

F O C U S

Quarter 2 | 2023



The Official newsletter of the American Association for Women in Radiology



AAWR

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WELCOME NEW MEMBERS

We are so excited that you are apart of the AAWR family. Take a sneak peak at who our newest members are!

[Full New Members List](#)

FIRST EAT YOUR FROG

BOOK REVIEW APRIL 2023



Claudia F.E. Kirsch, MD, FACR, FASFNR

Professor of Radiology,
Yale Department of Radiology
and Biomedical Imaging

For all those feeling overwhelmed out there – “First Read this Book”

In the opening introduction of Dr. Elizabeth Kagan-Arleo’s insightful, superb book “First Eat Your Frog,” a 2011 Forbes Woman study is presented noting 95% of working mothers felt overwhelmed by work, home, and parenting responsibilities.¹ This was data obtained prior to the COVID pandemic, and studies have shown these feelings of being overwhelmed have only increased for women.² Dr. Arleo, wrote this book as a guide to the professional working woman, especially many of us in the “sandwich generation” caring for both children and aging parents, and simultaneously working. However, this guide is valuable for all genders, both in and not in the workforce. There were so many key sentences I wanted to highlight because reading the book felt like I had a wise best friend providing guidance with compassion and care. I recently read an article that said when you are listening to someone who is overwhelmed, ask them if they need to be heard, helped, or hugged. This book does all three. It clearly hears and outlines causes leading to the feeling of being overwhelmed and burned out and provides sound helpful guidance for how to navigate through these feelings. Dr. Arleo’s personal, empathic, and insightful writing is like being with a good friend who knows when to give you a hug at the right time.

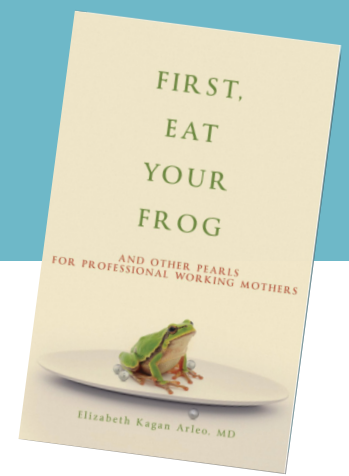
On a personal level, I am one of the lucky and privileged radiologists who have met and worked with Dr. Arleo, as she is the Chief Editor of the journal *Clinical Imaging*; and I am a Section Editor for *Neuroradiology*. I have always been in awe of her kindness, professionalism, skill, organization, and managerial capabilities. In 2019, when I was President of the Eastern Neuroradiological Society, Dr. Arleo was President of the AAWR. AAWR was founded in 1981 as a unique resource for female radiologists, who are only 25% of practicing radiologists in the country. At this same time, Dr. Arleo was lecturing nationally on time management and working tirelessly to improve family leave time for radiologists. In 2020, her 12-year-old

daughter Sophia inspired her to write this wonderful book, saying, “You should write a book about being a working mother.” I for one am grateful her daughter proposed this idea, leading to this beautifully written book, a “must read” for any professional woman, or anybody for that matter! Dr. Arleo’s compassion, warmth, wisdom, and humor are evident on every page, making the eight chapters a joy to read and nicely laid out due to her impeccable organizational skills. The book chapters are entitled

1. Eat your frog
2. 168 hours – you actually have more time than you think
3. If you fail to plan, you are planning to fail
4. Remember the pre-meeting meeting... and that you are not an imposter
5. Don’t let perfect be the enemy of good
6. Stop over-apologizing
7. It doesn’t hurt to ask politely
8. Have a growth mindset

The introduction starts with a great quote from Mark Twain, “If it’s your job to eat a frog, it’s best to do it first thing in the morning. And if it’s your job to eat two frogs, it’s best to eat the biggest one first!” As a Full Professor academic researcher, currently working on a Ph.D., with a husband, a daughter graduating from a university, and one in high school, I love books that make my life better! I appreciate the conciseness, readability, and easily remembered acronyms. For example, organize your priorities with “CARE” in Chapter 1, for Clinical, Administrative, Research, and Education. Even though I am French, where frog legs are to be found on the menu, I bonded with the concept of eating my frog first, to lighten my mental load and reduce my stress levels on my Ph.D. journey. As a neuroradiologist, I was thrilled to learn on page 23 about how “eating the frog first” prevents wasting vital mental energy, and that functional MRI can “highlight patterns of brain activations and autonomic activity when confronted with the high mental workload.”³

True to Aristotle’s quote “Knowing yourself is the beginning of all wisdom”, I was fascinated by Gretchen Rubin’s studies on why we procrastinate, defined into four tendencies namely, 1) Upholders, 19% of the population, those who respond to outer and inner expectations; 2) Questioners 24% of the population, who question all expectations



and meet only those they believe are justified, 3) Obligers, 41% of the population, who readily meet outer obligations although have difficulty with inner obligations, and lastly 4) Rebels, 17% of the population who resist both outer and inner obligations.⁴ I loved the discussion on decision fatigue, where too many choices can make it impossible to decide, and the need for reasonable expectations as well as the need for a bit of play with all the considerable work many of us do daily!

Chapter 2, based on Laura Vanderkam's 2010 book, *168 Hours*, is viewable as a TED talk <https://ed.ted.com/lessons/UjvQ1VGV>. In a 168-hour work week, if you work 50 hours, and sleep eight hours a night then $[168 - (50 + 56)] =$ there are 62 hours available after working and sleeping! When one says, "I don't have time for that," in fact, you may have time, however, it wasn't a priority! Trust me, if your washer broke and the house was flooding, you would find time to call and get it fixed! Vanderkam advocates weekly and quarterly goals in "Self, Relationships, and Career, purposefully including relationships and self, to be mindful of these."⁵

Chapters 2 and 3 focus on sage advice from Greg McKeown's book, *Essentialism: The Disciplined Pursuit of Less* and how words matter. In your thinking, if you state "I chose to" it has a different brain impact than "I have to."⁶ Although, I have heard saying "no" to something means you are saying "yes" to something else. The book notes saying "no" is often a luxury afforded by white male leaders, and saying "no," especially for junior faculty and those in less senior positions, can come at a high cost. For example, saying no to a chance to speak or moderate a meeting may signal you are not interested and lessen the chances of future opportunities. Pick and choose priorities carefully. I am reminded of a cartoon captioned, "Being invited to be a special section editor for a predatory journal," with a picture of Snow White being offered a poisoned apple! Time is your most precious asset and greatest gift, so use it wisely, and as Benjamin Franklin so aptly put it, "If you fail to plan, you are planning to fail." It is wise to buffer the plans for the inevitable curve balls life throws our way, as in "expect the unexpected!"

In chapter 3 Dr. Arleo outlines key points from David Allen's book, *Getting Things Done*⁷ and the Full Focus Planner (FFP) by Michael Hyatt.⁸ Five key fundamentals of getting things done (GTD) include capture, clarify, organize, reflect, and engage.⁷ The "Full Focus Planner" (FFP) is a quarterly agenda where you delineate eight-12 annual SMARTER goals broken down into the Quarterly, Weekly, and Daily Big 3. To help focus your list and reduce burnout additional tools such as ToDo1st⁸ are presented with another mnemonic I love - BLUG, meaning

Biggest wins, Lessons learned, Unfinished business, Grateful for.⁹ In the book, she details how she writes out eight domains of her life in categories - Self, (physical, emotional, intellectual/spiritual), Relationships (parental, marital, familial, social) Career (vocational, avocational), taken from Michael Hyatt's book "Living Forward."¹⁰

Chapter 4 was a favorite, highlighting "pre-meeting" meetings, a great idea I hadn't really thought about until brought to my attention in this book. A pre-meeting is a terrific concept, instead of preparing and hoping a collective discussion at meetings will occur. This chapter highlights how pre-meetings allow for information gathering, coalition building, developing trust and rapport, and stress testing arguments you may be presenting. The chapter delves into "Imposter Syndrome" which often occurs in high-achieving women causing us to overcompensate. This is a "must read" for all professional women, especially the minority 24% in radiology with smaller percentages higher up the academic ladder, usually making women the minority at major administrative meetings.

Key takeaway points for pre-meetings are asking, "What is the one thing I really want to achieve?" In doing so, design pre-meetings to meet objectives, and apply the journalistic five Ws and one H - Who, What, When, Where and Why, and How. For those of us who have experienced "imposter syndrome," this is a relief and exemplifies Dr. Arleo's leadership skills to have the courage to be vulnerable and share her own relatable examples and her published strategies to overcome it written with Interventional Radiologist Dr. Gloria Salazar. Namely 1) Recognize it 2) Rationally think about it by collecting evidence of your achievements 3) Reframe it in your mind on how you bring your values and experience 4) Ready yourself for the prize and let go of the negativity in your mind 5) Repeat if recurrent!¹¹

Chapter 5 starts with a favorite quote from Voltaire, "Do not let the perfect be the enemy of the good." I too, like Dr. Arleo, consider myself a "recovering perfectionist." This chapter is a key reminder that constantly seeking perfection can lead to anxiety, depression, and unhappiness. As per the Harvard Business Review (HBR) article, on page 88, "We should all strive to do our best, but if you always aim for perfection, you may blow deadlines, annoy your colleagues, and miss out on opportunities...consider how perfectionism impacts your relationships. Are you setting unrealistic standards for those around you? The need to have it "perfect" will often annoy others, and in extreme cases, drive them away. For their sake, and yours, learn to be satisfied with good enough."¹² The six key takeaways, 1) Namely be a "satisfier", a portmanteau of "satisfy" and "suffice," in deciding, rather than scrutinizing and

maximizing every single last option. 2) Check your work a finite number of times and move on. 3) Post "Don't let perfect be the enemy of the good" where you can see it, as a key reminder! 4) When you hear "perfect," substitute it with "great" or "well done" to manage expectations. 5) Use SMART goals, another favorite acronym I have used often. It means Specific, Measurable, Achievable/Attainable, Relevant, and Time-Bound. 6) Make a deadline and stick to it! This chapter concludes with a technique I have found helpful in making choices. Ask yourself, is it important right now? Will it matter in five hours, five days, or five years? This chapter highlights how your core values are critical when making those choices.

Chapters 6, "Stop Apologizing" and 7, "It Doesn't Hurt to Ask Politely," are eye-openers regarding language, manners, and socialization. I challenge everyone who is reading this to count how often you say "I'm sorry" verbally, by text, or in emails, and think about how you can break the habit. Key to this on page 106 is to practice self-awareness, change your vocabulary and be confident and intentional. Importantly, the flip side of under-apologizing, especially if you are wrong, can be detrimental in relationships. Remember "It doesn't hurt to ask politely" because if you do, you may get what you want. If you don't ask, then there is no way you will. Dr. Arleo details her story of asking politely for maternity leave and her 12-year struggle in improving family/medical leave resolutions passed by the American College of Radiology. A note to self, sometimes when you ask to get things done, it cannot be polite!

Finally, Chapter 8, "Have a Growth Mindset," is from one of my favorite books by Carol Dweck. This is based on "Mindset: The New Psychology of Success."¹³ In this chapter Dr. Arleo provides her top 10 tips for developing a growth mindset from Sara Briggs at InformED¹⁴ including:

1. Yet- use this word, as in I don't know how to.... Yet
2. Take criticism seriously, not personally
3. Lessons learned, reflect daily or weekly, by writing them down
4. Mistakes, learn from yours and others
5. Imperfections, embrace and accept them
6. Grit – try to develop it
7. Reframe challenges as opportunities for self-improvement
8. Experiment with different learning strategies
9. Prioritize learning over seeking approval
10. Value process over product.

In summary, with quotes from two of my favorite authors, Maya Angelou, who stated, "It's not where your dreams take you, it's where you take your dreams" and Mark Twain who commented, "Keep

away from people who try to belittle your ambitions. Small people always do that, however, the truly great make you feel that you, too, can become great." The book "First Eat Your Frog" is a terrific, insightful book written by a wonderful role model Dr. Elizabeth Arleo. This great book is a terrific guide to avoid becoming overwhelmed and can help everyone to become greater at achieving their ambitions and dreams.

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Dr. Yoshimi Anzai

In addition to your clinical responsibilities as a Professor in Neuroradiology at the University of Utah, you also hold several leadership roles, including the Director of Value and Safety of Integrated Enterprise Imaging. What strategies do you employ to integrate the demands of your professional and personal life?

There is no “one size fits all” regarding the Work-Life balance or integration. I want to share my strategy by organizing a calendar and a priority list. You all have many “to-do lists” in your life, including something related to work, research, teaching conferences, lectures, and manuscript preparation, on the top of family calendars. First, to understand what is important to you and what is urgent. Others are something you must do (Compliance training, for example) and what you want to do. This will help prioritize your action items. Second, I divide tasks into 3 categories based on how long it takes to complete – less than 3 min, 30 min, or more than 3 hours. On a busy clinical day, we do not have much time to do anything. But I skim my emails during lunch break, and responding to those takes less than 3 minutes, and others take longer, flag them. For tasks that take more than 3 hours, we need to block the calendar. If I do not block the time, my administrative assistant will schedule meetings on my calendar. I ended up with a bit of fragmented non-productive time left for me to accomplish something significant. I even put lunch or coffee with my colleague into my calendar so that it will happen. Similarly, family-related activities must be on the work calendar so that we will not miss the most precious event for your family.

Another critical point is to unplug yourself for your wellness and recovery. We must rejuvenize ourselves to work effectively. I shut my laptop Friday evening, trying not to turn it on Saturday. However, Sunday afternoon is something I save for planning for a week or a month ahead.

Can you discuss work-life balance versus work-life integration and how these concepts apply to female radiologists?

The work-life balance concept implies that work and life are mutually exclusive, whether you are at work or personal life. That is no longer true. Work and personal life have been heavily integrated throughout the day. For example, the COVID pandemic accelerated remote work for diagnostic radiologists. The concept of work-life integration means that we can control and plan our days and how we can get the job done. We have more flexibility to integrate work within our life so that we can fulfill our professional life while enjoying our personal life. We no longer have to choose work or life. Work and life happen at the same time. This is true for both genders but is particularly important for female radiologists with small children. You can wake up early and start reading scans from home. You may be able to squeeze time to make breakfast for your family or drop kids off at school and continue to do clinical work. When working from home, I can prep dinner and food in the oven for 10-15 minutes. By the time my work is done, dinner is ready, too. If you have to work on-site, you can set the food in a slow cooker- another option. Under the work-life integration, the end goal is to complete tasks in whatever way you can accomplish and reach productivity and achievement, not to merely be at work for 40 hours a week.

Are there gender-related challenges in achieving work-life integration, and if so, what suggestions do you have for mitigating them?

Women are often primary caretakers for children or the elderly at home, even though many men also participate in childcare. If you just have a newborn baby or are expecting one, the best thing you can do is to involve your spouse in childcare from very early in the phase of parenthood. It will help you divide the responsibility and also help your spouse build a bond with your child. Do not feel stressed taking on the vast majority of childcare. Delegate and share the childcare duty (and joy) with your spouse.

Another thing is to build social capital, including your parents or in-laws. If they are not around, become friends with neighbors or older children’s school friends’ parents, and share the car-pool responsibility. If that does not work, then hire a nanny or babysitter.

It is one of the most challenging times for women with small children to achieve academic productivity. You are pulled from many directions and may feel like you have no control. But do not worry about it. I did not write any papers or book chapters when my daughter was a baby. But, if you are motivated to accomplish, you must have an army of helpers.

What changes would you like to see in radiology to better support healthy work-life integration for all radiologists, especially women? What role do you think employers can play in supporting these changes?

Supporting work-life integration is critical for faculty retention and recruitment. Especially for women, a flexible work schedule is attractive and perhaps expected. Some people like to work early in the morning or late at night; whatever works for them. Radiology is shift work. Hardly ever any patients come to get imaging and ask a specific radiologist to interpret their imaging study. We just need to fill the clinical coverage with whatever manpower we have.

Remote work using home PACS was introduced early during the Pandemic and accelerated the work-life integration in Radiology. Many institutions, if not all, offer home PACS stations. In fact, we love remote work so much many graduating fellows are taking a teleradiology job. Certainly, a subspecialty, however, some work still needs to be done in person, like Interventional Radiology. Mammograms must be interpreted with extremely high-resolution screens, making a home interpretation expensive, if not impossible. If we can find a way to provide breast imagers to do remote work, that would help.

Being present and visible to referrals is vital. Under the increasing commoditization of radiology, however, we must build relationships with them. You may make lucrative compensation, but being 100% remote, you may miss an opportunity to build collaborative and networking connections. For a while, that might be okay, but in the long run, you may be isolated or not excited to work anymore. My best day in the service is participating in the head and neck tumor board, where I am a part of the multidisciplinary team and feel appreciated by surgeons or oncologists.

Although teaching can be done remotely, in-person teaching is so much more effective and powerful. Furthermore, talking with colleagues, technologists, and referrals face to face is the most joyful part of the work.

Ideal work for me is to have a hybrid model with slightly more in-person. Everyone has different preferences and expectations. That is why one size does not fit all.

AAWR^{AT} RSNA

NOVEMBER 2023

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			01	02	03	04
05	06	07	08	09	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
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SAVE THE DATE
November 26-30, 2023
Chicago, IL

PRIVATE PRACTICE SPOTLIGHT



MARY
MITCHELL, MD

*Saint Luke's Cancer
Institute*

📍 Kansas City, KS & MO

🏥 8 Years in Practice

Practice/National Leadership Activities

- Current President of the Kansas Radiological Society

Why did you decide to join private practice?

I was drawn to the flexibility of private practice (schedule, clinical responsibilities, etc) and the ability to focus on clinical practice.

If you had to give one piece of advice to trainees considering private practice vs academics what would it be?

I would encourage trainees to gain as much experience as they can in each modality and sub-specialty if considering private practice. Outside of academia, it can be hard to find a position in which you practice a sub-specialty exclusively. Get comfortable with all aspects of radiology, as a private practice position may require it. That being said, the flexibility that private practice can provide is a distinct advantage.

What is your favorite thing about private practice?

I am currently employed in a hybrid practice model of mostly private practice with light academic duties. What I love most about my job is this hybrid structure—it really is the best of both worlds. I love my daily clinical duties as a breast radiologist, which include plenty of patient interaction and procedures, but also enjoy the opportunities I have to interact with and teach residents.

Interesting Facts & Hobbies

I love sports—watching, listening to commentary about, and playing them. My favorites are college football, golf and tennis.

PRIVATE PRACTICE SPOTLIGHT



MAGDA
RIZER, DO

Radiology Associates of
North Texas

📍 Dallas, TX

🏥 4 Years in Practice

Why did you decide to join private practice?

I loved the opportunity for growth that private practice offers. It satiated an entrepreneurial desire to practice build. I also strongly believe in independent practice for radiology groups. I do miss teaching residents though!

Practice/National Leadership Activities

- American College of Radiology
 - Commission on Economics
 - Commission on Breast Imaging
 - Commission on General, Small, Emergency and/or Rural Practice
 - Moorefield Fellowship in Economics and Health Policy, 2018
- Radiology Leadership Institute Scholarship 2015-2016

Interesting Facts & Hobbies

I love acting and comedy. I did a lot of theatre and music growing up and also continued taking improv and acting classes throughout the years. Recently, I try to spend all my free time with my 6 month old son Wolf and entertain him with funny characters and voices.

What is your favorite thing about private practice?

I loved building my breast center from the ground up. I got to work with an amazing passionate group of people with the same vision in mind. Designing the inner workings of the center to have a streamlined efficient work flow and to provide excellent care to our patients has been remarkably fulfilling.

If you had to give one piece of advice to trainees considering private practice vs academics what would it be?

Know yourself. Know what motivates you, know what fulfills you- both short term and long term. Are you someone who likes to be creative and think outside the box to problem solve? Do you enjoy research, education, writing? Do you enjoy practice building and business? Do you want more guidance day to day or do you want to be a little more on your own? Whatever the answers are- be honest with yourself and you will find the right place to grow.

SPEED MENTORING EVENT RECAP

April 18, 2023

The Spring 2023 AAWR Virtual Speed Mentoring event was truly a huge success! Nine inspiring mentors generously volunteered to share their insights and experience on a variety of topics, including navigating various practice types, transitions in both Radiology and Radiation Oncology practice, developing communication and leadership skills, as well as fostering the mentor-mentee relationship. More than 40 mentees from across the country joined virtually to learn from our mentors - from medical students to residents to postdoctoral students!

We are thrilled this virtual event was a success and cannot wait for our next speed mentoring event, which will be held in person at RSNA. Please save the date - Tuesday, November 28th, 2023, from 10:30-11:45 AM. We hope to see you there!

Here is what two of our attendees had to say about the event:

"The Speed Mentoring event was truly a memorable experience. As a first-year Radiology resident, it can be daunting to seek out mentors while trying to establish yourself in the field. I really appreciated Dr. Georgeann McGuinness' insight on cultivating the mentor-mentee relationship. Her emphasis on mentorship as a two-way street and honest and open communication is advice that I will take with me as I build relationships during residency and beyond."

- Abirami Rajasegaran, R1/PGY2, Oregon Health & Science University (OHSU)

"It was an honor to meet and learn from so many inspiring leaders at the AAWR Speed Mentoring event. I left the event feeling empowered and encouraged by the advice that the mentors provided on topics ranging from research to finding purpose in practice. I will especially remember Dr. Layla Nasr's advice as I move forward in my career: 'There is no such thing as no time. If there is a will, there is a way. You need to take care of yourself.'"

- Anisha Mittal, MS3, Penn State College of Medicine

THANK YOU TO OUR MENTORS



Georgeann McGuinness
MD



Shannon G. Farmakis
MD, FAAP



Danielle M. Weems
MD



Julie A. Bradley
MD, MHCDS



Anna Brown
MD, MPhil



Layla Nasr
MD



Dania Daye
MD, PhD



Lori A. Diette
MD, FACR



Allene S Burdette
MD

Organizers



Abirami Rajasegaran
MD MPH



Chelsea Schmitt
MD MPH

PHOTOS FROM AAWR POWER HOUR LUNCHEON AND ACR 100-YEAR GALA

During the recent AAWR Caucus, Power Hour, AAWR President, Dr. Amy Patel signed a Memorandum of Understanding Partnership along with Dr. Geraldine McGinty, RadEqual co-founder and Professor of Clinical Radiology and Population Health Sciences, Weill Cornell Medicine. RadEqual fosters networking and mentorship opportunities for leaders in radiology, informatics, and IT management. This partnership will support increased collaboration and promote a shared pursuit of creating educational initiatives for the broader radiology community. [Read the full press release](#)



Dr. Amy Patel at AAWR Power Hour Luncheon



Dr. Geraldine McGinty, RadEqual co-founder and Professor of Clinical Radiology and Population Health Sciences, Weill Cornell Medicine and Dr. Amy Patel, President, AAWR Signing the MOU

Dr. Patel, AAWR President, recently attended the ACR 100-Year Gala Celebration in Washington.



Dr. Patel and her husband



AAWR Power Hour Luncheon Panel (left to right: Dr. Elizabeth Hawk, Dr. Geraldine McGinty, Dr. Amy Patel, and Dr. Sonia Gupta)



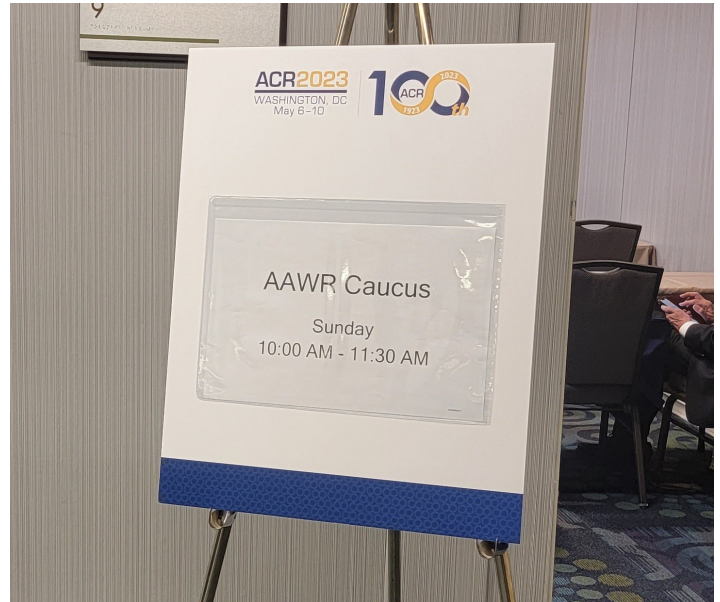
AAWR Board Member Dr. Meridith Englander and her colleague

PICTURES FROM AAWR CAUCUS

MAY 7, 2023 | AT ACR 2023 in Washington DC



Dr. Amy Patel, AAWR President, Presenting



AAWR Caucus Session at ACR 2023



Caucus Participants



AAWR Member Presenting



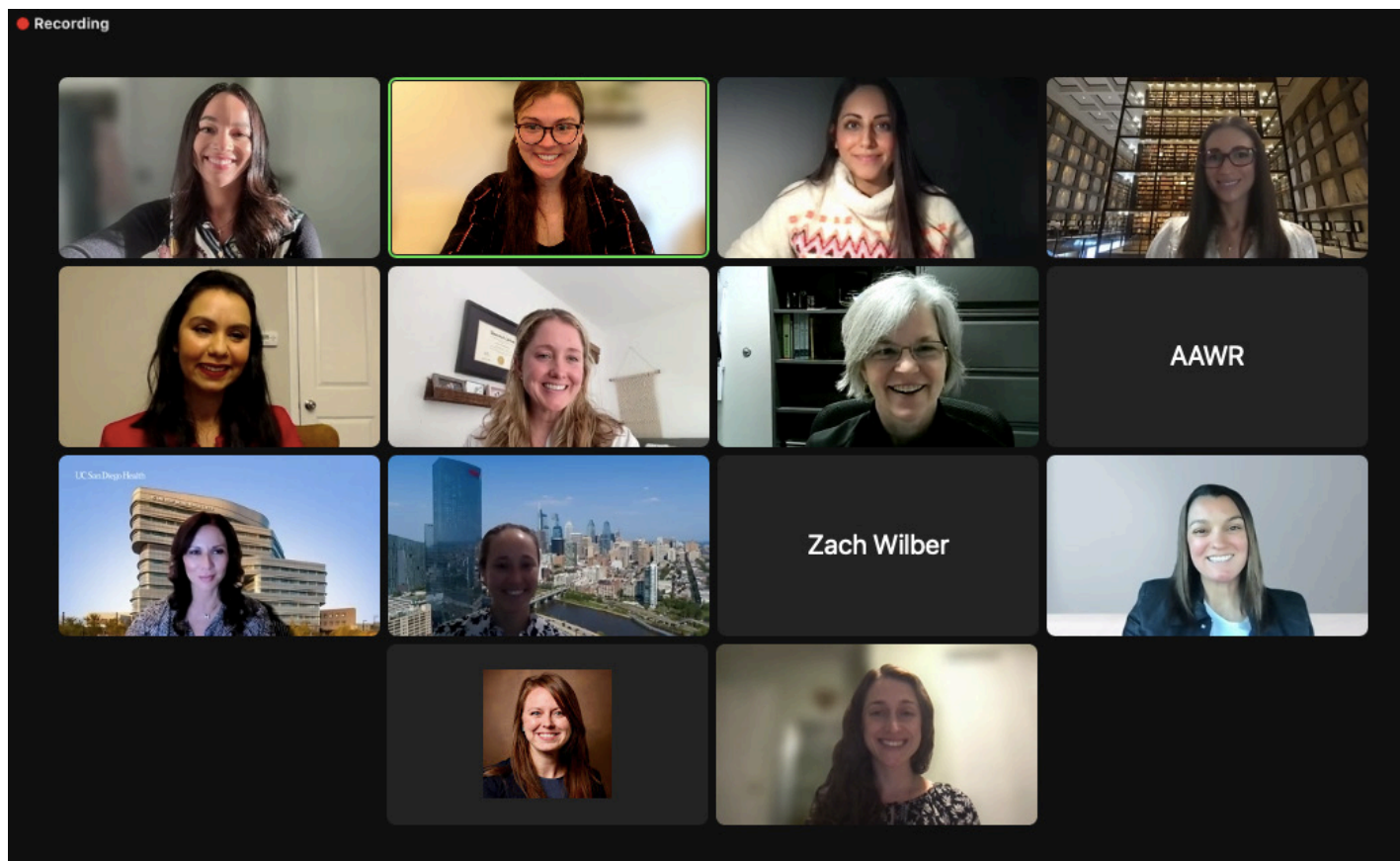
AAWR Board Members

WOMEN IN RADIOLOGY COALITION

MAY 3, 2023

On May 3, AAWR hosted a Women in Radiology 2023 Coalition event featuring panelists from multiple institutions discussing how to best support women in radiology.

Thank you to our panelists who joined us. Take a Look at the [2023 WIR Coalition summary](#).



TOWN HALL RECAP

MAY 17, 2023

In case you missed it, AAWR hosted a virtual town hall on May 17 to provide updates on membership programs, ongoing projects, Q&A with leadership, and information about getting involved. AAWR President, Dr. Amy Patel, began the town hall with a discussion of membership developments and then introduced committee chairs who gave an outline of their ongoing projects and events. You can view the town hall [here](#).

Kate A. Feinstein, MD, FACR and Kathleen A. Ward, MD, FACR, FAAWR, received the Illinois Radiological Society's 2023 Distinguished Service Awards

Twitter Handle: @JamieClarkeRad; Instagram Handle: jamieclarke34

Lectures:

- "Careers in Medicine and Radiology" Talk for the University of Southern California (USC) Women in Science and Engineering (WiSE) Alumni Lecture Series
- Keynote Speech for the Florida Chapter of the P.E.O. International Foundation

Published Articles:

- Clarke JE, Reyes JM, Luther E, Govindarajan V, Leuchter JD, Niazi T, Ragheb J, Wang S. Chiari I Malformation Management in Patients with Heritable Connective Tissue Disorders (World Neurosurgery: X. 2023; doi:10.1016/j.wnsx.2023.100173)
 - Clarke JE, Shahrouki P, Lu D, Patel M. Prolapsed Fibroid (RSNA Case Collection. 2023; doi:10.1148/cases.20238732)
-

Dr. Priscilla J. Slanetz

Inducted as President of the Association of University Radiologists; received the 2023 APDR Achievement Award from the Association of Program Directors in Radiology in recognition of her contributions to graduate medical education and academic radiology.

Dr. Ashlesha Udare –

Received 2022-23: Society of Abdominal Radiology DEI Professional Development Award; 2022: Certificate of Merit award at Radiological Society of North America for Automated CT Perfusion (CTP) interpretation in Acute Stroke

Laura Minton Garton, MS3 at UAB, Award given by the International Chapter of the P.E.O. Sisterhood
Co-hosted the first-ever ACR Poetry Night

Aradhana Kaushal published No oncology patient left behind: Challenges and solutions in rural radiation oncology - The Lancet Regional Health – Americas

Elizabeth Anne Krupinsk –

Received SPIE Harrison H. Barrett award in Medical Imaging

Fereshteh Yazdanpanah, <Fereshteh.Yazdanpanah@Pennmedicine.upenn.edu>

- In 2018, received USERN advisory board award; at RSNA 2022, research group received the North American Iranian Radiological Society (NAIRS) annual prize
 - Presented research at WIMC 2015, WIMC 2016, and ESC 2015, and will be presenting at SNMMI 2023 with four accepted abstracts. I have also had numerous articles appear in journal publications.
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