Message from the Chair

Leonie Gordon, MD, FACNM

Networking Together

It is hard to believe that the SNMMI annual meeting is just a month away. WINM has been very active this year with frequent posts on Instagram celebrating the successes of Women in Nuclear Medicine. Paige Bennett, MD, has been very active keeping up with all the achievements of our groups and praising all our achievements as well as advertising our programming. Currently we have 456 followers on Instagram! I think social media is a good way to share information about our group and provide updates about our members quickly and communicate with each other. Sharing news is effective in keeping us all involved and excited in our group.

We had a successful book club discussion on the book, “That’s what she said.” Dr. Elizabeth Dibble led the interesting discussion and we have included more information about this in the newsletter.

Our goal for continuing success moving forward is to include robust relevant programming at our annual meeting. This year, Mary Scanlon, MD, who is the Radiology Residency program director at University of Pennsylvania, will talk about effective mentoring at our breakfast session on Sunday, June 24 at 6:45am and later on Sunday at 4:45pm we have a CE session focused on Navigating a Successful Career.

Many of our group members have achieved successes this year and I would encourage all of you to let us know. I welcome Michelle Ewing as our new staff liaison and look forward to working with her. I hope to see you all in Philadelphia and catch up with all of you.
A Perspective from the “Other” Side
Interview with Satoshi Minoshima, MD, PhD, SNMMI President-Elect

Dr. Satoshi Minoshima: As a founding member of the Women in Nuclear Medicine (WINM), I am very excited to see the excellent work the group is doing in the society and during the upcoming annual meeting, as the group now joins forces with the newly created WINM Technologist Committee.

Dr. Leonie Gordon: Do you believe leadership programs for women physicians have had any effect?

Dr. Minoshima: Women physicians should have opportunities to participate in leadership programs and gain knowledge and skills for leadership. I see more women physicians actively engaging in the leadership programs these days, and I can name quite a few women leaders in imaging societies. There are also excellent leadership programs outside the SNMMI. We should continue to identify effective leadership programs for women physicians and provide such opportunities to our members of the SNMMI.

Dr. Gordon: Do you believe the SNMMI provides opportunities for women to network and advance in their careers? What are the efforts being made by SNMMI male leaders to ensure the advancement of women by including them as council chairs and other leadership positions?

Dr. Minoshima: Absolutely, but this is an ongoing effort. When I was the Scientific Program Chair, we secured a small funding to support the women initiative at the annual meeting. Now, Leonie Gordon et al have created the WINM and help coordinate such initiatives and programs more effectively. This is such a wonderful thing. However, we have to do more. I would like to see more women leaders in the SNMMI. They are an integral part of the SNMMI. As the incoming SNMMI President, I will certainly work with the WINM to accomplish such goals. Please do not hesitate to reach out to me if you have ideas and suggestions. Let’s work together!

I am thankful for you, Dr. Gordon, as Chair of the WINM, for your relentless efforts to support the group and am looking forward to working together to further promote women and the WINM efforts in the coming year.

WINM Networking: Create or Refresh Your Professional Profile

Social media provides a vibrant platform for physician communication, consultation, education, and marketing. LinkedIn and Doximity are two platforms focused on career-oriented users, similar to the site Facebook that is focused on social users.

If you think it’s not important to have a presence on these sites, consider this: The Society of Nuclear Medicine and Molecular Imaging group on LinkedIn has over 11,000 members. A search on LinkedIn for Nuclear Medicine Physicians shows 1,195 results worldwide. For a person interested in networking (for job opportunities, professional project collaboration, sharing of ideas and educational materials, or practice marketing), these social media platforms are optimal for remote networking and collaboration opportunities.
WINM would like all members to have an up-to-date LinkedIn profile (professional photo and resume) so that we as a group are present and accessible there. The Women in Nuclear Medicine LinkedIn group can be found via LinkedIn search. We hope to see you there!

WINM Instagram: Over 450 Followers Strong! Network and collaborate with Women in Nuclear Medicine via Instagram, just search for @women_in_Nuclear_Medicine or use hashtag #women_in_nuclear_medicine on your NM posts so we can find you and repost professional pictures! Tag your friends!

Getting to Know Women in Nuclear Medicine
By Paige Bennet, MD

Getting to know each other so that we can support each other was the theme at the Women in Nuclear Medicine “Bring Your Own Breakfast” held at the SNMMI 2018 Mid-Winter Meeting in Orlando, Florida in January. Approximately 25 women physicians, scientists and technologists gathered to discuss issues with lean staffing, career goals, job searches, and family life.

For example, Radionuclide Radiologist Consultant Diana Rosof-Williams reported that the United Kingdom is facing a workforce shortage due to decreases in participation by foreign-trained nuclear medicine physicians (who, in some areas of that country, provide one-quarter of the physician workforce). WINM members from the United States also expressed that workloads for physicians and technologists have reached all-time highs due to growth in utilization combined with staff cost-cutting measures at their institutions.

Other attendees reported that they were searching for technologist and physician jobs, with a few women reporting that they had secured their next professional position. Congratulations!
The advent of the Technologist Section of the WINM was reported, with Dusty York, CNMT, PET, RT(N)(CT) leading that effort for the technologists. The physician/scientist WINM and the technologist WINM will work separately and together to promote Women in Nuclear Medicine within the SNMMI and to the larger nuclear medicine community. Look for separate and combined continuing education sessions and events at the SNMMI 2018 Annual Meeting in Philadelphia in June.

And, last but not least, we updated each other on our upcoming vacations, family life and health/wellness ideas. Community is being created through these WINM events, providing a professional network that supports women in nuclear medicine. Please join us!

**WINM Book Club Webinar**

The WINM hosted a Virtual Book Club on April 30th featuring Harvard Medical School Clinical Fellow, Dr. Elizabeth Dibble. The book featured was “That's What She Said: What Men Need to Know (and Women Need to Tell Them) About Working Together,” by Joanna Lipman, a book that explores the gender gap and provides practical tips to help close the gap. During the webinar, we discussed many topics from book, including the respect gap, communication differences between men and women, diversity training, the confidence gap, salary negotiations, and parental leave policies. We also reviewed the author’s twelve practical tips to help working women and men close the gender gap, listed with summarized explanations below:

1. **Interrupt the interrupters**: Institute a “no interruptions” rule or cut off an interrupter who talks over female colleagues – allow the woman to finish speaking.
2. **Use amplification and brag buddies**: Since women’s ideas may not be heard until repeated by a man, repeat the woman’s idea and give her credit. Since women are penalized for talking about their accomplishments, tout each other’s accomplishments.
3. **Diversify the interviewers, not just the applicants**: Interviewing diverse applicants won’t solve the diversity problem if all the interviewers are white men.
4. **She’ll help your bottom line**: Women help creativity and financial performance. Use these facts to encourage hiring and promotion of women.
5. **She’s not “sorry”, she’s not “lucky”, and she’s not asking you a question**: Women apologize and use up-speak to seem less threatening. Imagine women are stating facts emphatically when you hear these verbal ticks.
6. **Yeah, that’s not a compliment**: If you would not say a belittling “compliment” to a man (for example, about her looks), don’t say it to a woman.
7. **She’s pretty sure you don’t respect her**: Men get more respect than women holding the same positions. Be aware of your own slights and adjust your own behavior.
8. **Don’t decide for her:** Don’t assume a woman won’t want a new opportunity – ask her instead.

9. **Don’t be afraid of tears:** Don’t let tears dissuade you from providing honest feedback to women, and understand that tears often mean frustration and anger, not sadness.

10. **She’s ready for a raise, but she won’t ask for it:** Men ask for raises more often than women. As a manager, don’t reward men more than women just because they ask. As an employee, be aware of salary data.

11. **Hire women your mom’s age:** Hire older women or structure work so that you don’t lose women with young kids in the first place.

12. **She deserves a promotion. She just doesn’t know it yet:** Women are less likely to apply for promotions, so make sure that women are included in nominations for promotions.

Thank you to all who participated. A recording of the webinar will be available soon! The WINM has more webinars scheduled for 2018. Please check the WINM website at [www.snmmi.org/winm](http://www.snmmi.org/winm) for webinar updates and the recording for the last book club.

**WINM at the SNMMI Annual Meeting 2018**  
By Darlene Metter, MD, FACR

Believe it or not, but the SNMMI Annual meeting and the very popular WINM Networking Breakfast are just around the corner! This exciting and inspiring annual WINM event will take place on Sunday, June 24th at 6:45 am at the Philadelphia Marriott Downtown. Our keynote breakfast speaker is Mary H. Scanlon, MD, FACR who is a Professor of Clinical Radiology at the Hospital of the University of Pennsylvania. Dr. Scanlon’s academic focus has centered on resident education. This is truly an exciting time for women in Nuclear Medicine, and I look forward to seeing you all in June!

**Mark Your Calendars!** Make plans to attend the [SNMMI 2018 Annual Meeting](http://www.snmmi.org/am). WINM is pleased to sponsor the following sessions at the 2018 Annual Meeting:

- **WINM Networking Breakfast** Sunday, June 24th, 6:45-8:00 am  
  *Sponsored by the SNMMI and the ERF’s Curie Fund for Women in Leadership*

- **CE35: Navigating a Successful Career** Sunday, June 24th, 4:45-6:15 pm

- **TS24: The Secrets to Being (or Working with) a Successful Woman in Nuclear Medicine Technology**  
  *Monday, June 25th, 3:00-4:30 pm*

Additional details available by visiting [www.snmmi.org/am](http://www.snmmi.org/am)
Working with the Nuclear Medicine Millennial  
By Kristina E. Hoque, MS, MD, PhD

Perhaps one of my greatest professional passions is teaching. Whether it is in a formal lecture setting, in the reading room, or explaining findings to a patient, I have always been fascinated by the exchange of ideas.

As the way we teach nuclear medicine continues to evolve with the new generation of millennials, I have noticed a gradual shift in teaching approaches. Our current trainees born between 1980 and 2000, are termed millennials. While every educator certainly has his or her own unique style, it seems to me that what really matters is not so much the style of the educator, but rather, the style of the learner.

Every time I sit to work with someone new, I take five to ten minutes to learn first about him or her. What field is their specialty, how do they like to approach reading an examination, what do they like most about imaging? And through this brief conversation, I hope to discover their “why”. From here, it becomes more about framing my thoughts and my lesson to fit the unique learning opportunity at hand. We are truly in an era of individualization, and through approaching this new generation by teaching to each unique passion, each learner’s “why”, we are able to not only convey the facts at hand, but also hopefully inspire them to want to learn more.

A colleague of mine, Andy DeLaO (known as @cancergeek on social media) often speaks to delivering healthcare at the Nof1. This is the concept that true change in healthcare happens for each patient, one at a time, and that patient centered care should be tailored to individually fit the needs of each patient’s unique healthcare journey.

In teaching the next generation of Nuclear Medicine physicians, I would argue that education happens at the Nof1, and when teaching is tailored to meet the needs of each learner, true change is enabled.

Moreover, in a recent article published by Chen and Scanlon, the authors discuss the need for uniquely tailored and dynamic approach: “With the millennial generation's increasing prevalence in the workforce, fulfilling their unique needs for career development requires unique attention toward goal-setting, relevance, feedback, transparency, and autonomy.”

Regardless of how I may tailor my teaching style, I always try to stay true to my own “why” and hope that my own passion for Nuclear Medicine and patient centered cancer care emanates in the work that I do. I try to impart what I love about Nuclear Medicine, and why I find the work to be so inspiring and rewarding each day.

References:


Women in Nuclear Medicine Committee

Leonie Gordon, MD, FACNM
Chair

Mentor and Networking Working Group
Carolyn Anderson, PhD and Twyla Bartel, DO, MBA, FACNM

Program Working Group
Cathy Cutler, PhD and Paige Bennett, MD

Membership Working Group
Erica Cohen, DO, MPH, CCD, Puja Hazari, PhD and Suzanne Lapi, PhD

Communication Working Group
Darlene Metter, MD and Shana Elman, MD

Visit the www.snmmi.org/winm for More Information on WINM!