

AAWR
FOCUS

WINTER 2022

[PRESIDENTS ADDRESS](#) | [EDITORS NOTE](#) | [2021 ACCOMPLISHMENTS](#) | [UPCOMING EVENTS](#) | [NEW AAWR FELLOWS](#) | [AWARDS](#) | [VIRTUAL LEADERSHIP SEMINAR](#) | [SPOTLIGHT ON WOMEN](#) | [MENTORSHIP CORNER](#) | [PRIVATE PRACTICE SPOTLIGHT](#) | [IN MEMORIAM](#) | [MEMBER KUDOS](#) | [WELCOME NEW MEMBERS](#) | [REMINDERS](#) | [PRODUCTION TEAM](#)

PRESIDENT'S ADDRESS

**Barbara K. Pawley, MD, FACR**

Associate Professor of Radiology
Faculty, Emergency Radiology
Emergency Radiology Fellowship Director
University of Kentucky

Dear members of AAWR,

I am honored to have the opportunity to serve as 2022 AAWR president and to be counted among the successful women who have served in this position. I could fill many pages with their achievements. *"For what is done or learned by one class of women becomes by virtue of their common womanhood the property of all women."* - Elizabeth Blackwell, first woman to graduate from medical school in the US.

I would like to recount some of the great accomplishments of our most recent president, Kristen Porter, and the many who worked with her to make a difficult year so successful. Our thoughts and ideas became reality through their dogged work and dedication. Kristen spearheaded the 40th anniversary celebration, which was an enormous success. She forged new industry contacts and coordinated a spectacular RSNA program, to name just a few. As a previous civil engineer, I know the necessity of a sturdy foundation and that is how I see our executive director, Stephanie Hige. Many of our successes are built with her support.

Recently we joined together - some in person and some of us virtually, at the RSNA. The AAWR educational session provided insight into some creative ways to practice radiology. We heard from a diverse group of speakers about unique work environments. I am sure it gave many of the participants ideas for lifestyle improvement.

The fuel to run the organization is from our collective members. They are the lifeblood. That is why I am particularly excited to report that the membership has continued to increase each of the last five years. It is one of my goals for this year to investigate what drives members-in-training to convert to transitional members and then maximize that effect. It is crucial that we have an organization that draws people together. We want to be the society they can't wait to join. To do that affectively we need to use the SWOT analysis to look critically at our strengths, weaknesses, opportunities, and threats. Each of us must inspire other young women to see radiology as an exciting career opportunity.

Some remarkable accomplishments for the past year include several webinars that not only served to enrich our members but drew interest from new sources. There was continued forward movement on the issue of 12 weeks of parental leave. We had several ACR state representatives commit their support at the upcoming ACR meeting. Dr. Elizabeth Arleo and many enthusiastic members have doggedly worked to make that dream a reality.

Before I close I would like to give credit to the dedicated work of the many committee chairs and members, and the very active and productive members-in-training. Their accomplishments are astounding and confirm what is possible through teamwork.

Sincerely,

Barbara Pawley

EDITORS NOTE

**Catherine J. Everett, MD, MBA, FACR**
Managing Partner
Coastal Radiology Associates

Who would have thought in March 2020 we would still be still be in this pandemic of Covid 19? Just think back to the news at the time....six weeks of social distancing, wearing of masks, staying in...and we would be good! It's discouraging, but we have learned so much.

We have vaccines. We have adopted the methods that reduce transmission. We are learning to live with the virus, particularly as we now wrestle with the Omicron variant.

What about AAWR? We certainly have missed our in-person meetings and networking, and so hope to resume this year. But thanks to our great leaders, we presented extensive and outstanding online content that was truly "devoured." We are starting the year off with a speed mentoring on-line event that has already exceeded enrollment to the extent we are looking for additional mentor volunteers.

Way to go, enthusiastic women in radiology!!

2021 ACCOMPLISHMENTS

2021 was a banner year for the Association!

Thank you for your membership and commitment to supporting women in radiology.

MEMBERSHIP

- 13% membership increase from 2020
- 185 new members
- Membership is highest since 2016
- AAWR database includes 5,900 individuals: 1,511 members or prospects were added in 2021

EVENTS

- Achieving Your Goals Through Mentorship, Co-Sponsor SABI
- A Path to the Boardroom, Co-Sponsor RadXX, Ambra
- Speed Mentoring, Co-Sponsor Bracco
- Historical Diversity Perspective in Radiology, ACR CWD

COMMITTEES

- Sponsored Speed Mentoring
- Pocket Mentor Publication
- Popular Webinars with Membership Impact and Co-sponsors
- Private Practice Highlights and Myth-busters

PUBLICATIONS

- AAWR Pocket Mentor
- Establishing a Women-in-Radiology Group: A Toolkit from the American Association for Women in Radiology
- American Association for Women in Radiology (AAWR) 40th Anniversary Timeline

- A Career in Industry, Is it for You? Co-Sponsor RadXX, Ambra
- Bright Future Panel, Co-Sponsor AMWA
- 40th Anniversary Celebration and Chocolate Tasting
- Inclusion and Diversity Panel, Co-Sponsor GE
- Entrepreneurial Radwomen, Co-Sponsor RadXX, Ambra
- Tips for Successful Leadership, Co-Sponsor SPR
- Dare to Lead, Co-Sponsor GE
- Fostering Health & Wellness: Past, Present, Future, Co-Sponsor GE
- The Power of Allyship, Co-Sponsor SABI

- **Clinical Imaging:** Celebrating 40 years of the achievements of the American Association for Women Radiologists
- **Clinical Imaging:** Editorial - Carpe Diem: An opportunity for the ABR to support its trainees with family-friendly policies
- **Radiology:** Family and Medical Leave for Diagnostic Radiology, Interventional Radiology, and Radiation Oncology Residents in the United States: A Policy Opportunity

Learn more and watch the 2021 Members Meeting

UPCOMING EVENTS



Please join us for the 2022 Winter Virtual Speed Mentoring.

Using an interactive online format, you will meet multiple mentors and discuss many essential topics in a small group setting.

Hear experiences and advice from radiologists and a radiation oncologist at all levels of practice, including a resident, a fellow, early and advanced career Attendings, and a seasoned Program Director!

Mentors from UCSF, Mayo Clinic, Massachusetts General Hospital, Yale University, Children's Hospital Colorado, Rush University, Mount Sinai West, UMKC, and private practice!

Register Now!
Space Is Limited

NEW AAWR FELLOWS

 Tammi L.S. Benzinger, MD, PhD, FFAWR Professor of Radiology Mallinckrodt Institute of Radiology Washington University School of Medicine, St. Louis	 Yuhchayau Chen, MD, PhD, FFAWR, FASTRO Richard T. Bell Endowed Professor Chair, Department of Radiation Oncology University of Rochester Medical Center	 Beverly L. Coleman, MD, FFAWR, FACR Emeritus Professor of Radiology, Perelman School of Medicine Professor of Radiology, Children's Hospital of Philadelphia
 Ritsuko U. Komaki, MD, FFAWR Professor Emeritus of Radiation Oncology, MD Anderson Cancer Center Adjunct Professor of Radiation Oncology, Baylor College of Medicine	 Quynh-Thu Le, MD, FFAWR, FACR, FASTRO Chair, Radiation Oncology Department Stanford University School of Medicine	 Carolyn C. Meltzer, MD, FFAWR, FACR Chair of Radiology and Imaging Sciences Executive Associate Dean for Faculty Academic Advancement, Leadership, and Inclusion Emory University School of Medicine
 Sue Sun Yom, MD, PhD, MAS, FFAWR Irwin Mark Jacobs/Joan Klein Jacobs Distinguished Professor in Head and Neck Cancer Radiation Oncology Vice Chair of Strategic Advisory, Department of Radiation Oncology University of California San Francisco		

AWARDS

President's Award

Shadi A. Esfahani, MD, MPH
Massachusetts General Hospital
Harvard Medical School

The President's Award is presented to a member who has made outstanding contributions to AAWR during the president's term. The 2021 recipient of this prestigious award is Dr. Shadi Esfahani.

Nuclear radiologist, Massachusetts General Hospital, Harvard Medical School

- Research Faculty, Martinos Center for Biomedical Imaging, MGH
- Member, AAWR Executive Committee
- Co-Chair, Diagnostic Radiology, AAWR Member-In-Training Committee
- Previous Chair, AAWR-MIT Speed mentoring Subcommittee
- Upcoming AAWR Member-at-Large for Nuclear Medicine



Marie Skłodowska Curie Award

Carolyn C. Meltzer, MD, FFAWR, FACR

Chair of Radiology and Imaging Sciences
Executive Associate Dean for Faculty Academic Advancement, Leadership, and Inclusion

Emory University School of Medicine

Dr. Meltzer is a scholar, mentor, and influential role model who has furthered the advancement of women and under-represented colleagues in medicine and science throughout her career.

In her roles as Chair of Radiology and Imaging Sciences and Executive Associate Dean for Faculty Academic Advancement, Leadership, and Inclusion at Emory School of Medicine, Dr. Meltzer developed a framework that embraced a holistic view of the academic workforce. Reflective of her commitment to inclusion as a foundation of organizational effectiveness, Dr. Meltzer has spoken broadly on leading culture change, communication strategies, and workforce planning. She served as the inaugural chair of the Diversity, Equity, and Inclusion Committee of the Radiological Society of North America, Chair of the Leadership Workgroup for the American College of Radiology Commission for Women and Diversity, and member of the steering committee of the AAMC Group on Women in Medicine and Science.

She is the 2021 recipient of the American Medical Association's Distinguished Service Award for her work on implicit bias. Also in 2021 Dr. Meltzer was honored as a Fellow of AAWR.



Alice Ettinger Distinguished Achievement Award

Quynh-Thu Le, MD, FFAWR, FACR, FASTRO

Chair, Radiation Oncology Department
Stanford University School of Medicine

Quynh-Thu Le, MD received her medical school and radiation oncology training at University of California, San Francisco. In 1997, she joined Stanford University, where she holds the Katharine Dexter McCormick & Stanley Memorial Professorship and is Chair of the Radiation Oncology Department.

Her research focuses on translating laboratory findings to the clinic and vice versa in head and neck cancer (HNC), specifically in tumor hypoxia, Galectin-1, and salivary gland stem cells.

Clinically, she has led multicenter phase II and III clinical trials, testing the addition of novel drugs as radiosensitizer or radioprotector with chemoradiotherapy in HNC. She has received grant support from ASCO, ASTRO, as well as R01 and R21 grants from the NIH. She was inducted into the Fellowship of the American College of Radiology (FACR), the American Society of Therapeutic Radiology and Oncology (ASTRO), and the Institute of Medicine/National Academy of Medicine (IOM/NAM). She was also honored with the Caltech Distinguished Alumni Award in 2015.

Administratively, she is the Co-Director of the Radiation Biology Program at the Stanford Cancer Institute and the RTOG Chair of NRG Oncology. She has served as a reviewer for several cancer related journals and NIH study sections. She has also been actively



On March 1, 2022, Dr. Meltzer will assume the position of Dean of the Keck School of Medicine of the University of Southern California

involved in many committees of national and international organizations such as ASTRO, ASCO, AACR, and ARS.

In 2021 she was honored as a Fellow of AAWR.

Lucy Frank Squire Distinguished Resident Award in Diagnostic Radiology

Kaitlin Zaki-Metias, MD
Diagnostic Radiology Resident
St. Joseph Mercy Oakland Hospital



Kaitlin Zaki-Metias, MD is currently in her third year of training as a Diagnostic Radiology resident at St. Joseph Mercy Oakland Hospital in Pontiac, Michigan. She received her undergraduate degree from the University of Manitoba (Winnipeg, MB, Canada) and her medical degree from St. George's University School of Medicine (Grenada, West Indies).

Dr. Zaki-Metias currently holds positions on the Canadian Association of Radiologists (CAR) Referral Guidelines working group, the Computed Tomography Accreditation Program working group, and the Equity Diversity and Inclusion working group where she is an active member of the Encouraging Radiology Application Committee. She has also recently taken on the role of resident lead for the CAR Medical Student Network Radiology Lectures Subcommittee. Additionally, Dr. Zaki-Metias undertook the development of a general radiology curriculum for medical students at the University of Manitoba, and for rotating students and residents in the radiology department at her institution.

Dr. Zaki-Metias is active in research, particularly in quality improvement. Her primary interests include factors influencing gender and racial discrepancies in radiology, and the reporting of breast arterial calcifications to improve the value of mammography. She has published multiple peer-reviewed papers and has presented at regional, national, and international meetings since beginning her residency.

Recently, she was selected as a participant in the 2021 RSNA/AUR/ARRS Introduction to Academic Radiology Program. Dr. Zaki-Metias intends to pursue fellowship training in Women's Imaging upon completion of her residency.

Eleanor Montague Distinguished Resident Award in Radiation Oncology

Idalid "Ivy" Franco, MD, MPH
Chief Resident
Harvard Medical School Radiation
Oncology Program



Dr. Idalid "Ivy" Franco, MD, MPH, is a chief resident at the Harvard Radiation Oncology Program. She received her medical degree from Harvard Medical School and was awarded a competitive Zuckerman Fellowship, through the Harvard Kennedy School of Government, to obtain a Master's in Public Health in Management and Policy with a concentration in healthcare leadership at the Harvard TH Chan School of Public Health.

Her desire to improve care for marginalized communities is driven by her early experiences as a first-generation Mexican-American immigrant. She has a strong commitment and passion to serve her patients, community, and profession through her clinical and academic work in radiation oncology and health equity leadership and research.

She is passionate about improving health equity through workforce diversity and community engagement. During the COVID-19 pandemic, she served as a member of the Spanish Language Care Group, providing linguistic, cultural, and contextual support for Spanish speaking patients with COVID-19, their families and care teams.

She is co-creator and director of RISE (Radiation oncology Intensive Shadowing Experience), a virtual radiation oncology experience for senior year medical students from groups traditionally underrepresented in medicine. In the first year 14 students completed the program, 43% were initially interested in applying into radiation oncology, with 50% matching into stellar programs.

On a national level she is committed to addressing the intersectionality of race/ethnicity and gender. She is the first Latina to form part of the Executive Committee of the Association of Residents in Radiation Oncology (ARRO), and is Chair and Co-Founder of the ARRO Equity and Inclusion Subcommittee. Initiatives include a mentorship program, multiple publications on workforce diversity, and creating opportunities for committee members to obtain experience and exposure to leadership within radiation oncology.

ASTRO MIT Outstanding Presentation Award

Amishi Bajaj, MD
Resident, Radiation Oncology
Northwestern University Feinberg
School of Medicine



Dr. Bajaj was raised in Oak Brook, Illinois and attended boarding school at the Illinois Mathematics and Science Academy before completing her undergraduate studies at the University of Chicago, where she majored in Psychology and graduated with Honors. She then enrolled in The Chicago Medical School and spent a year during medical school completing research in the Department of Radiation Oncology at Loyola University Medical Center, thereby graduating with an MD with Distinction in Research.

She went on to complete her internship training at the Presence St. Francis Hospital Transitional Year program in Evanston, Illinois, and she is now a radiation oncology resident at Northwestern University, Feinberg School of Medicine.

Dr. Bajaj is passionate about women's health, novel imaging techniques, patient safety, quality improvement, mentorship, multidisciplinary collaboration, and all research initiatives that strive to meaningfully improve clinical practice.

RSNA MIT Outstanding Presentation Award

Aylin Tahmasebi, MD
Thomas Jefferson University Hospital



Aylin Tahmasebi, MD, is a physician and researcher from Iran. She has lived in countries spanning four continents in pursuit of her medical education and clinical experiences. She moved to the United States in 2019 as a postdoctoral fellow to continue her research at Thomas Jefferson University. She served in some of the world's most remote areas with limited healthcare access.

Dr. Tahmasebi has been involved in both clinical and preclinical research and has presented her work at many international conferences. She is a peer reviewer and editorial board member for several journals. She is passionate about gender equality in the healthcare industry.

Her current research focus is on the application of Artificial Intelligence in Radiology, women's imaging, ultrasound Elastography, and Microbubble contrast.

AAMC Virtual Leadership Seminar

Dr. Magudia completed diagnostic radiology residency at Brigham and Women's Hospital after obtaining her MD and PhD degrees from the Weill Cornell, Rockefeller, and Sloan Kettering Tri-institutional MD/PhD Program. She then completed the UCSF Department of Radiology and Biomedical Imaging one-year NIH/NIBIB-funded T32 program and a one-year clinical fellowship in abdominal imaging and ultrasound at UCSF. Dr. Magudia recently joined the Department of Radiology at Duke University School of Medicine as an Assistant Professor of Radiology.

Dr. Magudia has had numerous national leadership roles ranging from being the RFS representative to the Committee for Women of the American College of Radiology (ACR) Commission for Women and Diversity, founding and immediate past chair of the Society of Abdominal Radiology (SAR) Residents and Fellows' Section, co-chair of the RSNA Imaging AI in Practice Demonstration, and co-chair of the Society of Abdominal Radiology Informatics committee. Last but not least, she was recently appointed an ACR councilor-at-large, one of six such positions.

Dr. Magudia's research interests include high-level applications of machine learning in radiology, including CT-based body composition analysis and prostate MRI. She also is dedicated to public service and advocacy for GME trainee parents and the promotion of gender equity.



Kirti Magudia, MD, PhD
Assistant Professor of Radiology
Duke University School of Medicine



Katie Hunt, MD, FSBI

Associate Professor of Radiology, Division of Breast Imaging and Intervention
Mayo Clinic, Rochester, Minnesota

Introduction

Dr. Katie Hunt is an Associate Professor of Radiology in the Division of Breast Imaging and Intervention at the Mayo Clinic in Rochester, Minnesota and a Fellow of the Society of Breast Imaging. She is the Program Director of the Diagnostic Radiology Residency at Mayo Clinic Rochester and a co-course director for the Mayo Clinic Women's Imaging Review course. Her primary research interest is molecular breast imaging (MBI), and she is currently a co-Principal Investigator for the Density MATTERS multi-center trial comparing supplemental screening MBI to digital breast tomosynthesis. She is a proud single mom of two boys and one girl and maximizes her precious time with her children through family dinners, doing homework with them, and running to sports and other activities. She enjoys exercising 4-5 times a week, checking out new restaurants, listening to audiobooks, and getting outside to experience the beautiful Minnesota seasons.

Why did you pursue radiology and particularly breast imaging?

I pursued radiology, and specifically breast imaging, because it encompassed the things that I loved the most about practicing medicine: making diagnoses, impacting patient care in meaningful ways, thinking critically about complex, challenging patients, and interacting with patients at pivotal moments in their healthcare experience. Breast imaging specifically allows me to work in women's health, and I am passionate about the importance of screening and improving methods of detecting breast cancer to maximize the lives of the women we all love. I could not be happier to be a breast imager—it's an absolute gem of a specialty!

What are some of your accomplishments in research and education?

I am most proud to have been a part of the Mayo Clinic Molecular Breast Imaging research team since my fellowship. I was inspired to become involved in MBI research when my vibrant, brilliant, medical school mentor with two young children was diagnosed with a locally advanced breast cancer early in my residency training. She had dense breast tissue, and her cancer was mammographically occult. Unfortunately, she passed away a few years after her diagnosis from complications related to metastatic breast cancer. During my fellowship, I was inspired by the passion of the MBI team to detect cancers in women like my mentor and saw first-hand the clinically important cancers that MBI could find. I am now a co-principal investigator on the Density MATTERS trial, which is the first multi-center trial comparing supplemental screening MBI to digital breast tomosynthesis in women with dense breasts on mammography. It has been an incredible honor to work with this brilliant multidisciplinary team of clinicians and researchers to improve the care of women with dense breasts and investigate applications of MBI.

One of my accomplishments in education is serving as a co-course director of the Mayo Clinic Women's Imaging Review Course. This course started when Dr. Wendy Van Buren and I were on a bus with our kids to Hollywood Studios in Orlando while attending another meeting together. We are both passionate about women's imaging and started discussing our shared dream to develop a continuing medical education course that encompassed both breast and pelvic imaging. It took a lot of discussion and planning, but the course is now entering its third year, and Dr. Van Buren is one of my co-course directors. It's proven to be a success in terms of the education provided and, perhaps more importantly, the connections and camaraderie that are developed between fellow women's imagers at the conference.

What do you love the most about being a residency program director, and what are some of the challenges you face?

What I love most about being a program director is watching the incredible progression from a first-year radiology resident who knows relatively little about radiology to a graduating fourth year resident that I would be comfortable sending my own family and friends to for care. Additionally, our residents really inspire me to be a better physician by modeling professionalism and by asking great questions to challenge and deepen my medical knowledge. I have a great sense of pride when I see all the amazing things our residents are doing for their patients and the radiology community. I often joke that being a program director is like having 48 additional children, and I'm proud of each and every one of them!

There are certainly challenges to being a program director. One of the current challenges is the ballooning number of applicants to programs, which has likely been accelerated by the Covid-19 pandemic and a transition to virtual interviews. There is a large administrative burden to maintain accreditation and document resident progress in the program, so finding time to do those tasks while continuing to improve the program and managing clinical duties can be a challenge.

What do you think are some obstacles women in radiology face today, and what could be some potential solutions?

One of the biggest obstacles that I see in my role as a program director is the relatively stagnant number of women choosing radiology as a specialty—about a quarter of applicants to radiology are women, while over half of medical students are women. While our specialty has made strides in recent years with the promotion of many amazing female leaders in prominent leadership roles, we need to continue to develop our pipeline of outstanding radiology women, and that starts with medical students. Medical students respond to mentorship and often decide on a specialty based on the interpersonal connections they have developed. I would encourage female attendings and residents in radiology to take an active role in mentorship and reach out to medical students in your community or institution. Get involved in medical student education so that you can show them what an incredible career radiology is for women and dispel the myths that turn many away from radiology early in their medical education.

In addition to developing the next generation of female leaders, there is work to do for those of us currently in practice to promote a gender equitable work environment. Making progress on issues like paid parental leave, accessible and appropriate pumping facilities for lactating women, flexible work assignments, and the ability to work part time at different phases in your career would allow women a greater ability to balance the demands they face at home with their desire to contribute to work.

What are some things you know now that you wish you knew when you were first entering radiology?

I wish I had been more forgiving of myself and recognized that everyone makes mistakes. I held my attending physicians on a pedestal during my training and had very high expectations of myself when I came on staff. Recognizing that everyone makes mistakes while working to develop a culture where it's accepted to talk about missed cases or things that could have gone better helps everyone. Ultimately patient care is improved by sharing difficult cases and misses, and we hopefully avoid everyone making the same mistakes on their own!

What advice would you give to women early in their careers in radiology?

My recommendation for women in the early years of practice is to focus on becoming an outstanding clinical radiologist and developing relationships with the members of your multidisciplinary team. The expertise, rapport, and relationships you build early on will bear dividends as you move through your career.

I also encourage women to not be afraid to say yes to projects early in your career, even if on the surface it may be outside your comfort zone. The connections that you make and the social capital that you build by saying yes and following through on projects truly opens doors. I said yes to nearly every project I was asked to participate in early in my career, and that approach led to many more interesting projects and opportunities that have enriched and advanced my career.

AAWR Mentorship Corner

The **AAWR Mentorship Corner** is a new feature intended to stimulate interest in and discussion of advanced topics in leadership and mentorship. Additional society resources for mentorship include the **AAWR Pocket Mentor** (free to members) and **AAWR Mentorship Files** at <http://tinyurl.com/aawrmmentor>. Readers are invited to submit mentorship topics and suggestions for future columns.



Mai-Lan Ho, MD

Associate Professor of Radiology
Nationwide Children's Hospital and The Ohio State University

Academic Radiology: Tips for Success, Part 2

The concept of academic radiology continues to evolve in our highly connected and diverse world, based on rapid changes in medical reimbursement and health care delivery, as well as the transformational impact of COVID-19 and social justice movements. As in life, success in academic medicine depends on a combination of factors including ability, mindset, and a fair amount of luck. Here are some "tips for success" derived from practice experience at multiple centers, as well as successful leaders in other fields including business, government, finance, entertainment, and technology. Part 1 discussed the fundamentals of academic promotion, research, and productivity. Part 2 covers lifelong learning, career trajectory, and work-life integration.

Lifelong Learning

Career achievement depends on a combination of cognitive intelligence (IQ) and emotional intelligence (EQ). Most physicians have limited exposure to such topics during medical training, so they can benefit from formal coursework or directed self-study. Useful "hard" skills for radiologists include biostatistics, medical informatics, medical genetics, imaging physics, and radiochemistry. Aspiring leaders will greatly benefit by developing "soft" skills such as teaching, public speaking, finance, management, and negotiation.

Success starts in the mind. Adopt a positive mentality based on *growth* (skills and intelligence can be developed with practice) and *abundance* (the world is full of opportunities for happiness, growth, and fulfillment). By embracing an infinite mindset, we are able to embrace challenges and constructive criticism, and become inspired by others' successes.

Expertise includes both *depth* (sub-specialization) and *breadth* (interfacing with other fields). It is certainly important to gain credibility in your focus area of excellence. However, don't be afraid to set aside your ego and "be a beginner" when learning about other related fields. The most exciting discoveries originate from teamwork among experts in various areas who forge new connections.

Change is the only constant. Across multiple industries, the best predictors of long-term success involve responding to setbacks with resilience and grit. The COVID-19 pandemic has instigated transformative changes throughout our society. Radiology, as a technology-driven field, continues to pave the way for disruptive innovations such as artificial intelligence and human-machine interfaces.

Career Trajectory

Your professional responsibilities will evolve from junior to mid- and late-career. In addition, personal events (or worldwide events, like COVID) can influence your career in unexpected ways. Life is a marathon, not a sprint: career peaks and valleys are not only inevitable but expected. There will be appropriate times to work hard, play hard, or simply press pause.

Academics is a game that we're all playing, whether we like it or not. Understanding the "rules of the game" helps us to better recognize opportunities and maneuver in difficult situations. Joseph Simone's *Maxims* is a quick read that summarizes key guiding principles of academic medical centers. There are several valuable points regarding institutional culture, organizational leadership, recruitment patterns, and changing jobs.

To guide your career trajectory, consider writing a personal mission and vision statement with guiding principles and near/mid/long-term goals. Revisit your plans periodically to assess interim progress and determine what you would like to change. Also, distinguish between a job (contractual position to earn money) and a career (long-term professional journey based on your passions). With each job, you gain new skills, knowledge, and contacts that can be leveraged to fulfill your ultimate goals and ambitions.

Mentorship and leadership roles are natural in the progression of an academic career. Recall that relationships are two-way streets: mentors/mentees and supervisors/supervisees each have professional expectations and responsibilities. The greatest leaders combine personal humility with professional will, building enduring greatness by investing in people and uniting them in a common vision.

Work-Life Integration

During COVID-19, the boundaries between professional and personal time have largely blurred. Work-life integration involves blending these responsibilities and finding ways to compromise rather than compartmentalize. Professionals can now tailor their work style and personal situation to optimize efficiency via multitasking and structured approaches. Over time, we must provide appropriate attention to the various dimensions of our lives including health, hobbies, family, friends, colleagues, and community.

A positive yet realistic outlook is instrumental in these challenging times. You are the average of the people you spend the most time with; therefore, set boundaries and standards for those in your life. Avoid drama, eliminate toxic people, and stay above the fray. Seek advice from peers and mentors who uplift, inspire, and challenge you to be the best version of yourself.

Authenticity is fundamental to a meaningful life. With so much global connectivity and external noise, it can be difficult to hear your own inner voice. Self-reflection and acceptance helps us to align our thoughts, words, and actions—i.e. "say what we mean and mean what we say." We live in a time of increasing social awareness and ongoing efforts toward diversity, equity, and inclusion. If something bothers you, don't wait for others to act—speak up and be the change.

Abraham Maslow's hierarchy of needs describes the various levels of human motivation: physiological, safety, belonging and love, esteem, cognitive, aesthetic, self-actualization, and transcendence. More fundamental needs must be satisfied before attending to the higher-level goals. Therefore, personal wellness and a strong support system are vital for maximizing career performance and achieving one's full potential.

PRIVATE PRACTICE SPOTLIGHTS



PRIVATE PRACTICE
WOMEN IN RADIOLOGY SPOTLIGHT

INTERVIEW
WITH

ANDREA NICOLE
COLE, MD



Radiology Partners
Columbus, GA

Health Equity Advocate - Champion Javelin Thrower

Dr. Andrea Nicole Cole



PRIVATE PRACTICE
WOMEN IN RADIOLOGY SPOTLIGHT

INTERVIEW
WITH

ELIZABETH ANN
IGNACIO, MD



Independent
Radiologist
in
Maui, HI

Interventional Radiologist -Radiology Advocacy Leader

Dr. Elizabeth Ann Ignacio

IN MEMORIAM



Linda Natalie Meyers Fahr, MD, FACR, FAAWR
1983 AAWR President

Born on September 20, 1942, in New York City, Linda grew up in Kinston, North Carolina and Bloomfield, Iowa. Linda's father was the Chief Radiologist at the Gilfillan Clinic in Bloomfield, having been trained in radiology and radiation therapy at Bellevue Hospital in Manhattan. Her mother, a registered nurse and lifelong learner, was a steadfast supporter and role model for her gifted and determined daughter, having herself emigrated from Lithuania when she was nine years old. Linda was the product of local schools and excelled in music, academics, and debate. Linda was the first female on the Bloomfield High School debate team. She attended the Barnard College of Columbia University in New York and the Iowa University School of Medicine graduating in 1968. Completing a residency in radiology at Iowa, Linda successfully completed her professional credentialing to become a board-certified radiologist. She was the first woman to be accepted into the radiology residency program at the University of Iowa.

Linda began her radiology career at the Michael E. DeBakey Veterans Administration Hospital in Houston, Texas in 1974. Three years later, she was in charge as Chief of the third largest radiology department of the 170 VA hospital system. Linda's radiology career spanned 38 years, 18 of which she was in charge of radiology departments. Her academic practice included Loma Linda University, The University of Chicago, and The Baylor College of Medicine. Linda was highly respected as a gifted teacher and excellent clinical radiologist by her peers wherever she practiced. She was an active member of the Houston Radiological Society, serving as one of its first female Presidents, and the Texas Radiological Society representing the TRS for many years at the American College of Radiology national meetings. Her excellence in radiology and contributions to the ACR was recognized by her being awarded a fellowship in the American College of Radiology...FACR.

In 1982 Linda and a group of likeminded female radiologists formed the American Association of Women in Radiology (AAWR) as founding Vice President and later as President. Since that time, women began increasingly holding offices in major radiological societies. The percentage of women practicing radiology continues to increase. Linda was awarded a fellowship...FAAWR...in recognition of her contributions to the Association and her lifelong efforts to advance the presence of women in clinical radiology.

Linda was preceded in death by her mother and father. She is survived by her husband, two sons, three grandsons, a brother, two nieces, and two grandnephews. Her brother, Bruce, also pursued an Ivy League education and medical degree. He recently retired from a successful surgical practice and years of community service. Linda's two sons earned PhDs in Economics and Medicinal Chemistry respectively from UCLA. She was very proud of her three grandsons living in California and beginning to leave home for college.

Her husband, Jim, retired from a long career in commercial medical imaging in 2013. Linda and Jim both delighted in visiting their vacation home on Galveston Island and watching the birds, especially the herons and sandhill cranes as well as the beautiful sunsets.

Linda Natalie Meyers Fahr's exceptional life was celebrated by close family and friends on December 26, 2021.

MEMBER KUDOS

WELCOME TO THE NEWEST AAWR NEWEST MEMBERS

Check out some of the many accomplishments of our talented members that have been shared on #RadTwitter recently!

Yoshimi Anzai @yoshimianzai	Elected deputy editor of Radiology journal.	https://twitter.com/UofURadiology/status/1439988568689033216?s=20
Yoshimi Anzai @yoshimianzai	Awarded an RSNA Gold Medal	https://twitter.com/DrGMcGinty/status/1464931905845878785
Seema Azim Al-Shaikhli @StudentDocSeema	Panelist for Florida International University Tostada Tuesday Driving Out Breast Cancer Meeting	https://twitter.com/StudentDocSeema/status/1452772997190852611
Christine Boone, @CBoonie_nanoIR	Awarded a Trainee Research Prize at RSNA 2021 for 4D Flow MR Imaging for Characterization of Abdominopelvic Venous Flow in Pelvic Venous Disease	https://twitter.com/CBoonie_nanoIR/status/1463350600767193090
Jennifer R Buckley @JBuckleyMD	Published: In-Hospital Mortality and Related Outcomes for Elevated Risk Acute Pulmonary Embolism Treated with Mechanical Thrombectomy Versus Routine Care, in Journal of Intensive Care Medicine	https://twitter.com/JBuckleyMD/status/1427344960978919435
Tess Chapman @TessChapmanMD1	Published in RadioGraphics: Multimodality Imaging Evaluation of Fetal Spine Anomalies with Postnatal Correlation	https://twitter.com/RadG_Editor/status/1455314474596962305?s=20
Tina Chatterjee @tinachatterje3	Panelist for Radiology Partners Webinar: Representation in Radiology – Our Diverse Future	https://twitter.com/tinachatterje3/status/1455622699594682371
Aditi Chaurasia @draditichauras1	Selected for Sallie Rosen Kaplan Postdoctoral Fellowship for Women Scientists in Cancer Research	https://twitter.com/draditichauras1/status/1456997268461137930
Priyam Choudhury @priyamc28	Received an RSNA 2021 Travel Award	https://twitter.com/priyamc28/status/1418716302965944321
Dania Daye, @DaniaDaye	Presented Radiology: Artificial Intelligence 2021 in Review	https://twitter.com/Radiology_AI/status/1478340433763880967
Silvina Dutruel @SilvinaDutruel	Featured speaker on Gender and Leadership at CADI Argentina 2021	https://twitter.com/SilvinaDutruel/status/1438679145983234052
Shadi Ebrahimi @EbrahimiShadi	Published in Academic Radiology: Characterization of Benign and Malignant Pancreatic Lesions with DECT Quantitative Metrics and Radiomics	https://twitter.com/MassGeneralMDs/status/1429881419766145037
Lynn Fordham @LFordUNC	Published in Journal of Orthopaedic Research: Age- and sex- specific differences in ACL and ACL bundle size during adolescent growth	https://twitter.com/stephaniegcone/status/1455943243674398726
Pauline Germaine @DancingRadMom	Published in Academic Radiology: Meeting Faculty Development Needs: Review of Current Resources and Opportunities for Program Development	https://twitter.com/AquiferOrg/status/1463516536895946755
Rachel Gerson @rachelgersonmd	Selected to participate in the 2021 Cambia Grove Innovator Fellowship Program	https://twitter.com/rachelgersonmd/status/1411056621506023427
Erin Gomez, MD @ErinGomezMD	Founding member of Hopkins Radiology chapter of Health4TheWorld	https://twitter.com/nyahyavi/status/1425789607426371587

The AAWR is pleased to welcome its newest members who joined the Association since September 1, 2021:

Lara	About Syriani	
Delaney	Aguilar	
Josie	Alpers	MD
Shadi	Aminololama-Shakeri	MD
Hina	Arif Tiwari	
Silvia	Arora	
Amanda	Baker	
Abigail	Beaven	
Jessica	Blaza	
Marjan	Boerma	PhD
Marissa	Borgese	
Emily	Brenner	
Anu	Brixey	MD
Chantal	Chahine	
Leslie	Chang	
Ellen	Chung	
Christine	Chung	
Nevada	Cox	
Allison	Cregg	
Kelly	Davis	
Katie	Davis	
Dolores	De La Mata Moya	MD, PHD
Silvina	Dutruel	
Shadi	Ebrahimi	
Brea	Echard	
Fatima	Elahi	
Natalia	Eugene	
Kaitlin	Ford	Medical Student
Gigi	Galiana	Associate Professor of Radiology
Maricel	Gener	
Pauline	Germaine	
Maryam	Golshan Momeni	
Bridget	Gongol	
Savannah	Gorisek	
David	Hackney	
Kathleen	Halton	
Miranda	Hannah	
Aishat	Hassan	
Hana	Haver	
Allison	Herring	
Yoona	Ho	MD
Bethany	Ho	
Mindy	Horrow	MD, FACR
Katie	Hunt	MD
Elizabeth Ann	Ignacio	
Stephanie	Jankovic	
Aradhana	Kaushal	
Shruti	Kumar	
Jacqueline	Kunzelman	
Cherie	Kuzmiak	MD
Heta	Ladumor	
Stacey	Langford	MD
Ashley	Lau	
Maili	Lim	
Maggie	MacBeth	
Eman	Mahdi	
Dania	Malik	
Sabala	Mandava	
Mesha	Martinez	MD
Desmin	Milner	MD
Douglas	Mintz	MD
Anisha	Mittal	
Kristine	Mosier	
Mariam	Mostamandy	MD
Sarah	Moum	
Dina	Moumin	
Trinh	Nguyen	DO
Moozhan	Nikpanah	MD
Sophia	O'Brien	
Kelly	O'Connell	MD
Joanna	Ohlendorf	fellow
Christabel	Ojeabu	
Reed	Omary	

Carolina Guimaraes @cguimaraesMD	Appointed Division Chief of Pediatric Radiology at UNC Chapel Hill https://twitter.com/The_ASPNR/status/1464256584129855516
Sally Herschorn, @SHerschorn	Published in Preventative Medicine: Identifying key barriers to effective breast cancer control in rural settings https://twitter.com/SHerschorn/status/1425600925062864910
Hedvig Hricak @hedvighrick	Honored with an endowed Hedvig Hricak Chair in Radiology at Memorial Sloan Kettering Cancer Center https://twitter.com/IDKDCourse/status/1432311606445215746
Yu-Hui Huang, @yuhuihuang	Selected to attend Introduction to Academic Radiology at RSNA 2021 https://twitter.com/yuhuihuang/status/1464962739365986309
Malak Itani @ItaniMalak	Published in RadioGraphics: Side Effects of Oncologic Treatment in the Chest: Manifestations at FDG PET/CT https://twitter.com/ItaniMalak/status/1455300173463277574
Salma Jabbour @SalmaJabbour1	Selected to receive FASTRO designation at ASTRO 2021 https://twitter.com/DrHaigentz/status/1415677507848658950
Nolan Kagetsu @nkagetsu	Member of ACR Commission for Women and Diversity https://twitter.com/nkagetsu/status/1438672254544535555
Shruti Kumar @shrutikumar2506	Published in Indian Journal of Radiology and Imaging: Assessment of Blood-Brain Barrier Integrity in Tuberculous Meningitis Using Dynamic Contrast-Enhanced MR Perfusion https://twitter.com/shrutikumar2506/status/1419827648965095440
Olga Laur @laur_olga	Published in Skeletal Radiology: Computed tomography-based body composition profile as a screening tool for geriatric frailty detection https://twitter.com/laur_olga/status/1468659196350525443
Licia P. Luna, @liciapluna	Published in Clinical Imaging: Parotid Warthin's tumor: novel MR imaging score as diagnostic indicator https://twitter.com/liciapluna/status/1442943565240303617
Kirti Magudia, @KMagudia	Featured in Pulse ISM article discussing women in radiology https://twitter.com/DukeRadiology/status/1456628843217838088
Geraldine McGinty @DrGMcGinty	Appointed Senior Associate Dean for Clinical Affairs at Weill Cornell Medicine https://twitter.com/WeillCornell/status/1425166313048133634
Amy K. Patel, MD @amykpatel	Featured as guest speaker on "Professional Success in Social Media" at the Texas Radiological Society annual meeting https://twitter.com/TxRadSociety/status/1482011675440160777
Francesca Rigioli @FraRigi	Selected for 2021 Trainee Editorial Board of Radiology: Imaging Cancer https://twitter.com/FraRigi/status/1421127878947782657
Monica Sheth, @MonicaSheth	Received Honored Educator Award at RSNA 2021 https://twitter.com/TomaOmofoyeMD/status/1465368285361446921
Faezeh Sodagari, @fsodagari	Chair of ACR Resident & Fellow Section Women & Diversity Advisory Group https://twitter.com/fsodagari/status/1443391849637494784
Richard Strax, @rstraxMD	Invited to serve as Faculty At-Large member of Baylor College of Medicine's Inclusion and Excellence Council https://twitter.com/rstraxMD/status/1423485127334809600
Aylin Tahmasebi @Alologist	Received AAWR Member-In-Training Award for Outstanding RSNA Presentation in Diagnostic Radiology 2021 https://twitter.com/Alologist/status/1464859496396767233
Nina Vincoff @NinaVincoffMD	Lectured at Department of Medicine Zucker School of Medicine https://twitter.com/JulieSchwartzm6/status/1440800234527805441?s=20

Toma	Omofoye	MD
Kendrah	Osei	
Madhangi	Parameswaran	
Eunkyung	Park	Clinical Assistant Professor
Mitva	Patel	
Samantha	Pisani Petrucci	MD PhD
Olivia	Purcell	
Malvika	Ramchandani	
Amanda	Romesberg	
Joanna	Rossi	MD
Sydney	Rubin	
Amy	Schranz	
Samantha	Scott	
Shannon	Sheedy	
Leah	Sieck	MS MD
Emily	Soeder	Medical Student
Claire	Sorek	
Sasha	Staack	
christine	stoskopf	
Lesley	Summerville	
Aylin	Tahmasebi	
Olivia	Thoroughman	
Elizabeth	Trullenque	
Emily	Vonderhaar-Meister	
Pooja	Vora	
Shahodat	Voreis	
Annie	Wang	
Kristie	Yang	MD
Mary Elizabeth	Yeh	
Jung	Yun	MD

	Gender Equity Group Women in Medicine Leadership Seminar Series	
Nina Vincoff @NinaVincoffMD	Received the Northwell Health Physician Partners Truly Leadership Award https://twitter.com/NinaVincoffMD/status/1448998978079633408	
Pamela Woodard @PamelaWoodardp	Named 2021 Outstanding Researcher by RSNA https://twitter.com/WashUOTM/status/1454074643720122368	

We LOVE hearing about the triumphs of our members! If you know of an AAWR member who has done something awesome recently and we missed it, tweet us at @AAWR_org so we can all give them the props they deserve!

MEMBERSHIP RENEWAL REMINDER

Renew your Membership Today!

It's a new year and a perfect time to renew your membership! It's not too late to renew your membership for 2022 and to take advantage of our new multi-year membership option.

We need you - we are stronger together!

Renew now and be entered into a drawing for free admission to an AAWR in-person event of your choice!

Everyone that renews/updates their in-training dates between Jan 1, 2022 - Feb 15, 2022 is entered.

Are you still in-training, and eligible for free membership? Please [update your profile](#) with your residency or fellowship information.

To Renew:

1. [Sign in](#) to your AAWR account.
2. After signing in, click "Pay Open Orders" and follow the checkout prompts.

We are continuing the multi-year discount. Receive 10% off on Active, Associate, and Transitional membership dues. Email us at AAWR@acr.org or call 1-800-347-7748 to take the advantage of the discounted rate.

Don't miss out on these benefits you currently enjoy as a member of AAWR

- Access to the full AAWR [webinar archive](#)
- Eligible for the numerous annual [AAWR awards](#)
- Reduced rates and preferred access to certain AAWR events
- Eligible to become a Fellow of the AAWR
- Eligible for Research and Education Foundation seed grants
- Networking and mentorship opportunities
- Access to the AAWR membership [directory](#).
- Eligible to join [AAWR committees](#)
- [Career Search](#) - Access to open positions and reduced rate when posting positions

Learn More about the AAWR member benefits

Please let us know if you need assistance renewing your dues. Either email us at AAWR@acr.org, or call the membership department at 1-800-347-7748.

New Contact Information? Update your profile today!

Update your profile to make sure you continue receiving AAWR updates, announcements and publications. Stay connected to our networking, mentoring, and education opportunities all year long!

[Update your Profile](#)

Production Team

Chair, Newsletter Committee
Dr. Jean Mathew Kunjummen

Chief Editor
Dr. Catherine J. Everett

Administrative Editor
Barbara L. Hickman, MS, CMP

AAWR Executive Director
Stephanie Huppert Hige

Contact AAWR
info@aawr.org



Contact:
PO Box 1488
Warrenville, IL 60555
Email: info@aawr.org

*About AAWR
Membership
Awards
Contact Us
Career Center*

