

# The Advocate

The Official Newsletter of the  
Association of Program Directors of Radiology

## 2019 Fall Newsletter



2019-2020 APDR President

**Richard B. Ruchman, MD**

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Fall Update from the APDR President:

A warm welcome to all of our members and best wishes for the upcoming holiday season!

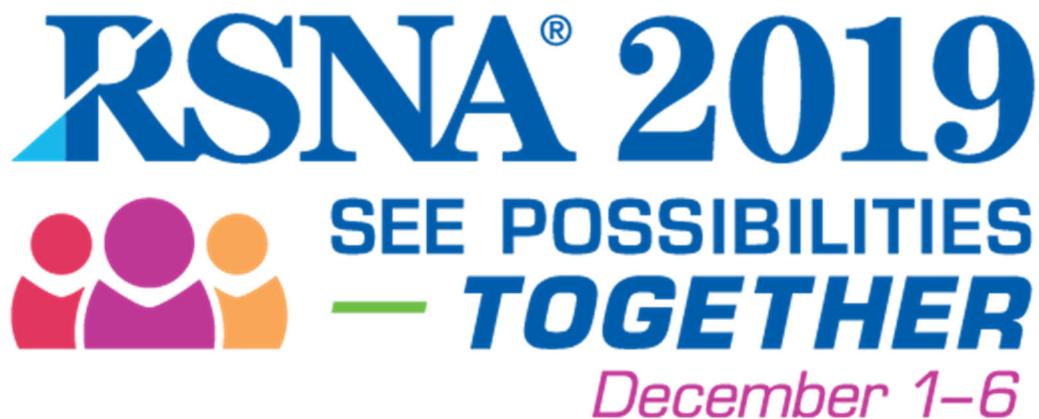
Your society has had a busy Spring and Summer. The Strategic Planning Committee, under the leadership of Mary Scanlon, created a roadmap of innovation to implement the recommendations of last Spring's Strategic Planning Retreat. Task Forces of Governance and Wellness, led by Anna Rozenshtein and Lori Deitte respectively, will help to reify those ideas. Drs. King and Heitkamp will lead the charge in redesigning and re-engineering our website to make it the go-to destination for Program Directors and others committed to radiology education. Drs. Spickler, Nickerson, Aiken, Policeni, Gee, Mullins and Swanson have accepted key roles in this transformative endeavor.

Vicki Marx has put a great deal of work in crafting an exciting program for the APDR national meeting in the Spring. We look forward to ABR and RRC updates, Hot Topics, Open Microphone, and the Teaching Certificate led by Harp Bedi. Dr. Wiggins will moderate a session devoted to Diversity/Inclusion issues.

Lastly, Mark King is spearheading a new APDR Development Committee. That Group will champion fundraising to help finance these initiatives and will communicate those efforts and appeals directly to you, the members of the APDR.

I look forward to seeing you at the RSNA!

**Richard B. Ruchman, MD**



## 2019-2010 APDR Board of Directors



**James C. Anderson, MD** - Third Director-at-Large  
**Mary H. Scanlon, MD** - Second Director-at-Large  
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**Anna Rozenshtein, MD** - First Director-at-Large  
**M. Victoria Marx, MD** - President-elect  
**Mark E. Mullins, MD, PhD** - Immediate Past President  
**Angelisa M. Paladin, MD** - Secretary-Treasurer (not pictured)

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# APDR Committee Meetings

Monday, December 2

10:00am-12:00pm

McCormick N136

## Educational Sessions of Interest at RSNA 2019

Preview all RSNA 2019 sessions on the [RSNA Online Meeting Program](#). Highlighted below are selected sessions that may be of interest to APDR membership.

### Sunday 12/1

#### [Maximizing Our Learning Potential: How Can We Learn Best?](#)

2:00-3:00pm, Room: **S105AB**

Moderator: **Aaron Kamer**

**Aaron Kamer:** Expanding the Circle: Building on What We Know

**Nelly Tan:** Video-based Learning: Effectiveness of a Hybrid Model

**Victor Sai:** Gamification and Question Asking: Utility of Mistakes in Learning

**Aarti Sekhar:** Micro-habits for Deep Learning: Optimizing Your Daily Practice for Life-long Learning

#### [Moving Past Burnout: Strategies Beyond Individual Interventions to Mitigate Work-related Stress and Promote Physician Wellness in Radiology](#)

2:00-3:00pm, Room: **S503AB**

Moderators: **Rama Ayyala & Brandon Brown**

**Rama Ayyala:** Organizational Causes of Burnout

**Reed Omary:** The Role of Leadership: Creativity as an Antidote to Disengagement

**Cheri Canon:** The Role of Leadership: Identifying the "Yellow Lights"

**Brandon Brown:** How to Build a Group Culture of Wellness

#### [Show Me the Money: Financial Outlook of Radiology](#)

2:00-3:00pm, Room: **N228**

Moderator: **Yoshimi Anzai**

**James Brink:** Financial Outlook of Large Academic Department

**Gregory Nicola:** Financial Outlook of Large Private Practice

**Harriet Thoeny:** Financial Outlook of Radiology from International Perspective

## Monday 12/2

### [Artificial Intelligence and Precision Education: How AI Can Revolutionize Training in Radiology](#)

8:30-10:00am, Room: **E450A**

Moderator: **Falgun Chokshi**

**Falgun Chokshi**: AI: Capabilities and Limitations

**Soonmee Cha**: State of Radiology Education: Opportunities for Change

Multi-stakeholder Panel: **George Shih, Janak Joshi, Mark Mullins, Lindsey Shea, Khan Siddiqui**

### [Improving Patient Experience Through Human Design Thinking](#)

8:30-10:00am, Room: **S403B**

Moderator: **Susan John**

**Achala Vagal**: Human Design Thinking: What is It & How Can You Use It to Improve Patient Experience?

**Ruth Carlos**: Teaching Empathetic Communication with Patients and Physicians

**Lucy Spalluto**: Equity and Access to Imaging

### [Radiology Practice Under New Healthcare](#)

8:30-10:00am, Room: **N230B**

Moderator: **Reed Dunnick**

**Reed Dunnick**: Challenges of Academic Radiology Practice Under New Healthcare

**Satoshi Minoshima**: Integration of Radiology Practice to Health System: Why & How

**Vijay Rao**: Expanding Radiology Practice to Large Geographic Area

**Karen Horton**: Radiology Practice Under Global Budget

### [RSNA Diagnosis Live Interactive & Mobile Device Integrated Audience Response: Tips, Tricks, & How to Get Started \(Hands-on\)](#)

2:30-4:00pm, Room: **S401AB**

Moderator: **Christopher Roth**

Presenters: **Christopher Roth & Sandeep Deshmukh**

## Tuesday 12/3

### [TRaD Talks](#)

8:30-10:00am; Room: **E351**

Moderator: **Jonathan Swanson**

**Monica Sheth**: The Effective Luddite: Engaging Learners without Fancy Technology

**Deborah Baumgarten**: BST Mode: Bite-Size Teaching for a Distractible Audience

**Andrew Gunn**: Resident Education in Patient-centered Care: Impossible or Imperative?

**Jessica Fried:** Teaching Wellness at the Workstation: Professional Modeling in the Burnout Era

**Kari Visscher:** Picture Radiology: Use of Narrative Paintings in Medical Education

**Diana Lam:** The Troubled Trainee: When and How to Intervene

### [Becoming a Leader in Non-clinical Professional Roles in Medicine](#)

8:30-10:00am; Room: **S404AB**

Moderator: **Stephen Chan**

**Stephen Chan:** Developing the Skills to Become a Leader in Organized Radiology

**Suresh Mukherji:** Leadership Differences Outside of Radiology: Federal & State Levels of Government

**Tessa Cook:** Developing Expertise & Skills in Radiology Informatics

**Srini Tridandapani:** Developing Expertise & Skills in Entrepreneurship

### [Burnout of a Radiology Physician Workforce](#)

8:30-10:00am; Room: **E353A**

Moderator: **Achala Vagal**

**Felix Chew:** Burnout in Radiology

**Stacy Smith:** How to Address Radiology Trainees' Burnout

**Claire Bender:** Remedies to Mitigate Burnout in the Workplace

### [Developing a Flipped Classroom Workshop: From Soup to Nuts](#)

3:00-6:00pm; Room: **S504AB**

Moderator: **Petra Lewis**

**Petra Lewis:** Active Learning Exercises

**Jonathan Swanson:** Recording Lectures

**Harprit Bedi:** Using an iPad to Teach Wirelessly

**Nancy McNulty:** Writing Learning Objectives

Using RSNA Diagnosis Live: **Aaron Kamer, Sheryl Jordan, Tara Catanzano, Martha Mainiero, Monica Sheth, Priscilla Slanetz**

### [Imaging Utilization, Clinical Decision Support, and Appropriateness](#)

4:30-6:00pm; Room: **S503AB**

Moderator: **Yoshimi Anzai**

**David Levin:** Imaging Utilization: Past, Present, and Future

**Andrew Rosenkrantz:** Variations in Medicare Imaging: A Data-driven Approach

**Charles Khan:** Clinical Decision Support for Radiology Order Entry

**Pamela Johnson:** Harmonizing the Drivers of High Value Care: Professionalism, Performance Improvement, and Policy

## Wednesday 12/4

### [ABR and RRC Updates](#)

8:30-10:00am; Room: **N229**

ABR Update: **Valerie Jackson, Brent Wagner, Vincent Mathews**

RRC Update: **Janet Bailey, Felicia Davis**

### [Paid Family & Parental Leave in Radiology with a Focus on Private Practice -](#)

### [Panel Discussion](#)

8:30-10:00am; Room: **S404CD**

Moderator: **Elizabeth Arleo**

Panelists: **Nina Kottler, Catherine Everett, Annie Sartor, Kamran Ali**

### [Technologies for Creating Educational Content and Teaching Files](#)

8:30-10:00am; Room: **S403A**

Moderator: **Harprit Bedi**

**Mahesh Thapa**: Podcasting & Screencasting for Teaching

**Michael Richardson**: ePublishing

**Harprit Bedi**: Incorporating the iPad in Resident Education: Using Mobile Technology to Improve the Way we Teach

### [Why Diversity & Inclusion Matters: Beyond Gender & Ethnicity](#)

8:30-10:00am; Room: **S403B**

Moderator: **Yoshimi Anzai**

**Yoshimi Anzai**: Why Diversity Matters

**Carolynn DeBenedectis**: Program Directors' Role in Embracing Diversity & Inclusion

**Carolyn Meltzer**: Multi-generational Workforce & Inclusive Culture

## Thursday 12/5

### [Mitigating Unconscious Bias in Recruiting and Hiring](#)

8:30-10:00am; Room: **N229**

Moderator: **Nolan Kagetsu**

**Nolan Kagetsu**: Using Behavioral Interviews to Improve Your Hiring Decisions

**Carolynn DeBenedectis**: Resident Recruitment: Best Practices

**Richard Strax**: Faculty Recruitment: Best Practices

### [Clinical Optimization: Current & Future States](#)

8:30-10:00am; Room: **N226**

Moderator: **Melissa Davis**

**Catherine Everett**: Optimization of Radiology Practices through the Use of RAs and other Non-MD Support

**Amy Kotsenas**: Optimization of Radiology Practices through Technology

**Melissa Davis**: Optimization of Radiology Practice through Practice Evaluation and Redesign

### [Reporting Skills: Improving Our Reports and Those of Others \(Interactive Session\)](#)

8:30-10:00am; Room: **S102CD**

Moderator: **Gregory Grimaldi**

**Gregory Grimaldi**: Improving Reports: Perspectives of the Stakeholders

**Olga Brook**: Disease-specific Structured Reporting: Necessary Next Level

**Shlomit Goldberg-Stein**: Using Change Management Strategies to Implement Structured Reporting

**Thomas Loehfelm**: Importance of Our Lexicon/Conveying Certainty in Our Reports

### [Assessment in Education](#)

4:30-6:00pm; Room: **S401CD**

Moderators: **Sheri Jordan & Tara Catanzano**

**Eric Goodman**: Assessing Procedural Skills

**Tess Chapman**: Assessing Our Own Teaching Skills

**Sheri Jordan & Tara Catanzano**: Item Writing Workshop

### [Emotional Intelligence, Empathy, and Resilience](#)

4:30-6:00pm; Room: **S401CD**

Moderators: **Alexander Norbash**

**Perry Gerard**: Technique for Upset Patient, Referrals, and Colleagues

**Cheri Canon**: Building Our Empathy Muscles

**Jessica Robbins**: Social and Emotional Intelligence Training for Resident Education

### [Beyond the Podium: Tips for Better Teaching & Testing from Trainees through CME](#)

4:30-6:00pm; Room: **S501ABC**

Moderators: **David Disantis**

**Andres Ayoob**: Keep it Brain-friendly: Creating Presentations that Stick

**Meghan Lubner**: Keep it Practical: Educational Exhibits & Journal CME that They'll Appreciate

**David Disantis**: Keep it Honest: Writing Good Questions Doesn't have to be Hard

## Friday 12/6

### [Taking Action to Promote Gender Inclusion in Radiology: A Road Map for Progress](#)

8:30-10:00am; Room: **E253CD**

Moderators: **Anastasia Hryhorczuk & Kate Hanneman**

**Katarzyna Macura**: Unconscious Bias in Recruiting Female Radiologists

**Anastasia Hryhorczuk**: Sexual Misconduct in Radiology

**Kate Hanneman**: Work-life Balance for Radiologists with Young Families

**Ella Kazerooni**: Informal Programs for Mentoring Women in Radiology

**Lucy Spalluto**: Formal Programs for Mentoring Women in Radiology

### [Radiology Benchmark: Productivity, Quality, and Compensation](#)

8:30-10:00am; Room: **E353A**

Moderator: **Vincent Mathews**

**Sanjay Saini**: Measuring Radiology Productivity

**Lauren Golding**: Measuring Radiology Quality

**Vincent Mathews**: Radiology Compensation Benchmarks

**Suresh Mukherji**: The Financial Impact of Payment Reform on Radiology

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# Neuroradiology Fellowship Application Process Moves to ERAS This Year!

For the upcoming 2019-2020 fellowship interview cycle (fellows matriculating July 2021), the majority of Neuroradiology fellowship programs around the country will use ERAS (Electronic Residency Application System) to manage the application process. While IR has been using ERAS for several years, this process is new for Neuroradiology. Many programs have already registered for the upcoming year's cycle. Information regarding the process is now posted on the ASNR website under the "[Fellowship Portal](#)" found under the education tab.

## **ERAS and Interview Timeline:**

As established by the [Society of Chairs of Academic Radiology Departments](#), there will be a common interview timeline for all Radiology Fellowships. For fellowships participating in the match interview/acceptance timeline will be as follows.

Residents can begin working on their applications now in the ERAS system	June 6, 2019
ERAS begins accepting applications	November 21, 2019
Programs can start reviewing applications; Interview Season Commences	December 1, 2019
Interview End Date (based on SCARD recommendations)	March 31, 2020
Match Date	Established by the NRMP- TBD (June, 2020)

ERAS is open now and residents can begin putting their applicants together!

## **For Applicants:**

ERAS tools for applicants: Click [Here](#)

[List of participating programs](#) for the 2019-2020 cycle.

## **For Neuroradiology Fellowship Programs:**

Is your program participating for the 2019-2020 cycle? Check [Here](#)

If you are a program director and you can't find your login information or have questions?

Please [contact the ERAS Help Desk](#) or call ERAS at (202) 828-0413 (M-F 8 a.m. - 6 p.m. ET).

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network with hundreds of radiology educators and receive daily updates on [#RSNA19!](#)

# APDR Roundtable Discussions

Tuesday, December 3

12:00-1:00pm

McCormick N139

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## Radiology Program Directors: Learning, Networking, and Promoting Their Training Programs on Twitter



Radiology educators benefit greatly from being a part of the radiology Twitter community! Even if you are reluctant to join other forms of social media (such as Facebook) you'll find that Twitter is refreshingly different. Participants share ideas and discuss radiology education topics in real-time, often just as the concepts are introduced at national meetings or as papers hit the publishers' websites online ahead of print. Educators and program directors agree that they get many outstanding ideas to use for their own programs from the RadTwitter community.

With over 1300 followers, the APDR plays a crucial advocacy role on Twitter for trainees, program directors, radiology educators, and the educational mission itself. Join Twitter today and follow [@theAPDR](#) to network with hundreds of radiology educators and receive daily updates on [#RSNA19!](#)

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# APDR Spotlight on Best Practices

## "Conducting a Resident Oral Competency Exam in the Core Exam Era"

Residency Director and Vice Chair of Academic Affairs

**James M. Milburn, MD, FACR**

Ochsner Clinic, New Orleans, LA



**APDR:** How long have you been utilizing an oral exam to evaluate resident competency?

**James Milburn:** The idea started 8 months ago with a brainstorming session including my chief residents and 5 key faculty who are very interested in resident education. We are planning to have 2 exams per year - an advanced exam for the R4 class and a basic exam for the R1 class. We recently completed our 1st exam this past September for the R4s, which was 3 months after their ABR Core.

## **APDR:** What is the structure of the exam? Is it similar to the old ABR Oral Exam?

**JM:** We decided on a format that would closely resemble the former ABR oral exam in which many of us have participated. We used the same scoring system ranging from 68 to 72, with 70 representing a passing score. I chose the initial group of examiners from staff who have taken the old oral exam. We reviewed the scoring system with all participants via emails and in person before the exam. The subjects included in the advanced (R4) exam were Neuro, Chest, MSK, Body, IR, Breast Imaging, and Nuclear Medicine. We asked the examiners to include some pediatric cases and concepts in their exams, with the exception of breast imaging. This spring we are planning our R1 exam, which will include Neuro, Chest, Body, MSK, and Emergency Radiology.

We performed the exam from 5-7 pm at the end of a workday in our administrative hallway using 7 adjacent personal offices. Each examining session was 15 minutes with a warning knock on the door at 13 minutes provided by our coordinator. The examiners chose their own cases and presented the exam on personal laptops. Most examiners got through 7-10 cases, and everyone stayed on time. The examiners spent an additional 15 minutes after the exam reviewing overall performance as a wrap-up, and I compiled the results to present individually to each examinee.

## **APDR:** What were your primary reasons for creating an oral exam in this era of the Core Exam?

**JM:** Since the departure of the oral boards (and residents' relentless practice of oral case delivery to prepare for it), I've noticed an overall decline in resident communication skills and their ability to make "on the spot" decisions. This problem is almost certainly compounded by the fact that so many residents today train with 24/7 staff coverage and thus don't get the practice of making independent real-time clinical decisions while on-call. So we perceived a new gap in our curriculum, caused in large part by changes in the ABR exams and evolving clinical staffing models, that seem to have impacted the basic core competencies of communication, medical knowledge, and patient care. Our faculty were eager to participate in an assessment exam aimed at this evaluating this gap. My debrief with the senior examinees was positive, and they feel it was a worthwhile process. We will make some adjustments moving forward, but this is a work-in-progress, like all new initiatives in our programs.

## **APDR:** Was resident buy-in difficult to achieve?

**JM:** Our initial exam was for the R4s who had just completed the Core Exam. I received unanticipated resistance from these seniors in the weeks just before the oral exam, as they felt they shouldn't need to take another exam, citing many reasons. After multiple meetings, they eventually bought-in to the idea, which I felt was important for success with future classes. This experience and subsequent feedback has prompted me to try giving the next advanced exam to our R3 class in the months preceding the core while they are in full study mode.

## **APDR:** Does satisfactory performance help you determine whether your residents have achieved competence in areas like medical knowledge,

## communication, and patient care?

**JM:** Absolutely. I think an oral exam is a great way to test communication skills. Using follow-up questions, we can examine how the residents explain the findings to the clinicians and help direct subsequent care. I think the oral exam is the most complete way to test a resident's future effectiveness as a functioning radiologist. I hope that preparation for these oral exams during training will push residents to open up and voice opinions to clinicians more confidently. Knowing that they have these oral exams also breathes new life into the Socratic style of noon conferences.

## **APDR:** Do you plan to use the exam as a final "check off" for competence before residents leave your training program?

**JM:** That was my initial plan, and I will certainly use it for that reason. However, I am shifting the timing of our next advanced exam to the R3 year before the Core Exam in order to help identify weaknesses. That way we have the opportunity to remediate as necessary. The purpose of the R1 exam is to push residents to study and prepare earlier in their residency, and it also serves as a competency exam before taking night float or call.

## **APDR:** Can a resident fail the exam? Is there an opportunity for remediation?

**JM:** If a resident fails a section, we will have them repeat that exam on a monthly basis until they pass. The information regarding passing, failing, and remediation will be valuable to the clinical competency committee for assessing resident progress in medical knowledge, patient care, and communication.

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Start Planning for the 2020 AUR Annual Meeting April 21-24, 2020,  
[Philadelphia Marriott Downtown](#), Philadelphia, PA



The Advocate is produced by the APDR Electronic Communications Committee.