

WINTER 2019

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It Makes Sense: Women's Experiences Affect their Knowledge and Intellectual Growth

Message from the Chair
Paige Bennett, MD

Thirty years ago, the book *Women's Ways of Knowing* (Belenky et al; 1986) explored how women's experiences, worldview and self-concept significantly affect their relationship to knowledge and intellectual growth. Common categories into which women were divided are shown in Table 1 (see right). Let's examine two of these categories right now.

Women with "silent knowledge":

- Know very little due to social isolation and fear
- Pre-knowledgeable
- Often young, marginalized socioeconomically, uneducated
- Rely on external authority for life direction, yet they do not like authority
- Sexual and physical abuse is common

For many "silent" women, the experience of childbirth propels them out of this category due to an increase in self-confidence that they can learn, teach, and communicate their thoughts to others, if only to a child. Read: Motherhood is powerful for the mother.

Table 1. Women and Knowledge

Silent knowledge: Voiceless and disconnected from knowledge.

Received knowledge: Accepts external authority as knowledge.

Subjective knowledge: Relies on inner voice/experience/intuition as knowledge.

Procedural knowledge: Draws on multiple sources of knowledge, accepts intuition may be inaccurate.

Constructed knowledge: Knows that knowledge is constantly changing and being built. Complexity is welcome.

Women in NUCLEAR MEDICINE

Women with “procedural knowledge” (the kind required of healthcare/scientific professionals):

- Draw on multiple sources of knowledge
- Accept that intuition/anecdotes are often inadequate for decision-making
- Use critical thinking, non-binary thinking, and reason
- Have active and powerful voices
- Often have higher educational levels and socioeconomic status
- Can be seen by society in two ways: *Critical/tough-minded* (separate) or *open/understanding* (connected).

A strong sense of self/voice/mind and a sense of personal authority are common among women who are in this category.

What we should understand from this research for ourselves and for other women is that:

- Family violence and abuse can seriously hamper intellectual progress
- Motherhood can be a positive force for intellectual growth
- Women can feel impotent and less smart in the face of authority
- Women’s normal intellectual voices can be seen as critical or tough-minded by society
- Companionable, supportive and enduring personal/intimate relationships help women achieve and utilize different levels of knowledge.

Questions for reflection are also useful:

- Can you see yourself in different categories?
- What (or who) propelled you into or out of certain levels of knowledge?
- Are you in a supportive family situation? Are friends supportive?
- How can we all help other women and girls in their intellectual growth?

In an effort to promote and support women in the field of nuclear medicine, the WINM committee was formed by SNMMI and Leonie Gordon, MD, Professor at the Medical University of South Carolina in Charleston. Since its inception, many women physicians, scientists, technologists, and industry professionals have been mentored, promoted, inspired, and supported through the committee’s initiatives and educational programs. For more stories of women helping, inspiring, and guiding each other professionally and personally, read “*Giving Thanks and Inspiration*” below. We look forward to seeing you all at the Annual Meeting 2019 in Anaheim, CA.

Women in NUCLEAR MEDICINE

WINM-TS Working Group

Dusty York, MAEd., CNMT, PET, ARRT(N)(CT)



The WINM technologist section is now a component of the overall SNMMI Women in Nuclear Medicine committee in an effort to further collaborate and work collectively to support all women in nuclear medicine.

The WINM-TS working group is working to plan a continuing education session as part of the technologist track of the SNMMI Annual Meeting in Anaheim, California. The CE session will focus on women's issues in our field and provide women an opportunity to network with fellow technologists. This year's session will be held on Monday, June 24th at 10:00-11:30 am. We hope to see you there!

This year the WINM-TS is also focused on encouraging mentoring relationships. Making connections with established peers can be a key element to advancing in your professional career. These relationships can evolve and last for years to come providing opportunities that may otherwise not have been available. We encourage all members to take advantage of SNMMI's Mentor Match platform.

Furthermore, we would like to recognize the women who graduated from the SNMMI-TS Leadership Academy. The 12th annual Leadership Academy was held in Palm Springs, California in conjunction with the SNMMI Mid-Winter meeting and is focused on developing technologist's leadership skills and increasing organizational expertise. There were **eight** women (out of 12 accepted applicants) selected to participate in this year's leadership academy. **Congratulations to the Leadership Academy graduates of 2019!**



(From left) Angela Plunkett, CNMT; Jessica Mendicino, CNMT; Paige Beeman, RT(N), PET; Julie Kauffman; Rani Noble, CNMT, RT(N); Chloe Wendorf, MHA, CNMT, PET, CT; Ashley Pasker; Michelle Ewing; Debra Silberberg, MHA, BS R.T. (R), CNMT, NMTCB (CT).

For information on all graduates, please visit:

<http://www.snmmi.org/NewsPublications/NewsDetail.aspx?ItemNumber=31002>.

2019 SNMMI Future Leaders Academy

The 4th annual [Future Leaders Academy](#) was also held during the 2019 SNMMI Mid-Winter Meeting. Members accepted into the Future Leaders Academy develop the necessary skills to enhance performance as well as receive organizational expertise in order to ultimately evolve into a leader both within the nuclear medicine molecular imaging community and the society. This year there were five women who graduated from the 2019 Future Leaders Academy. **Congratulations to Katherine Binzel, PhD, Nadine Mallak, MD, Ila Sethi, MD, Jessica Martin, MD, Dillenia Rosica, MD and all the 2019 Future Leaders Academy graduates!**



WINM Instagram: Over 750 Followers Strong! Network and collaborate with Women in Nuclear Medicine on 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!

Do you have a new publication? Received an award or a promotion? Completed a project you have been working on? We are always looking to highlight the accomplishments of our members. Send us a DM on Instagram or an email to winm@snmmi.org if you would like to share your story.

Time for a Promotion?

If you are preparing a promotions portfolio, please contact us at winm@snmmi.org. WINM can assist with letters of support and general promotion's portfolio advice.

Interested in Education?

The Women in Nuclear Medicine committee would like to know you. Please contact Paige Bennett, MD at Paige.Bennett@wakehealth.edu if you would like to work with the education working group.



Giving Thanks and Inspiration

By Shana Elman, MD

WINM Communications Co-Chair

During the thanksgiving season, we asked our WINM community to share stories of career-related thanks and inspiration. Often times, it is the people who have touched our lives who we are thankful for, but we may not always have the opportunity to thank those who have knowingly or unknowingly inspired us, mentored us, and helped us get to where we are today in our careers.

For me, I am so thankful for the many women (and men) who have directly and indirectly served as role models, mentors, and cheerleaders throughout my career...many of these women may have no idea how even a small action may have affected my life or how they serve as role models from afar.

For example, Leonie Gordon, MD, FACNM, FSNMMI, our first chair of the Women in Nuclear Medicine Committee, is a source of endless energy, inspiration, and encouragement. From afar, I have always admired her endless commitment to speak her mind, as well as her wide-ranging involvement in education as MUSC's Radiology Program Director, Vice Chair of Education, Association Dean of Faculty Affairs and GME, as well as numerous other roles at the national level. But most importantly, Leonie is always looking out for opportunities to raise people up, particularly those who are junior in their career. She probably does not remember it, but when I was a resident attending the SNMMI Board of Directors meeting after the Future Leaders Academy, I mustered up the courage to say something in the meeting. The next day, she introduced herself to me and applauded my confidence in speaking up. She may or may not have known that it was not confidence that had allowed me to speak up, it was my conviction and passion for what was being discussed that allowed me to eek out a comment (as my heart raced and I felt my face flush with heat). But knowing that what I said was heard across the room, by someone as established as she is, helped to build confidence so that I'd be able to speak up at future meetings.

In addition to Leonie, my involvement in SNMMI has allowed me to get to know many of the women who are my role models and mentors in Nuclear Medicine. Just to name a few... Paige Bennett, MD (our current WINM chair), Darlene Metter, MD, FACR (my co-chair of the Communications working group), Erin Grady, MD, CCD, FACNM and Erica Cohen, DO, MPH, FACNM (who served as mentors when I participated in the Future Leaders Academy and have been examples of how to get involved in SNMMI from the very beginning), Joanna Fair, MD, PhD (current ABNM Chair and someone I am so happy to have as my colleague & mentor at the University of New Mexico). I am so thankful for all of them.

Please read on for a few more messages of thanks from our Women in Nuclear Medicine community...

Women in NUCLEAR MEDICINE

"Sally [Schwarz] and I had offices next to each other for 17 years (from 1990-2007), starting from when I was a new postdoc working for Mike Welch. I am very grateful for how Sally was the best colleague and showed me how to have a balanced life with respect to career and family. I watched her raise her two lovely daughters with her awesome husband while being one of the most forward thinking and forward doing members of the nuclear medicine community with respect to PET radio-pharmaceutical regulations". -Carolyn Anderson, PhD

"For Paige Bennett...

Thank you for letting me be part of your projects and life. Thanks for being my mentor and good friend. But I cannot be more grateful for those big hugs when I needed them most".

-Love, Paula

"...I am originally from Portugal and I am a Nuclear Medicine and PET/CT Technologist in England. I would like to thank two different hospitals where I have had the opportunity to work: Nottingham City Hospital...and Royal United Hospitals Bath. Everything started 4 years ago - I got on the plane and I traveled from Lisbon to London for my first job interview. I had a flight booked to go back to Portugal - and I didn't come back, because I got the job straight after the job interview. Can you imagine what it feels like when you expect to be going back home, but on the same day, someone tells you "Are you ready to start a job next week?". Here I went, Nottingham City Hospital. The first day of my first job as a Technologist. My English was poor and I only realized that when I had to talk to my colleagues... and patients. I thought I wouldn't make it but I overcame this challenge because I was given an opportunity, the best opportunity of my life. These professionals helped me so much, I can't thank them enough for their patience, for teaching me English and for making me feel welcome to England.

After a few months, I moved to Bath and I was amazed how people are also so welcoming and helpful. I was able to implement my ideas, I was given the opportunity to be involved in various subjects, and without their help, I wouldn't be able to become as confident as I feel now, to give talks in international conferences and to make people laugh which is probably the biggest challenge for a non-native speaker. In the end of the day, we all have a laugh, and we all look back and see how much we have done together as a team. I have only been working in Nuclear Medicine for 4 years, but I am so passionate about my job and I am so grateful for the opportunities I have been given. Thank you to everyone who has been contributing to my career and to my happiness. These people are my role models who have touched my career and my life!

The future is not yet written, but there is only one moment for everyone to live, and that is the present moment".

-Joana Do Mar Machado

"I would like to say a special thank you to Ruth Taylor. She was an inspiration to myself, many before me and after. She mentored many students during her 40 plus year career. Personally and professionally she was and is held in high regard as a knowledgeable and patient mentor. Chattanooga has many technologists who were encouraged and inspired by Ruth. A wonderful person and colleague". -Pam

Women in NUCLEAR MEDICINE

“I would love to thank Lourdes Fernandez, my mentor, at St. Joseph’s Medical Center in Stockton, CA. She has taught me so much in this field, and every time we work together, I get excited to be at work all over again. Her 35+ years in the field is nothing but an inspiration of where I see myself in the future. She brings laughter and ease to a field of work that people seem to characterize as “COMPLICATED”. Her patience and experience gives me a yearning to do more. In the future, I would love to be an inspiration to other women in medicine/science: there NEEDS to be more of us in this line of work. I recently attended a seminar in Monterey; leaving with chills and amazement. It’s absolutely astonishing how far medicine has come; who wouldn’t be interested? I shared my experience with her and we were both taken aback. To hear her talk about what she did in the beginning of her career until now; it was so enlightening. I couldn’t let an opportunity go by without acknowledging this WOMAN IN MEDICINE”.

-Nancy Baez, BS, CNMT, ARRT(N)

“I would like to send a message to Pam Pham, for being a role model and mentor in my nuclear medicine career. Pam is a brilliant technologist, who has trained and mentored dozens of technologists over the years. In addition, she is self-less, extremely kind, and has a most generous spirit. I will be eternally grateful for all of the wisdom and support she has shared over the years. Working with her has made me a better tech, and a better person”.

-Michelle (Missy) Wanner, CNMT

“I would like to express my sincerest gratitude for my best “friendly” and research mentor Dr. Bital Savir-Baruch. I could not ask for a more tenacious and diligent mentor on my always exciting, often painful, PhD journey. Her guidance and persistence have been invaluable to me, especially during the most trying of times, like when I was certain that advanced biostatistics and multi-linear regression had broken me. She encourages me to continue always.

No matter the situation, whether it be research, professional matters, or personal life, her friendship and support never waiver. Thank you, Bital, for your kindness and inspiration!”

-Much love and respect,
Tina (AKA Friendly, AKA the future Dr. Buehner)

Reading these comments is heart-warming and touches upon the importance of connecting with other women in our field...a primary goal of the Women in Nuclear Medicine committee.

We hope that your careers in Nuclear Medicine and your involvement in WINM will allow you to develop mentorship relationships that you too will be thankful for.



SNMMI and the American Association for Women Radiologists

SNMMI and the Women in Nuclear Medicine committee are excited to announce a partnership with the American Association for Women Radiologists (AAWR). This collaboration will expand the WINM network and provide additional networking and learning opportunities. AAWR will be featured in the WINM newsletter as well as events such as upcoming webinars and activities at the SNMMI Annual Meeting. Read on to learn more about the AAWR...

The American Association for Women Radiologists (AAWR) is grateful to the SNMMI for this opportunity to introduce AAWR to its members. We look forward to informing you on our current projects, missions, and events.

What is AAWR?

The AAWR was founded in 1981 to address social and economic issues facing women in radiology. The profession of radiology is dramatically changing, with increasing representation by women. We invite radiologists, radiation oncologists, radiation physicists, and radiation biologists, and we have membership categories for those who have completed their training as well as members-in-training.

The Value of Membership

AAWR strives to meet the diverse and changing needs of its members. Our accomplishments are extensive:

- 1) We encourage and support greater participation of women at all levels in radiological societies, and promote women in leadership positions.
- 2) We provide a forum for discussion of new and current topics in the fields of radiology and medicine, focusing on issues of specific interest to women.
- 3) We sponsor lectures and discussions on topics of interest to women including gender equality, mentors in radiology, and tailoring professional careers to help balance the requirements of home and the workplace.
- 4) Our program committee develops refresher courses for RSNA. We hold discussion sessions at major national meetings, including the RSNA, ACR annual meeting, and the ASTRO.
- 5) We provide members with quarterly newsletters, and access to online Members' Network, which includes: Membership Directory, newsletter Focus, and ACR Fellowship Resources
- 6) Membership for residents and fellows is complimentary! Dues are markedly discounted for radiologists in their first and second year in practice.
- 7) We recognize women who have been outstanding in the fields of radiology and radiation oncology, who have excelled as educators, role models, researchers, or as residents in training.

- 8) We promote networking opportunities for women that result in valuable contacts and the exchange of inside information the female equivalent of the "old boys club".
- 9) We encourage members to apply for fellowship in the ACR, and have provided helpful information to assist in the application process.

[Learn More](#)

Awards and Recognition:

- AAWR Marie Curie Award
- AAWR Alice Ettinger Distinguished Achievement Award
- Lucy Frank Squire Distinguished Resident Award in Diagnostic Radiology
- Eleanor Montague Distinguished Resident Award in Radiation Oncology
- Professional Leadership Awards
- Research Recognition Awards

[Learn More](#)

Upcoming AAWR Events

Webinar on Paid Maternity Leave

Co-sponsored Paid Family US
April 24 8:00 EST / 7:00 CST

AAWR Book Club

Becoming by Michelle Obama
May 14th 8:00 EST / 7:00 CST

AAWR hosts lunch and breakfast events as ACR, ASTRO, and RSNA.

[Learn More](#)

[Sign up for AAWR event information](#)

Women in NUCLEAR MEDICINE



The SNMMI Annual Meeting is just around the corner! The Annual Meeting will take place on June 22-25 in Anaheim, CA. Save the date for the following WINM events:

WINM Networking Event
Sunday, June 23rd

WINM Continuing Education Session
Sunday, June 23rd, 3:00-4:30 pm

WINM-TS Continuing Education Session
Monday, June 24th, 10:00-11:30 am

[Click here](#) to view networking opportunities open to all meeting attendees, such as the Hot Trot 5K, Drink and Think, and Poster Mixer.

Additional details coming soon. Visit www.snmmi.org/am for more information on the 2019 SNMMI Annual Meeting!

Inclusion and Diversity in Nuclear Medicine Webinar

Thursday, April 18, 2019
12:30 PM ET

Join us for a 30-minute presentation followed by a group discussion.

Hosted by:

Paige Bennett, MD
Professor of Nuclear Medicine
Wake Forest University Health Sciences

Save the Date: Registration details coming soon!

PEDIATRIC NUCLEAR MEDICINE

The technologist section is looking for great speakers on various topics related to pediatric nuclear medicine for the 2019 SNMMI Annual Meeting continuing education session. If you are interested in being an invited speaker, contact Cindi Luckett-Gilbert, MHA, CNMT, PET, FSNMMI-TS at isotoper@msn.com.

Upcoming Chapter Events:

[Southwest Chapter Meeting](#)
March 22-24

[Central Chapter Meeting](#)
March 23-24

[New England Chapter Meeting](#)
April 5-6

[Greater NY Chapter Technologist Spring Symposium](#)
April 12-13

30 Early Career Professionals to Watch for in 2019!



On Friday SNMMI announced the 2019 “Ones to Watch,” recognizing 30 early career professionals from all areas within our specialty for their actions, work, or studies. We are proud that the selection of 30 rising stars in nuclear medicine and molecular imaging is **50% women**. The future looks bright!

Congratulations to all the members who were recognized!



GET CONNECTED!

Join the Women in Nuclear Medicine community on SNMMI CONNECT
Ask a question. Share advice. Connect with peers.

Visit communities.snmami.org
Search for **SNMMI Women in Nuclear Medicine (WINM)**

FAQs? [Click here](#)

Women in Nuclear Medicine Committee

WINM Committee Chair

Paige Bennett, MD

Founding Committee Chair

Leonie Gordon, MD, FACNM, FSNMMI

Mentor and Networking Working Group

Carolyn Anderson, PhD

Twyla Bartel, DO, MBA, FACNM

Shana Elman, MD

Lesley Flynt, MD

Program Working Group

Cathy Cutler, PhD

Twyla Bartel, DO, MBA, FACNM

Lesley Flynt, MD

Nasrin Ghesani, MD

Communication Working Group

Darlene Metter, MD

Shana Elman, MD

Eleanor Gillis

SNMMI-TS Working Group

Dusty York, CNMT, PET, RT (N)(CT)

Tina Buehner, MS, CNMT, NMTCB(CT)RT(N)(CT), FSNMMI-TS

Kathleen Krisak, BS, CNMT, FSNMMI-TS

Leesa Ross, CNMT, PET, RT (N)(CT)

Visit the www.snmml.org/winm for more information on WINM!