MESSAGE FROM THE CHAIR

PAIGE BENNETT, MD
PROFESSOR, WAKE FOREST UNIVERSITY

Dear Women in Nuclear Medicine,

At the SNMMI 2019 Annual Meeting in Anaheim, California, the WINM committee met to solidify goals and objectives for the immediate future. If you’d like to be involved in any of these initiatives, please let us know. In 2019-2020, the committee’s focus will be on:

- Support, collaboration, and education of women in nuclear medicine through a three-part webinar series
- Networking events at the Mid-Winter and Annual Meetings
- Promoting the field of educational scholarship/leadership for women interested in academic careers
- Solidifying international and early career member/trainee membership in women in nuclear medicine
- Mentoring women through promotion cycles, career decisions, and leadership seminars
- Promoting and communicating with the women in nuclear medicine membership through newsletters, the SNMMI website, and social media
- Support of technologist women in nuclear medicine through continuing educational sessions and networking events

As a capstone for the 2018-2019 year, the SNMMI 2019 Annual Meeting was a successful one for the WINM committee.

Thanks to our sponsors Bracco, ERF, SNMMI, and SNMMI-TS, a live book club breakfast with the author of "The Girls of Atomic City", Denise Kiernan, was held early Sunday morning for a large audience of professional nuclear medicine women. We saw many familiar faces and some new faces, and all were welcomed to this fascinating event. Continuing education sessions were organized by our technologists working group on the work environment (great info!) as well as a session on understanding inclusion and diversity and how to move forward in the realms of private practice, academic practice, scientific environments, business, and education.

In an effort to increase enthusiasm for the SNMMI 2019 Annual Meeting locale in California, a professional roller derby entertainment company was booked. SNMMI leaders and members were surprised at this and recognized that this type of performance was not appropriate for a professional organization. Many discussed and SNMMI leaders agreed that we should be more careful in the future to avoid this type of entertainment at our Society’s events.

Looking forward, I’m excited about the plans for this year. Please join us! You can contact us by email, and we look forward to seeing you at this year’s events!
The Women in Nuclear Medicine had a great time at the 2019 SNMMI Annual Meeting. From dedicated continuing educations sessions, to award recognition, meet ups at the Molecular Hub, and a special live book club there was definitely excitement. New York Times best selling author, Denise Kiernan, joined us to discuss her book, "The Girls of Atomic City."

We have more fun planned for 2020 so be sure to mark your calendars for the 2020 SNMMI Annual Meeting being held on June 13-16th!
THOUGHTS FROM A WOMEN-OWNED IMAGING BUSINESS
By Twyla Bartel, DO, MBA, FACNM

Realizing that they wanted more opportunities and control of their time, Drs. Twyla Bartel and Tracy Yarbrough started their new business as co-owners in 2013. At the time, Dr. Bartel was completing a second residency in Diagnostic Radiology and Dr. Yarbrough was a Nuclear Medicine Residency Program Director and overseeing a new Nuclear Medicine Fellowship at their institution.

Though the two had been toying with the idea of starting their own business, doing background and market research, and weighing their options prior to that time, it took nearly two years to move from idea to action given their on-going personal and professional commitments. In early 2013, however, they were finally were able to find the time and freedom to see their efforts come to fruition and have read studies remotely from at least 7 states since 2013.

There is not enough room in this very brief write up to explain or detail all that was necessary for this successful startup, but summarized are some important points.

1. Never give up! Set your goals and see them through.
2. Don’t assume that there will be extra hurdles just because you are female! Our obstacles were most often associated with acquiring business without radiology training for some sites (even when the studies to be read were all nuclear medicine studies).
3. Having a solid IT person knowledgeable in the imaging field is a must.
4. You must invest financially (whether loans must be made) to reap any rewards.
5. You must invest an enormous amount of time initially, but once you get up and running, set your own limits — you made the decision to be your own boss, so don’t let others boss you around!
6. A professional attitude with courtesy towards all employees and vendors will do wonders.
As I was taking a walk on my favorite trail in the weekend I was thinking about all the different branches of the academic life in medical professions. It must have been the relaxing power of the graceful trees and the inspiring view of the mildly-clouded end-of-summer sky that made me think deeply about what it means to be a scholar in the medical field and to train the younger generation in becoming scholars. How many times have you stopped and thought about your academic advisors in the past, their strengths and weaknesses, the paths that you took based on their advice and your understanding of the career choices perhaps at turning points in your life? To what extent did your choices of education and career shape your professional life and your personality, and, augment your knowledge of the world? Do you enjoy passing that knowledge to others and do you continue to learn and improve? There are many questions that come to my mind when I think about what it means to be a scholar and how best to define educational scholarship in the medical field.

A true scholar possesses the wisdom and character that it takes to never stop learning, to reflect quietly on ways to improve while practicing his/her specialty, to add to the body of knowledge through rigorous research and work, to deliver knowledge and wisdom effectively and to constantly pursue intellectual attainment. I was recently reading about the life of the Persian polymath of the tenth and eleventh century, Ibn Sina, one of the eminent scientists and talented scholars of his own age who laid the infrastructure of the modern medicine and I find that the lives of impactful scholars of the past are a treasure of wisdom for every scholar and intellectual mind.
On my journey to become a Nuclear Medical Physicist I had a turning point in life transitioning to Medical Physics after obtaining a PhD in Nuclear Physics. Medical physicists in radiology and radiation oncology departments play a number of essential roles. A medical physicist working in academic and clinical positions usually wears three main hats and thus has a tripartite mission in: patient care, teaching and research. Patient care duties encompass quality and safety activities (acceptance testing, periodic evaluation of imaging modalities to maintain regulatory and accreditation compliance, and, provide patient dose estimations and/or patient treatment planning). Education role typically involves teaching radiology/radiation oncology and/or physics residents, radiation technologists, and, also providing service education to clinical staff. A medical physicist in a clinical center usually is the go-to-person about questions regarding regulatory compliance, dosimetry and radiation safety, image quality and technical or quantitative problems. Thus a medical physicist in an academic medical center is a scholar engaging in clinical service, educational and research activities.

In academics today the concept of educational scholarship is very important. Some of the branches of the educational scholarship tree are evidence-based teaching, adult learning theory and methodologies, reflective practice, hypothesis-driven approach to instruction, instructional strategies development, curriculum development, learning through assessment and feedback, policy development for leaders, effective inter-professional preparation of leaders and change agents etc. The research role of a scholar is based on the fundamental scientific method that requires a sound hypothesis, a rigorous research methodology and implementation thereof, careful and ethical conduct of research, detailed analysis of results and effective communication of findings through publication and presentations. A good scholar is not only a good educator but also a good mentor/advisor of the younger professionals in a particular field of science and medicine. A good mentor provides opportunities for advancement and selflessly guides younger colleagues through their career path. An educational scholar in the medical field nourishes all these branches with self-reflection and learning through practicing, teaching and conducting research, and, effectively passes on the knowledge and wisdom while training the next generation of scholars. Healthy branches make a rich tree pointing to the limit, the sky, and beyond.

Join us at the 2020 SNMMI Mid-Winter and ACNM Annual Meeting!

January 23-25, 2020 | Tampa, FL

REGISTER TODAY!

New! Resident/Early Career Meet Up
Thursday, January 23 | 8:30pm
Start off your Mid-Winter Meeting right with a new networking event for resident and early career attendees. Join us at the Garrison Tavern, located at the Marriott Tampa, to catch up with old friends and meet new colleagues.

New! Mix and Mentor
Saturday, January 25, 2020 | 12:30-1:30 pm
Take a break from CE sessions to participate in Mix and Mentor. This speed mentoring event will consist of two 15-minute rounds of topic driven small group sessions with an SNMMI/SNMMI-TS mentor. Take advantage of this great opportunity to network and learn from those leading in the field and within SNMMI. Sign Up Today!

New! Women in Nuclear Medicine (WINM) Movie Screening
Saturday, January 25th | 6:30pm
Walk the red carpet as we close out the Mid-Winter Meeting for a night with the stars. The Women in Nuclear Medicine (WINM) Committee is hosting a movie night as a fun way to end your meeting experience.
Earlier this month we came across an article (https://phys.org/news/2019-09-analysis-science-sexist.html) discussing a study from University of Canterbury (UC) researchers about science being sexist. A timely article for Women in Medicine Month, what caught our attention was how it called upon scientific societies to openly address gender bias through female representation in leadership and award recognition. When thinking of the “why” surrounding this issue, it can be attributed to a multitude of factors: lack of diversity on the selection committee; lack of submissions from women due to insecurities or lack of time; or even the proven gender bias when it comes to perceiving authority and expertise. The make-up of the problem goes beyond one leading cause and so must the solution.

A positive statistic for Women in Medicine Month was that within SNMMI women made up 61% of award recipients this past year. This included a 50/50 split in Ones to Watch recognition, focusing on emerging leaders within the field. However, a key discovery from UC study was the gender gap, and perceived gender bias, due to an award’s prestige, linking representation of women directly to the status of the award. The Ones to Watch program, meeting abstracts, Leadership Academy, and Future Leaders Academy selections, while important, are not high stakes recognition opportunities in terms of the scientific and medical communities in which our members reside. Whereas the recipients of awards and lectureships such as De Hevsey, Paul C. Aebersold, and the Benedict Cassen Prize—those names are recognized as experts and thought leaders in an already cutting-edge specialty.

As members of SNMMI, the under-representation of woman’s achievements in our field is something you have the unique platform to address. While Women in Medicine Month has ended, the fall application window for several SNMMI and SNMMI-TS awards is beginning. Here are some actions you can take to improve how we recognize the accomplishments of women in the field of nuclear medicine and molecular imaging:

- **Apply.** Sometimes the biggest challenge is self-doubt. Invest in yourself by applying for a grant, award, or scholarship this fall. www.snmmi.org/grants

- **Nominate.** A theme the last month has been women supporting other women—the power of the pack! You can support other women by nominating them for awards and recognitions where applicable. While we can all work to improve self-promotion, applying the shine theory can help shed light on women around you who are doing great things!

- **Share.** Another factor in under-representation of women award winners could be lack of awareness of available opportunities. If you come across an award you may not be eligible for, pass along the information to a peer or colleague whose work does fit the category.

- **Encourage.** If your colleague, intern, or mentee lacks the self-confidence to apply, give them supplemental motivation with your encouragement. It helps to have someone who openly believes in you if you don’t yet believe in yourself.

Nuclear Medicine and Molecular Imaging has a history of women pioneers. Add your name to the mix.

www.snmmi.org/grants
Work-life harmony is a state of mind. It is finding a happiness at both work and home life.

Work-life harmony is unique to an individual. It involves choices and is a learning process. Be honest to yourself. Have knowledge of yourself, set goals and objectives with both your career and home life.

Acknowledge that work-life harmony is unique to you, your family, your life interests, your hobbies and obligations. Everyone’s work-life scale is different. Avoid comparing yourself to others or their achievements.

Understand that work-life balance is difficult to achieve at all times. Often there will be times/events in life when there will be heavy lifting of duties at work and vice versa. It is important to find joy and gratitude at both work and home during challenging times to achieve the harmony.

Find a workplace with a right fit and excellent mentorship. Be supportive of colleagues. Women in leadership positions at work should be strong advocates of a flexible work-life schedule. Advocate for colleagues and encourage shared understanding to handle conflicts. Be a catalyst for positive change in culture at work.

Be prepared to make tough decisions and compromises to achieve work-life balance. You do not have to say yes to everything. It’s OK to say no to some opportunities if you are uncomfortable with it at that moment.

Narrow your thumbprint and focus on things that help share your talent. Do not spread yourself too thin. Create some flexible boundaries, examples include setting limits on how often you travel, work irregular hours, etc.

Acknowledge that you do not have to be a perfectionist or overachiever at all times. Be forgiving to yourself— it is OK to make mistakes and learn from them.

Plan, set schedules, stay organized and be time efficient to accomplish more. Having a great assistant at work or having a program coordinator and/or nanny at home can help.

Prioritize personal time for yourself! Schedule time for personal care, exercise, yoga, etc.

Take time to de-stress after a stressful day. Transition from daytime work activities by taking a short break rather than directly jumping into home activities—e.g., listening to music, chatting with a friend over phone, short work-out.

“Be present”—spend time meaningfully with family, even less time spent well counts. Do not bring work home if possible—family time is precious. Cherish your time with family!

Webinar Speakers:
Lisa Kachnic, MD, FASTRO
Chu. H. Chang Professor & Chair
Department of Radiation Oncology
Columbia University Medical Center
Herbert Irving Comprehensive Cancer Center

Ashley H Aiken, MD
Professor of Radiology & Imaging Sciences
Director, Diagnostic Neuroradiology Fellowship
Emory University School of Medicine
Celebrating Women in Medicine Month!

Women in Medicine month was in September and WINM recognized our members in different ways throughout the month. We are fortunate to have so many women involved within SNMMI - 28 women presidents (SNMMI & SNMMI-TS), 7 women Editors-in-Chief of the JNM/JNMT, 12 women committee chairs in 2019-2020, 13 women graduates of the SNMMI Future Leaders Academy, 113 women graduates of the SNMMI-TS Leadership Academy, 63 women grant and award recipients in 2019, and more!

We are thankful for all of you!

Here is a snapshot of just a few of the women we recognized throughout the month...

As a finale the WINM Committee hosted a special webinar, “Power of the Pack— How to Support and Collaborate with Fellow Women to Improve Success.” Panelists discussed how they use association membership to advance their career.

A special thanks to our speakers Carolyn Anderson, PhD; Elizabeth Hawk, MD, PhD, DABR, DABNM; Heather Jacene, MD; Dusty York, CNMT, PET, RT(N)(CT); and Crystal Botkin, PhD, MPH, CNMT, PET, FSNMMI-TS!
Who is a woman American medical physicist and co-winner of the 1977 Nobel Prize in Physiology or Medicine for developing the radioimmunoassay (RIA) technique?

Click here to solve the puzzle to see!!

SAVE THE DATE!
WINM/AAWR WINTER WEBINAR
JANUARY 30th @ 2pm ET

FEATURING:
YOSHIMI ANZAI, MD, MPH
KIM JACKSON, CNMT, RT(N), (MR)
VIRGINIA PAPPAS, CAE

JOIN US ON LINKEDIN!
“SNMMI WOMEN IN NUCLEAR MEDICINE”

WINM Committee:

Paige Bennett, MD - Chair
Leonie Gordon, MD, FACNM, FSNMMI - Founding Chair
Networking and Program Working Group
Twyla Bartel, DO, MBA, FACNM
Early Career Working Group
Jagruti Shah, MD
Educational Scholarship Working Group
Donika Plyku, PhD
International Membership Working Group
Sze Ting Lee, MD
Technologist Working Group
Dusty York, CNMT, PET, RT(N)(CT)