue. Melissa received her MD at the Uniformed Services Health Sciences University in Bethesda Maryland, and completed her radiology residency at George Washington University. When I first met Melissa, she was still on active duty in the Air Force, and she served as one of the women who by her example as a role model encouraged me to become more involved in organized radiology in general and the AAWR in particular. She retired from active duty in 2001, having achieved the rank of Colonel, and is Chair Emeritus of Radiologic Pathology at the Armed Forces Institute of Pathology. She has donated much of her time to organized radiology in many ways, and I can't begin to list them all. She is chair of the ACR Continuous Professional Improvement Panel, is an examiner for the American Board of Radiology. She is the chair of Instructional Courses for the ARRS. For the RSNA, she is a member of the Editorial Board of the Daily Bulletin, and is a member of the Public Information Advisors Network. She has been a member of the Educational Exhibits Committee, and chair of the multi-system subsection. Melissa has received numerous awards, including honorary membership of the Canadian Association of Radiologists. She has taught extensively and has been a visiting professor and/or delivered named lectures frequently. She has regularly taught refresher courses at RSNA and the Society of Thoracic Radiology. Her AFIP Radiologic Pathology course had been attended by over 15,000 residents over the years. She is co-author of the Teaching Atlas of Chest Imaging and numerous book chapters. Her work has been of considerable importance to the field of radiology and to the care of our patients. During much of her career, she has contributed considerable time and attention to the AAWR.

She has been our past president and held all of the major offices.

Dr. Rosado de Christenson has been the Editor-in-Chief of the AAWR Focus newsletter since the year 2000. That task has been fulfilled with great skill and precision. Anyone who has enjoyed and benefited from our newsletter over the past 6 years knows how great the quality has been. She has had the help of our associate editors, but everything went through her review before publication. It is with great appreciation for her work that we accept that she will no longer be able to continue to serve in this capacity. I want to extend, on behalf of our organization, thanks and best wishes for her future career.

Reference:

Sambunjak D, Straus SE, Marusic A. *Mentoring in Academic Medicine: A systematic review*. JAMA 2006; 296: 1103-1115.

Mitka M. *Researchers focus on alternatives for diagnosing heart disease in women*. JAMA 2006; 296: 1223-1224.

DEPARTMENT OF RADIOLOGY

UNIVERSITY OF CALIFORNIA, SAN FRANCISCO

The Department of Radiology at UCSF is seeking a musculoskeletal radiologist to be appointed at the level of Assistant or Associate Professor of Radiology in the Clinical, Clinical X, or In Residence series depending upon qualifications. This individual will be involved in the research, clinical and teaching activities of the musculoskeletal imaging section. The applicant should have experience in musculoskeletal cross sectional imaging and interventional procedures.

The individual must be able to practice medicine in California, be Board certified in Radiology, and have at least 1 year of training in Musculoskeletal Radiology.

UCSF is an Equal Opportunity/Affirmative Action Employer. All qualified applicants are encouraged to apply, including minorities and women. UCSF seeks candidates whose experience, teaching, research, or community service has prepared them to contribute to our commitment to diversity and excellence.

Send or fax CV to:

Lynne Steinbach, M.D., Chair, Search Committee, UCSF Dept. of Radiology, 505 Parnassus Avenue, San Francisco, CA 94143-0628. Fax: (415) 353-2643.

A Tribute to Mary Stuart Fisher, M.D. (1923-2006)

By Miriam Fisher Schafer

Dr. Fisher was a woman of “firsts.” Born on August 12, 1922 in Binghamton, NY to Stuart Banyar Blakely, MD and Miriam Brothers Blakely, Dr. Fisher was first in her Binghamton, New York high school class, first in her class at Bryn Mawr College, and first in her class at Columbia University College of Physicians and Surgeons. She was the first woman president of the Philadelphia Roentgen Ray Society (the oldest radiological society in the world), and the first woman physician to have her portrait commissioned and hung at Temple University Medical School. Married to George Ross Fisher III, MD in 1950, she spent 50 years teaching diagnostic radiology to generations of Philadelphia medical students and residents. One of her notable former students, New York University professor of radiology, Hildegard Toth, MD was recently quoted as follows in *Radiata* (New York University radiology news magazine):

Radiology became my choice and Dr. Mary Fisher was my reason. She was elegant, beautiful, and very smart. She simply flipped up the (chest x-ray), told the patient’s story and was always certain of the diagnosis. How did she do that? What did she see that others did not? I wanted to do this too. She still has no idea of the influence she had on my career choice. *Radiata* (Spring/Summer 2005, pp 1-5).

She was offered the chairmanship of the departments of radiology at nearly all of the hospitals in Philadelphia and declined them all, remarking that she “didn’t want to be the chairman of anything.”

Her first teaching appointment, after completing her internship at Massachusetts General Hospital, was at the Philadelphia Veteran’s Administration Hospital under the tutelage of George Wohl, MD. She then spent 15 years at Philadelphia General Hospital, PGH, which had affiliations with all of the medical schools in Philadelphia. In a June, 2005 interview, Dr. Fisher stated that, if she were in a vegetative state and were asked where she worked, she would probably still say “PGH!”

After PGH closed in 1975, she joined the staff of Temple University Medical School where she served on the staff of the Diagnostic Imaging Department and continued to train medical students and residents as Professor of Radiology until her retirement in 2003 (at the age of 80!).

Dr. Fisher was a diplomate of the American Board of Radiology since 1953; a member of the American Medical Association, the Philadelphia County Medical Society, the Philadelphia Roentgen Ray Society (President 1982-1983), the Radiological Society of North America, the Association of University Radiologists, the Association of Women in

Radiology, the Pennsylvania Radiological Society, the Society of Thoracic Radiologists; a fellow of the College of Physicians of Philadelphia and of the American College of Radiology; and a consultant for the National Board of Medical Examiners.

Dr. Fisher published nearly 50 articles and book chapters, and over 35 papers, presentations, and exhibits on radiology, spanning a wide range of subjects; she commented that one paper or article per year was ‘about right.’ She was honored throughout her career for her contributions to the field. These honors include the Russell P. Moses Memorial Award for Excellence in Clinical Teaching (Temple University, 1980); Honored Radiologist (Pennsylvania Radiological Society, 1985); Lindback Award for Distinguished Teaching (Temple, 1985); “Golden Apple” (Temple medical students’ award for favorite teacher, 1990); Marie Curie Award (American Association for Women Radiologists, 1992); Outstanding Educator Award (Philadelphia Roentgen Ray Society, 1992); and Physician of the Year (Temple University Hospital, 1996).

Born under the annual August Perseid meteor shower, Dr. Fisher traveled widely throughout the world to see the Perseids in different locales. She attended Haddonfield (NJ) Friends Meeting for the past 50 years, and served on the school committee of the Haddonfield Friends School long after her children graduated. She spent 25 years caring for, in turn, her mother; her aunt, and her mother-in-law. She loved gardening, music, and her family.

If you are interested in receiving an oral history of Dr. Fisher on DVD, send an email request to MSchaefer@chemheritage.org.

Visit the AAWR Bookstore and Support the AAWR!

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

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



About “Curie Streets”

by Ann M. Lewicki, MD, MPH

In Poland, streets where hospitals or medical centers stand, frequently carry the Curie name. When I visited Warsaw in 1996, I discovered such signs, and a similar sign was also attached to the building which is the original Radium Institute founded by Marie Skłodowska Curie.

The address of the Curie Museum in Paris is No 11, rue Pierre et Marie Curie. That Museum is where Marie’s laboratory and office were located, 1914–1934. What is less well known, is that there was once a “Marie Curie Avenue” in New York City. Unfortunately it no longer exists; in fact it only existed for a few short years. Let me briefly recount the story of this Curie Street.



Marie Mattingly Meloney played a big role in having a Manhattan street renamed in Marie Curie’s honor. We remember Marie Meloney as being responsible of convincing Marie Curie to come to America in 1921 to accept the radium gift from the American women

in the White House and for arranging a very successful trip for Marie. Again, “Missy” succeeded and Exterior Street became Marie Curie Avenue. At that time, this avenue was a thoroughway along the East River not far from York Avenue and what is now Rockefeller University.

The renaming of this street, when Mayor LaGuardia attached the street sign bearing Marie Curie’s name, occurred during a spectacular ceremony on a beautiful Sunday, June 8, 1935. The scientific and medical community of New York City was represented by the Head of Memorial Hospital, now Memorial Sloan-Kettering Cancer Center. Dr James Ewing explained in his address to all those in attendance what Marie Curie meant to science, what her contributions meant to mankind.

Some five years later, Marie Curie Avenue vanished, a victim of urban renewal. In 1998, when the centennial of the discovery of radioactivity was celebrated around the world, many attempts were made to restore the memory of that avenue in some way, all without success.

I hope that this is not how this story ends, this story of the Marie Curie Avenue in New York City.

AAWR Research & Education Foundation Awards

Clara Choi, MD



Dr. Choi graduated from Stanford University with a B.S. in Chemistry. As a medical scientist training program (MSTP) student at the University of Michigan Medical School, she completed the combined MD/ PhD degrees, with a

PhD in Biological Chemistry. After a transitional internship year at the Santa Clara Valley Medical Center, she began her residency in Radiation Oncology at Stanford University. As a Holman Pathway resident, the focus of her research is molecular imaging of protein-protein interaction. She enjoys traveling, running, hiking, food and wine. She has been an AAWR member since 2003.

Mary Feng, MD



Mary Feng completed her undergraduate training at Stanford University and attending medical school at Washington University in St. Louis. She is currently co-chief resident in the

Department of Radiation Oncology at the University of Michigan. Her research interests include the judicious application of new technologies in radiation oncology, target and organ motion, and methods of normal tissue sparing.

Z. Jane Wang, MD



Dr. Z. Jane Wang is a chief resident in the Department of Radiology at University of California-San Francisco (UCSF), and plans to pursue fellowship training in Abdominal Imaging at

UCSF. She is currently working on research projects investigating renal physiology using CT and MR imaging under the NIH T32 research trainee grant, and her research is partially funded by the Society of Uroradiology Research Award. In her free time, she enjoys spending time with her friends, traveling and hiking. She has also recently started indoor rock climbing.

KUDOS *and*

PLAUDITS



Ann M. Lewicki, MD, MPH

Congratulations to Ann Lewicki for being awarded the Distinguished Alumni Award from Albion College, where she did her undergraduate work towards BA. Ann was nominated by

her classmates and there will be a plaque dedicated to her placed in the Alumni Hall at the Kellogg Center of the College. She is a Clinical Professor of Radiology, Georgetown University School of Medicine, Washington, D.C.

The Distinguished Alumni Award recognizes College alumni for their genuine leadership and dedicated service to others.



**Dr. Ann Lewicki,
Albion College
class of 1956**



Kimberly Applegate, MD, MS

Dr. Applegate has been appointed to the position of President for the Radiology Alliance for Health Services Research (RAHSR), which is an entity of the Association of University Radiologists,

where she is the Vice President of the Association. The goals of the Alliance shall be to encourage and promote health services research and education by and for radiology. The goals of the Alliance shall be furthered through: establishment of educational programs in health services research; establishment of forums for the presentation of research and the dissemination of knowledge; collaboration of its membership in health services research and education projects; encouragement of the development of careers in health services research; dissemination and communication of members' research findings; and cooperation with other organizations whose purposes and goals include health services research and the evaluative sciences. www.aur.org

Dr. Applegate received her BA in Chemistry from the University of California at Berkeley, before attending George Washington University Medical School. During medical school, she volunteered at Scheer Memorial Hospital in Banepa, Nepal. After completing residency in diagnostic radiology at the Dartmouth-Hitchcock Medical Center in New Hampshire, Dr. Applegate served as a Pediatric Radiology Fellow at Children's Hospital in Boston. In 2001, she completed her Master's degree at Case Western Reserve University in Epidemiology and Biostatistics with

an emphasis on Health Services Research. She is now an associate professor at Indiana University. Dr. Applegate is the recipient of several research grants, awards, and scholarships including an American Roentgen Ray Society Scholarship. Dr. Applegate has been an assistant editor and consultant to Radiology. In 2000, she served as the RSNA Editorial Fellow from North America and has created and co-edited the Statistical Concept Series for Radiology. From 2001-2004, she chaired the RSNA Program subcommittee on Health Services Policy & Research.

Kimberly also serves on the editorial boards of Pediatric Radiology, the Journal of the American College of Radiology, and the AJR Integrative Imaging. She is a reviewer for several journals, including Academic Radiology, the Journal of Urology, Medical Decision Making, and RadioGraphics.

She is currently the President for the Radiology Alliance for Health Services Research, Vice President (2008 President) for the Association for University Radiologists (AUR) member of the board of directors for the Academy for Radiology Research. In 2001-4, she chaired the RSNA Program subcommittee on Health Services Policy & Research. She is also active as an oral board examiner for the pediatric section of the American Board of Radiology. A member of the American Academy of Pediatrics pediatric radiology section executive committee, ARRS, RSNA, as well as numerous other research and medical societies, Dr. Applegate has published over 70 peer-reviewed papers and book chapters, and presented scientific papers and lectures at medical and scientific assemblies across the United States. For many years, she has served on committees and as an officer for the American Association for Women in Radiology. Dr. Applegate was the 2003 President of AAWR.

Dr. Applegate is an American College of Radiology fellow and counselor representing the AAWR, chairs the 2006 ACR nominating committee, the committee on standards and accreditation (for the commission on general and rural practices) for the ACR, serves on the ACR RAD-PAC board, the radiologist resource committee, the Commission on Quality and Safety, the Research and Technology Assessment Commission, the Economics committee on HOPPS/APCs, and the executive committee for the ACR Intersociety Summer Conference (chair, Reed Dunnick). She is the Indiana state chapter treasurer and will serve as chapter president in 2008.

Kimberly and her husband, George, have 3 boys who love sports, and anything to do with Star Wars, Lord of the Rings, or Axis & Allies.

MANYA – A LIVING HISTORY OF MARIE CURIE

By: Susan Marie Frontczak

At RSNA 2006, the American Association for Women Radiologists hosts the one-woman drama exposing the struggles and triumphs of Madame Marie Curie — an academically impassioned, vehemently private, fervently Polish scientist, mother, and teacher. From the political oppression of her childhood, to scientific emergence and fame, Manya's story reveals a compelling journey.

Arguably the most famous woman scientist, Madame Marie Curie (née Maria Skodowska) changed the world in which we live through her discovery of radium and radioactivity. Through collaboration with the medical community the Curies established the first successful radiation treatments of cancer. Simply through her own passion and perseverance, Marie Curie opened the doors of science to women world-wide.

This program **honors a preeminent woman of science**: Twice Nobel laureate, and the first woman to teach at the University of Paris in any field. Audiences witness the origins of scientific discoveries we now take for granted. They re-live the remarkable collaboration between husband and wife, Pierre and Marie, companion scientists.

This program **honors the ethic of scientific altruism**. Einstein said Marie Curie was “the only person to be uncorrupted by fame.” In today's age of patents and litigation, the audience learns that the Curies declined to patent their methods, refused to bend their discoveries toward personal financial gain. Marie insisted that to profit from the discovery of radium would be “contrary to the scientific spirit.”

This program **honors the wife and mother**, who felt more daunted by the chemistry of the kitchen than of the laboratory. And it **honors** Manya's **Polish heritage** — much neglected not only now, but in her own life, to her own dismay.

Marie Curie was, nervous and shy in public, obsessive about measurement, in denial of the dangers of working with radioactive materials, proud and possessive of her discoveries, yet generous to the extreme with the products of her work. Within her lifetime she saw the curative effects of radiation on cancer. Late in life she came to admit the dangers of working with radioactive materials. She died before the new understanding of the atom — initiated by her discoveries — produced the atomic bomb. Whether looking at Marie within her historical context or through the lens of a new millennium, this is a life that challenges our assumptions about what one person can achieve and the responsibilities of science.

Since its debut in 2001, Frontczak has given over 140 performances as Curie at universities, theaters, schools and conferences in eighteen of the United States, Canada, and Scotland.

In dramatizing the life of Maria Skodowska, Susan Marie pays homage to their shared Polish heritage. Susan, like Manya, enjoyed school, and promotes awareness that academic excellence can lead to outstanding achievement. Marie Curie's perseverance in purifying a grain of radium from a ton of pitch-blende, in part, inspired Susan to major in Engineering, where she worked for fourteen years before pursuing full time writing and acting. Susan has always viewed both science and art as valid outlets for creativity. She believes that Marie Curie's inner complexity is not known, and deserves to be. It is her aim to reveal the human behind the scientist, while placing Marie Curie's life and accomplishments in a memorable historic context. The performance will be at 6:30 P.M. November 27 at the McCormick Center. For more information, see <http://www.storysmith.org/many>.



Marie Curie, as portrayed by Storysmith® Susan Marie Frontczak. PHOTO BY PAUL SCHRODER

The AAWR Thanks the 2006 AAWR Research & Education Foundation Contributors

<i>Dr. Sara Abramson</i>	<i>Dr. Victoria Major</i>
<i>Dr. Judith Amorosa</i>	<i>Dr. Bruce McClellan</i> <i>(Friend of the AAWR)</i>
<i>Dr. Yoshimi Anzai</i>	<i>Dr. Ellann McCrory</i>
<i>Dr. Kathleen Barry</i>	<i>Dr. Elizabeth Morris</i>
<i>Dr. Gayle Bickers</i>	<i>Dr. Leslie Nishimi</i>
<i>Dr. Lynne Bliss</i>	<i>Dr. and Mrs. Gilbert and</i> <i>Kristin Padula</i> <i>(Friends of the AAWR)</i>
<i>Dr. Ines Boechat</i>	<i>Dr. J. Cary Pallin</i>
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<i>Dr. Sandra Fernbach</i>	<i>Dr. Suzanne Slonim</i>
<i>Dr. Jane Frank</i>	<i>Dr. Michelle Snuggs</i>
<i>Dr. Gail Hansen</i>	<i>Dr. Miyuki Sone</i>
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<i>Dr. Ann Lewicki</i>	<i>Dr. Ellen Wolf</i>
<i>Dr. Jonathan Lewin</i>	<i>Dr. Ellen Yetter</i>
<i>Dr. Katarzyna Macura</i>	

AAWR New Members August 2006 – October 2006

The AAWR Welcomes You!

Active Members

Dr. Helen Chen

Dr. Seerat Jiang

First Year in Practice

Dr. Clare Smith

Second Year in Practice

Dr. Brandi Nicholson

Members-in-Training

Dr. Hui Chen

Dr. Victoria Croog

Dr. S. Yedida Goldman

Dr. Jing Jiang

Dr. Sonja Longbotham

Dr. Yulia Melenevsky

Dr. Madhavi Raghu

Dr. Julie Rutledge

2006 AAWR Programs at RSNA

Mark your calendar and plan to join us!

AAWR Events at RSNA, Chicago, IL

AAWR Booth at RSNA, Chicago, IL*

Plan to visit **Booth #1035**, in the South Building, Hall A of the McCormick Center

AAWR 25th Anniversary Gala

Date: Sunday, November 26, 2006

Time: 6:00 PM Cocktails, 7:00 PM Dinner

Location: Palmer House Hilton, Red Lacquer Room
17 E. Monroe Street

Annual Business Luncheon

Date: Monday, November 27, 2006

Time: 12:00 noon – 1:00 p.m.

Room: S103A

Award Presentations and Officer Elections

AAWR Presents A One Woman Play: A Visit with Madame Curie

Date: Monday, November 27, 2006

Time: 5:30 PM, Wine & Cheese Reception

Location: E253AB, McCormick Place

Showtime: 6:30 PM

Location: E350, McCormick Place

Resident's Luncheon

Date: Tuesday, November 28, 2006

Time: 12:00 noon – 1:00 p.m.

Room: S103A

Topic: *What We Take for Granted*

Speaker: Dr. Debbie Reed

Refresher Course (RC516)

Date: Wednesday, November 29, 2006

Time: 8:30 a.m. – 10:00 a.m.

Topic: *Lung Cancer Screening and Coronary Artery Disease Screening: The Past and Future*

Speakers: Dr. Denise Aberle, Dr. Claudia Henschke and Dr. Martine Remy-Jardin

Moderator: Dr. Judith Amorosa

President's Luncheon

Date: Wednesday, November 29, 2006

Time: 12:00 noon – 1:00 p.m.

Room: S103A

Topic: *Glass Ceilings, Sticky Floors, Maternal Walls, and the Courtroom: Sexual Harassment and Gender Discrimination*

Speaker: Dr. Leonard Berlin, Rush North Shore Medical Center

International Member Luncheon

Date: Thursday, November 30, 2006

Time: 12:00 noon – 1:00 p.m.

Room: S103A

A great way to mix and mingle with AAWR members from across the world!

Hosted by: Dr. Judith Amorosa

* If you wish to help work the AAWR booth, please contact Angela Davis at adavis@meetingmanagers.com or 713-965-0566. Registration for AAWR Events, can be done through the AAWR web site at www.aawr.org. To register for the AAWR Refresher Course please contact the RSNA at www.rsna.org.

We look forward to seeing you there!

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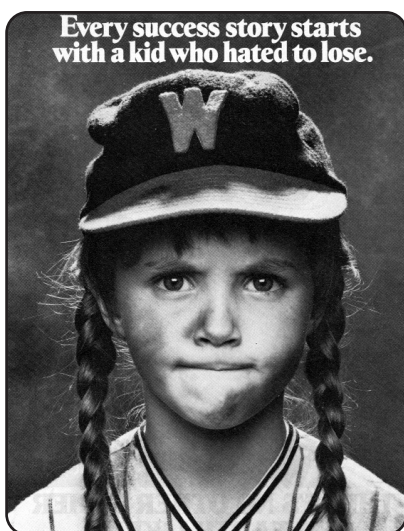
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Celebrating 25 years of AAWR: Supporting Women's Successful Careers in Radiology through a "Tempered Radical" approach

November 2006

Carol M. Rumack, MD FACR



Every success story starts with a "kid" who hated to lose. This is a good way to talk about how we came to start the AAWR. In 1980-81, women radiologists met in informal sessions organized by [Helen Redman](#), and Ann Lewicki while attending the annual meeting of the Radiological Society of North American

(RSNA). They were concerned that women were not being given the same opportunities to succeed as men in radiology. Men moderated most scientific sessions and most presenters were male even when the woman was the first author. Very few women were on RSNA committees and all major radiology organizations, as reported by [Gretchen Gooding](#) in "Status of



Helen Redman



Gretchen Gooding

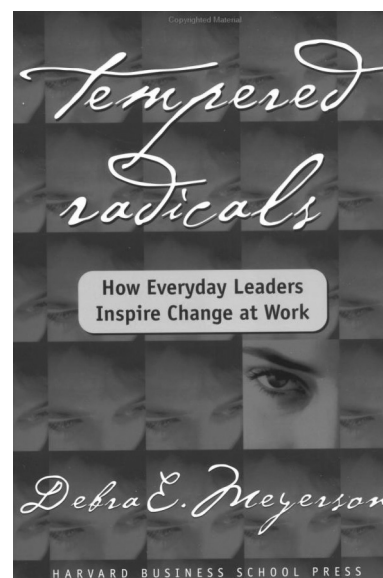
women radiologists: membership on editorial boards and societies" (Radiology 1983 May;147(2):595-7). Initially, neither did these new talented women scientists know each other, nor were they known to the RSNA leadership.

"Women's organizations are seen as inferior; you should work within the mainstream organizations" was a

response from one woman who had made it already to leadership in radiology organizations on her own. Taking a risk, the Steering Committee of 25 "tempered radical" women decided to form a new organization to support women's careers in radiology.

AAWR Steering Committee: 1980-1

Elizabeth Alexander
Barbara Carter
Sherrie Chatzkel
Patricia Davis
Wilma Diner
Joan Eliasoph
Linda Fahr
L. Anne Hayman
Cheryl Hicks
Sandra Kirchner
Ann Lewicki
Sally Mitchell
Anne Osborne
Helen Redman
Shelley Rosenbloom
Carol Rumack
Kay Shaffer
Janice Smith
Marian Sonnerfield
Rosalind Troupin
Kay Vydareny
Susan Weinberg
Nancy Whitley
Ayn Woodruff



Celebrating 25 Years continued on page 8

Celebrating 25 Years continued from page 7

While their differences often put them at odds with the “mainstream” organizational culture, Meyerson in 2003 argued that these “everyday leaders” act as crucial sources of new ideas, alternative perspectives, and organizational learning and change.

In 1981, the RSNA Board of Directors was gracious enough to welcome us and introduced us to the RSNA Executive Director, Adele Swenson. She helped us to develop a solid organizational structure by explaining to us how the RSNA bylaws and incorporation worked which we copied extensively. During our steering committee deliberations, we decided to pursue solutions to make changes rather than protest problems. We were very fortunate to have Kay Shaffer as AAWR’s first secretary for 8 years as this created stability in the leadership, and she developed the first newsletter. Wilma Diner,



*Carol Rumack, Pres; Linda Fahr, Vice Pres;
Kay Shaffer, Secretary*

AAWR’s first treasurer, kept us solvent as most other officers changed each year. The AAWR officer and committee leadership roles have developed professional skills for many women radiologists and continue to be a springboard to leadership in other radiology organizations.

Recognition came from Ted Tristan, 1982 RSNA president, who wrote a Radiology editorial titled “Women in Radiology” encouraging the formation of AAWR for women’s professional socialization in a male dominated field. Tom Harle, then RSNA program chair welcomed suggestions for co-moderators and this approach has become common at many scientific meetings. Wayne Houser, refresher course chair, graciously encouraged us to give a refresher course, and

AAWR has done so yearly for 25 years. We sought out women authors and asked them to present their work rather than just let the known senior male radiologist present it for them. We recommended women for RSNA and other organizations. We asked the RSNA board for an AAWR booth to gather women together. They put us right in the middle of the exhibit hall and we gained visibility and access to both women radiologists and the leaders in radiology in the United States. In addition to the RSNA leaders, many radiology chairmen joined the AAWR at its inception and encouraged us to develop women leaders some of whom included Ernie Ferris, Robert Campbell and John Tampas.

Early AAWR concerns continue to resonate:

Maternity issues and radiation

The key issues have migrated over the years from total barriers to complex glass ceilings that in some cases still are the focus of recurrent questions.

While at the beginning, some radiology chairs would not recruit women residents, today it seems to be a very even playing field and the best candidates get chosen. No one says as they might have in the past, “well, she could get pregnant and quit so let’s take the man”. In fact, with the shortage of radiologists continuing, women are being taken into academic and private practice groups at a very even rate with men.

Maternity and radiation have been the focus of 5 publications by 6 AAWR presidents beginning in 1986, with [Dr. Sandra Fernbach](#) et al presenting the position that it is safe to be pregnant and practice radiology. Later, articles by [Anita Price](#) and [B.J. Manaster](#) have focused on resident pregnancy and maternity policies with surveys from 1990 to 2002. [Julie Timins](#) published *Pregnancy and Radiation* in the *Journal of Women’s Imaging* in 2002. This year, in 2006, AAWR past presidents [Kimberly Applegate](#) and [Eva Kuligowska](#) with Meghan Blake, a resident as lead author, and ME Oates, published in *Academic Radiology* “Proposed program guidelines for radiology residents” in a project coauthored with APDR which would be appropriate for all radiology residency programs to adopt.



Sandra Fernbach



Ewa Kuligowska



Kimberly Applegate



BJ Manaster



Julie Timins



Anita Price

Celebrating 25 Years continued on page 9

Celebrating 25 Years continued from page 8

Maternity issues and radiation references:

The Impact of Maternity on Radiologists: The AAWR position and its acceptance by women. Adler, Fernbach, Redman, Rumack. AJR 146:415-416,1986

Pregnancy & maternity leave: AAWR survey. Spirt, Rauth, Price, Hayman. Radiology 1990 176(2):325-8

Pregnancy & maternity policies in radiology: 1993 AAWR survey. Manaster & Hulen. Acad Rad 2:804-806,1995

Pregnancy & medical radiation, Timins J. Women's Imaging 4(1)31-32,2002

Proposed program guidelines for pregnant radiology residents: a project of AAWR & APDR. Blake, Oates, Applegate, Kuligowska. Academic Rad 2006 Mar;13(3):391-401

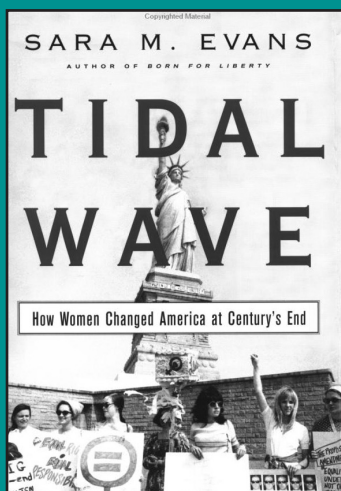
Maternity Leave

AAWR also lobbied to have the American Board of Radiology allow women and men to take more than 4 weeks off in 1 year, keeping the total time unchanged at 16 weeks. This has allowed women residents to take maternity leave and allows all residents flexibility for illnesses or injuries

Balancing home and work – Multitasking

Multitasking is a classic expertise of a working mother, and AAWR members are very adept at identifying solutions through multiple refresher course and luncheon presentations. The 2nd Refresher course was “**Dual Career Marriages**” panel of 3 physician couples and evoked much discussion about the changing relationships now that both partners have time constraints and must balance a productive career with the challenges of running the home. The *AAWR Pocket Mentor*, available online at www.aawr.org, edited by BJ Manaster most recently in 2002 is a source for some best practices giving advice on how to cope and suc-

Sara M. Evans has caught the present dilemma in *Tidal Wave: How women changed America at Century's End*, “Women remain caught between a world of work, which assumes that there is someone behind every worker who is available to take care of family needs and the tenacious presumption that women have primary responsibility for children and household.”



Nancy Rosen

ceed in residency and early faculty careers. **Part-Time Careers** first discussed by Nancy Rosen and earlier much debated seem to have been adopted by practices as a necessary pathway to encourage all radiologists to contribute to the need for coverage of radiology shortages. **Child Care**, is an AAWR monograph available online at www.aawr.org by Nancy Rosen.

Through the concerted effort of many past presidents, led by Kimberly Applegate, there are child care services at national meetings. This started for the first time in 1998 with the support of Kay Vydareny in the ARRS leadership and in 1999 with the support of Peggy Fritzsche on the RSNA board. Clearly when women are present to help set the agenda and to support issues of great concern to women, our efforts can be successful.



Peggy Fritzsche

It may be best for the new generation of women in medicine to see how problems can be solved with creative solutions allowing them to balance their careers and home lives.

Getting promoted

While getting promoted focuses more and more on Clinical/Educator track scholarship at most medical schools, there still is a lag in the promotion of women.

In order to promote women radiologists success in academics, AAWR supports 2 women each year to attend the AAMC Early and Mid-Career Faculty Professional Development Seminars and continues to present AAWR refresher course and



Melissa Rosado de Christenson



Kimberly Applegate



Kay Vydareny



Pat Randall

Celebrating 25 Years continued on page 10

Celebrating 25 Years continued from page 9

AAWR luncheon presentations such as “Climbing the Ladder: barriers and strategies” by [Pat Randall](#) and “Getting your work published” by [Melissa Rosado de Christenson](#). “How to develop a teaching CD and video” by [Teresita Angtuaco](#); “Presentations skills workshop” by BJ Manaster and “Encouraging the Advancement of women” by Janet Bickel, AAMC vice president.



Teresita Angtuaco

National recognition of women (Changing the Invisibility of Women)

Who are the women leaders now in radiology? What lessons can we learn from them? If you follow the women leaders in the ACR pathway, you will see that they all started with volunteer participation on committees and were rewarded with increasing responsibilities based on their contributions. After 5 years as a national organization, the **American College of Radiology** recognized the AAWR and accepted a Councilor, Kay Vydareny, as our first representative. Kay was elected as the first woman ACR speaker, next a Board of Chancellors member and then the first woman ACR president. In 2006, she was only the 5th woman to receive the ACR Gold Medal. There have been some good beginnings of leadership by women in radiology as evidenced by 2 ACR Presidents (83 total), 6 SPR Presidents (50 total), 2 RSNA Presidents (92 total), and 2 ARRS Presidents (107 total). AAWR members have succeeded because we encourage women to become leaders and we encourage women leaders to become mentors to the next generation of women. Recognition of outstanding leadership by women in radiology with Gold Medals so far includes 5 ACR Gold Medals (2 were Nobel winners), 2 SPR Gold Medals, 6 RSNA Gold Medals and 5 ARRS Gold Medals. AAWR was recognized for its leadership role in



From Left: Drs. Carol M. Rumack (Inaugural President of AAWR), Katarzyna J. Macura (2005 President of AAWR), and Ann M. Lewicki (Founding Member of AAWR and AAWR Historian).

2005 by the AAMC for promoting the advancement of women. One of the keys to this success was the introduction of AAWR awards including the Alice Ettinger and the Marie Curie Awards which have acknowledged our leaders and given visibility to women that supports their nomination to other leadership roles in radiology organizations, medical schools and medical societies.

Current Issues: Lack of recruitment of women medical students into radiology at the same rate as men was discussed by an article by ACR Researchers and Kimberly Applegate in “Why don’t female medical students chose diagnostic radiology?” JACR, August 2004. Now it may be time to have a new generation of leaders take on these problems and identify the best solutions now.

Applegate KE. *The Future Workforce in Academic Radiology: Gender, Generational, and Cultural Influences*. J Am Coll Radiol 2005;2:1133-1138

AAWR Accomplishments to Celebrate:

- Annual RSNA Refresher course
- AAWR Booths at RSNA and ARRS give us visibility and networking sites
- Luncheon Speakers at RSNA, ARRS, ASTRO and ACR New Fellows Breakfast
- Quarterly newsletters let us communicate
- National/International Membership Directory gives us access to a network of women
- ACR Councilor and Alternate Councilor gives us a political voice for women
- Child Care at ARRS and RSNA supports women’s travel to key meetings
- Pocket Mentor is a Survival Guide for Residents and Junior Faculty
- AAWR officers attend Intersociety Commission meeting of leaders in radiology
- AAWR Awards recognize supporters of women’s success in radiology
- AAWR nominates women to national committees, leadership roles, Gold Medals
- AAWR supports the nomination of women for ACR Fellowship
- AAWR website gives us visibility
- AAMC Women in Medicine Leadership Award
- National Maternity Leave policy for residency programs proposed

Celebrating 25 Years continued on page 11

What can future goals contribute to the AAWR legacy?

- List serve forum on the web
- Learn from our colleagues, experts in what we do at a national level
- Leadership Skills Presentations/Courses focused on promoting women
- Mentoring book for Women in Private practice
- Mentoring book for Women in Academics
- Mentoring book for Women in Radiation Oncology
- Mentoring book for Part Time Employment including child care helpful hints
- Increase links with organized radiology subspecialty societies
- Groom interested young women for AAWR leadership positions to include:
 - Create a position for them such as the Resident member of each committee or the Young Physician member of each committee; make them Chairs when they show enthusiasm on committees
 - Ask residents & young MDs to be AAWR Speakers on their issues
 - Support an AAWR resident member to attend ACR annual meetings

AAWR Presidents

Carol Rumack	1981-2
Linda Fahr	1983
Kay Vydareny	1984
Gretchen Gooding	1985
Anita Price	1986
Patricia Randall	1987
Sandra Fernbach	1988
Dixie Anderson	1989
Peggy Fritzsche	1990
Cheryl Hicks	1991
Kay Shaffer	1992
Karen Reuter	1993
Lynne Steinbach	1994
Judy Destouet	1995
B J Manaster	1996
Nancy Rosen	1997
Melissa Rosado de Christenson	1998
Teresita Angtuaco	1999
Ines Boechat	2000
Ritsuko Komaki	2001
Kathleen Ward	2002
Kimberly Applegate	2003
Ewa Kuligowska	2004
Katarzyna Macura	2005
Nancy Ellerbroek	2006

Farewell to Focus

It has been my great privilege to have served as Editor of Focus for the past seven years. This Fall 2006 AAWR Focus issue will be the last newsletter I will help edit. I thank the eight AAWR Presidents I have served during my tenure as editor; Drs. Angtuaco, Boechat, Komaki, Ward, Applegate, Kuligowska, Macura and Ellerbroek for their immense assistance and support. I am particularly grateful to Dr. Ellerbroek, our 2006 AAWR President, for her kind remarks in this newsletter regarding my service to AAWR. I thank the five AAWR account executives that assisted me over the years: Charleta Mason (ACR), Lise Swanson (RSNA), and the three account executives from International Meeting Managers; Darcee Brown, Sheryl Trotz, and Angela Davis. Angela, our current account executive, is truly a model of organization and professionalism and has been particularly helpful to me over the last two years. I thank my associate editors Drs. Annie Frazier and Lisa Lowe for their dedication to AAWR and excellent performance as editors of the Summer and Fall issues of Focus. Finally, I thank the leaders and members of the AAWR. I am particularly grateful to the many members who took time from their busy schedules to share their views and expertise by contributing articles to the Focus. I look forward to joining these members as a contributing author and convey my best wishes to the future editorial board of Focus.

Melissa L. Rosado de Christenson, MD, FACR

25 Years of AAWR – Past Presidents



Carol Rumack '81-2



Linda Fahr '83



Kay Vydareny '84



Gretchen Gooding '85



Kay Shaffer '92



Karen Reuter '93



Lynne Steinbach '94



B J Manaster '96



Ritsuko Komaki '01



Kathleen Ward '02



Kimberly Applegate '03



Eva Kuligowska '04



Anita Price '86



Patricia Randall '87



Sandra Fernbach '88



Peggy Fritzsche '90



Nancy Rosen '97



**Melissa Rosado de
Christenson '98**



Teresita Angtuaco '99



Ines Bochat '00



Kascia Macura '05



Nancy Ellerbroek '06

Not pictured:

Dixie J. Anderson, MD '89

Cheryl S. Hicks, MD '91

Judy M. Destouet, MD '95



AMERICAN ASSOCIATION FOR WOMEN RADIOLOGISTS
4550 POST OAK PLACE, SUITE 342
HOUSTON, TX 77027



You can reach us at

AAWR

4550 Post Oak Place, Suite 342

Houston, TX 77027

Phone (713) 965-0566

Fax (713) 960-0488

E-mail: aawr@meetingmanagers.com

Website: www.aawr.org

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

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

Editor

Melissa L. Rosado de Christenson, MD, FACR

Associate Editors

Aletta Ann Frazier, MD

Lisa H. Lowe, MD, FAAP

We 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, 2007

June 1, 2007

September 1, 2007