

F O C U S

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AAWR

The Official newsletter of the American Association for Women in Radiology

AAWR AT RSNA

NOVEMBER 2023

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SAVE THE DATE November 26-30, 2023 Chicago, IL

This fall, plan to meet AAWR at RSNA! Taking place on November 26-30 at McCormick Place in Chicago, IL, AAWR is hosting many events where you can connect with members and make new contacts. These include the annual celebration dinner, board meeting, president's luncheon, speed mentoring, MIT luncheon, and educational session. Visit the AAWR website for more information and register soon.

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HELP US AMPLIFY
THE ACCOMPLISHMENTS
OF RAD WOMEN

#AAWRKUDOS

Use New Hashtag to Identify and Share AAWR Member Accomplishments on Twitter

We want to amplify the accomplishments of #radwomen and need your help! If you or someone you know has a triumph to share, let us know by tagging #AAWRKudos and/or linking @AAWR_org so we can help spread the word! #AAWRally #RadEqual

Thank you for your help!

ACADEMIC SPOTLIGHT

AAWR Spotlight on Women



Dr. Talissa Altes
MD, MS

Dr. Talissa Altes is the Gwilym S. and Maria Antonia Lodwick Distinguished Professor and Chair of Radiology at the University of Missouri (MU). Her distinguished career includes earning master's degrees in electrical engineering from the Massachusetts Institute of Technology and biomedical engineering from the University of Virginia, medical school at the University of Washington, radiology research-track residency at the University of Virginia, and pediatric radiology fellowship at Cincinnati Children's Hospital. Dr. Altes subsequently worked as an attending pediatric radiologist at Cincinnati Children's Hospital, Children's Hospital of Philadelphia, and the University of Virginia, where she ascended to vice chair of research before being recruited to Missouri in 2015.

Technical Beginning

Dr. Altes grew up in northern New York near Syracuse, the daughter of a General Electric engineer, with a passion for math and science. She ultimately majored in and worked professionally as an electrical engineer for several years. Her first job involved technical reviews of proposals for the Department of Defense, which helped her understand how to write grants, analyze systems, and assess scientific novelty and feasibility.

Moving Into Medicine

While volunteering in the community, Dr. Altes decided to become a physician since she was passionate about bringing meaning to people's lives. During medical school, she was drawn to diagnostic radiology because of the intellectual and technology-driven content. Dr. Altes elected to pursue a radiology research residency at UVA, which enabled her to spend her second year working with top researchers in a broad variety of areas from bench to bedside.

Mentorship In Research

During her research year, Dr. Altes gained fundamental laboratory and grantsmanship skills, becoming involved with the MRI research group at UVA and gaining several physicist mentors including Drs. Jim Brookman and John Mugler. These role models taught Dr. Altes the value

of open collaboration, positive culture building, and partnering with the right people to provide complementary expertise. Inspired by advice from referring clinicians, she obtained her first grant in hyperpolarized MRI of asthma, which enabled her to visualize and understand disease in novel ways. This marked the beginning of her pioneering career in hyperpolarized MRI, for which she received extensive grant funding; the Gold Medal from the International Society for Magnetic Resonance in Medicine; and the Distinguished Investigator Award from The Academy for Radiology & Biomedical Imaging Research.

Clinical Subspecialization

Dr. Altes became passionate about pediatric radiology after hosting visiting professor Dr. Janet Strife from Cincinnati Children's, where she subsequently pursued a clinical fellowship. After training, Dr. Altes worked as an attending at Cincinnati and CHOP, where she gained experience with large clinical teams and subspecialty groups. Concurrently, she continued her research at UVA and ultimately moved back there full-time, preferring the mid-size institutional environment with closer patient/clinician relationships and greater access to university resources. Even now, Dr. Altes enjoys her service days and takes a holistic approach to patients, reviewing all their imaging studies to better understand and interact with them.

Leadership Growth

Throughout her career, Dr. Altes has worked hard to balance her clinical and research responsibilities. With her engineering background, she enjoys working on many different projects and facilitating progress across diverse content areas. Dr. Altes deeply enjoys the process of identifying and solving problems by brainstorming ways to overcome barriers. Her efforts to address clinical service gaps and develop infrastructure for clinical/translational research inspired other department chairs to recruit or promote her into leadership roles, including director of clinical research at CHOP, section head of pediatric radiology at UVA, and vice chair of clinical research at UVA. Dr. Altes's lifelong relationships with a variety of mentors and mentees have played a central role in her professional and personal growth.

Work-Life Balance

When Dr. Altes worked as an engineer, she was often the only professional woman in the room. She recognized this made some people uncomfortable but did not internalize this or change her behavior to suit others. She also understood bias and discrimination take several forms, of which gender is only one

component. Therefore, Dr. Altes has always striven to focus on her main job, and not let small grudges distract her from the ultimate goal.

Within her department, Dr. Altes believes strongly in creating a supportive environment and balancing workloads for her radiologists. Even before the pandemic, she implemented several innovative approaches to staffing, including part-time, remote, and flexible shift work; and created pipeline programs for both US and international trainees. She also encourages faculty development with opportunities for wellness, diversity, mentorship, leadership, and women in radiology.

Finally, Dr. Altes acknowledges major life events can throw everything out of balance. Several years ago, she abruptly became the primary caretaker for three members of her family, which was exceptionally stressful and challenging. In the end, the advice that proved most helpful was to compartmentalize her work and home mindsets, enabling her to focus on key tasks and reduce crosstalk over different aspects of her life. Even now, Dr. Altes continues to draw clear lines between her professional and family time. She also makes sure to prioritize her own self-care, including personal interests and hobbies.

Chair Experience

Dr. Altes never envisioned herself as a department chair, being naturally introverted and research oriented. However, her opinion changed after listening to Dr. Reed Dunnick speak about overcoming challenges as an introvert and chair. Dr. Altes then realized that she could create value and impact in different ways from the typical extroverted radiology leader. MU was a good fit for her with its mid-size hospital, college-town environment, and statewide public mission similar to UVA. Moreover, she was attracted to the financial success, upward trajectory, and visionary leadership of the institution, with clear opportunities for growth in the radiology department. Over the past eight years, she has built up the clinical, educational, and research missions of the department, encouraging her radiologists to pursue lifelong learning and growth in their own unique ways.

Over the coming years, Dr. Altes would like to further elevate the department from "good to great" by leveraging university-wide initiatives including NextGen Precision Health and Tiger Institute for Health Innovation, bringing cutting-edge imaging (7 Tesla MRI and photon-counting CT) and analysis (population informatics and data science) technologies to patient care. Along with her majority-female leadership team, she believes that finding ways to "do things differently" will be critical to achieving future excellence.

Medality Releases Its 2023 Radiology Practice Development Report

Medality has released its [2023 Radiology Practice Development Report](#) identifying the most critical training gaps and opportunities for growth in radiology today.

Medality surveyed more than 2,700 radiologists to learn about their current daily practice, their self-confidence reading across radiology subspecialties and areas where they would like to improve and add reading skills. A key takeaway from the report was that in order to retain talent and reduce burnout radiologists need access to professional growth through effective training.

Some surprising insights:

- On average, radiologists read across four or more subspecialties.
- Among all the imaging modalities, radiologists were most interested in learning about MRI imaging.
- More than 40% of radiologists tasked with reading Cardiac CT and Cardiac MR exams are not confident.
- A majority of radiologists want their practice to support their growth through online learning, dedicated professional development time, mentorship, and education funding.

Aunt Minnie covered the highlights in a short article ["Radiologists want more training for subspecialty exam reads."](#)

You can [download the report here](#) to read the full results and analysis.

Learn from MSK Legends at the 2023 Upper Extremities MRI Conference

Join Dr. Donald Resnick and Dr. Stephen Pomeranz as they take the virtual stage September 10-14 for the [2023 Upper Extremities MRI Conference](#). During this five-day virtual conference, attendees will hear from Dr. Resnick and Dr. Pomeranz with lectures and interactive case reviews, including guest lectures by Dr. Christine B. Chung and Dr. Megan K. Mills.

The program is structured to provide three hours of learning each day. This includes a practical overview of the use of MR imaging and MR arthrography in the assessment of the upper extremities with a focus on the most common articular disorders and internal

derangements encountered daily in clinical practice.

The high-level agenda includes:

- Shoulder MRI (two days) - Rotator Cuff, Superior Labrum including SLAP, Macroinstability, Throwing Shoulder
- Elbow MRI (one day) - Ligaments/Instability, Tendons
- Hand & Wrist MRI (one day) - Ligaments/Instability, TFCC
- Fingers MRI (half day) - Tendons, Pulleys, & Ligaments
- Nerve Entrapment (half day) - All Upper Extremities

Register by July 31 to take advantage of early bird discounts. [View the full schedule here.](#)

PRIVATE PRACTICE SPOTLIGHT



ALYSHA
VARDEVAN, DO

Camelback Radiology



Scottsdale, AZ



4 Years in Practice



2 Years Owning Her Practice

Practice/National Leadership Activities

- Owner/Founder of Camelback Radiology
- President of Arizona Radiology Society
- Counselor for AZ State American College of Radiology
- Editorial Board Member of American College of Osteopathic Radiology
- Neuroradiology Journal Editor for the Journal of the American College of Osteopathic Radiology

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

This is going to be your career for a while so do what you love. Don't be swayed by private practice and a high number. I've talked with many soon-to-be-finished radiologists and they're focused on making as much money as they can, but burnout is a real thing. You need to find a balance and a group of people at your job who support you. Look for potential mentors. There are more important components to a job than the pay, PTO, and benefits. When you interview, look at turnover rate and how happy the radiologists are. Ask what typical work shift seems like and if they have maternity leave. Finally, develop a good network of radiologists both inside and outside that practice because you'd be surprised how small the radiology world is once you start practicing.

What is your favorite thing about private practice?

My favorite thing is less private practice specific and more about how I built my company. I described the job I wanted to one of my mentors and he said that that job didn't exist so I decided to create it. Our practice is an outpatient teleradiology practice with all subspecialty reads. Our radiologists can focus on their area of expertise and the way it's set up gives everyone in my company the flexibility to be with their family. We don't work nights or weekends and have the flexibility to take a break during the day without needing to work part time.

Why did you decide to join private practice?

I had a few options for jobs after my fellowship. I wasn't sure if I wanted to do academics or private practice. I was offered a job at a teleradiology practice with a neuroradiologist I knew, and I chose that because I got to do neuroradiology all the time. The job was also more flexible and fast paced. I like that I developed my own company now because I know all the doctors I read for and I can still be involved in academics. I continue to teach and mentor and hope to be more involved in research soon.

Interesting Facts & Hobbies

- I have two toddlers and I started my company around the time I delivered my second baby.
- I also used to ride horses competitively before medical school.

NEW MEMBERS

Sydni Anderson	Yashaswini Jagadeesh	Patricia Mae Santos
Bahar Ataenia	Samantha Jayasinghe	Jill Scheurman
Sara Azeem	Meemansa Jindal	Annie Schwartz
sunayna bakaya	Merin Jose	Christina Shehata
Claire Baniel	Belinda Joseph Benher	Sara Silberstein
Emily Barnard	Julie Kaczmark	Aisha Sindhu
Emily Barre	Charissa Kim	Alexus Skobodzinski
Danika Baskar	Eleanor Kim	Kassandra Tulenko
Helena Brantz	Manisha Koneru	Huijuan Wang
Ann Brown	Anoosh Kouyoumdjian	Janelle Welkie
Allene Burdette	Joy Li	Katrina Wells
Kylie Calderon	Hannah Lin	Kimberly Winsor
Hailey Carruthers	Connie Liou	Hye Ryung Yang
Jacqueline Cavendish	Sophia Liu	Deborah Zarnow
Melissa Chen	Eleanor Love	Qian Zhang
Tiffany Chen	Swethasri Makam	Daphne Zhu
Jie Jane Chen	Christina McCain	
Eve Clark	Anna McKenney	
Sherri Couillard	Mariam Moshiri	
Kyanna Cusick	Paul Navo	
Rebecca Driessen	Julia Niemierko	
Shadi Ebrahimian	Madhangi Parameswaran	
Ashley Ellenberger	Jaclynn Powell	
Sarah Farooq	ATHOTA PREETHI	
Nia Foster	Kavya Puchhalapalli	
Justin Foutes	Niloufar Rafiei	
Katherine Frederick-Dyer	James Rawson	
Geraldine Goebrecht	Abhinaya Reddy	
Karisma Gupta	Lisa Richardson	
Ayesha Hadi	Jordan Rimes	
Alison Harris	Anita Rong	
Sally Heil	Elizabeth Russ	
Haley Hickman	Sonia Samant	
Emily Hunt	Meghana Sana	

KUDOS

Yu-Hui Huang, MD, MS, MS
@yuhuihuang

Received grants, made several presentations, and has art displayed at the University of Minnesota

Lauren Ladd, MD

Promoted to Associate Professor of Clinical Radiology, the Department of Radiology and Imaging Sciences for Indiana University School of Medicine

Nina S. Vincoff, MD

Promoted to Medical Director and Vice President, Clinical Initiatives and Patient Experience for Katz Institute for Women's Health, Northwell Health

Karen L. Rutter, MD, FACR, FASFN, FACR, PhD

Numerous awards, publications and grants

Romana Riyaz

Selected as Research-MARS scholar in the Publication program independently funded by Pfizer under UCSF, USA & BMJ for research to publication course training.

Claudia F.E. Krisch, MD, FASFN, FACR, PhD

Candidate Viral Mediated Disease of the Skull Base - numerous awards, publications and grants

Victoria Chernyak, MD
@VChernyakMD

Appointed Editor of the Rad In Training Editorial Board for Radiology

Pamela Woodard
@PamelaWoodardp

Promoted to Chair of Mallinckrodt Institute of Radiology

Cheri Canon
@CheriCanon

Promoted to UAB Health System Chief Clinical Integration Officer