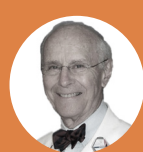




Department of Radiology and
Medical Imaging Alumni Society



KEATS SOCIETY

SPRING 2018



DIVERSITY AND INCLUSION IN RADIOLOGY: WHY IT MATTERS

by Alan Matsumoto, MD, Chair

Strictly defined, diversity is the quality or state of having many different forms, types or ideas. These differences are not limited to ethnicity, gender, sexual orientation and age, but also include socio-economic status, cultural and religious beliefs, upbringing and disabilities. Organizations that support diversity are known to innovate, demonstrate complex problem solving capabilities, and adapt to the adversity and challenges they encounter, ultimately outperforming less diverse organizations.

To include means to help someone become a part of something larger than themselves, inviting them to share your vision and goals. We all recognize the challenge of trying to build a healthy, safe, and respectful organizational culture without the engagement of the team members. However, we also know that it is very difficult for team members to feel engaged unless they feel included and invited to belong.

Why are diversity and inclusion so important?

Narrow viewpoints and lack of acceptance of different backgrounds and ideas create divisive microenvironments and echo-chambers that can undermine a person’s sense of being a meaningful part of the team. We should be embracing the unique and special value that diversity of people and thought can bring to the ever-changing health care environment. A recent Apple video captures the importance of diversity and inclusion well, noting that we should be “celebrating differences, the power of not seeing things the same, the plurality of humanity, leaving our comfort zone and the concept of everybody being in and nobody being out.” (<https://www.youtube.com/watch?v=cvb49-Csq1o>)

How is this conversation relevant to our profession? Think about these statistics: Only 27 percent of Diagnostic Radiology (DR) trainees and 9 percent of Interventional Radiologists (IRs) are women. In addition, only 8 percent of DR trainees are from under-represented minorities (URMs) and that percentage is even worse for IR. Currently, 48 percent of medical students are women and 15 percent of medical students are from URMs. It is also known that individuals have a difficult time envisioning themselves in a particular role unless they see someone who looks like them serving in that role. Therefore, in order for DR and IR to continue attracting the best and the brightest from the full complement of medical students, we need to become more inclusive and diverse in our makeup.

Continued on page 10...



AN UPDATE FROM THE PRESIDENT

Already the time has come to save the date on our calendars for the 2019 homecoming little more than a year away. Before we know it, we will all be back at RSNA again wondering where the time has gone. It truly is hard to believe that I am nearing the completion of my first full year as president of the Keats Society. That being said, I am glad to report that this year has been a good one for the Keats Society. Even as I look back over all we have accomplished, I look eagerly ahead at what is to come.

Allow me to take a moment to recount some of the Keats Society highlights from 2017 before I share my vision for the coming year and beyond.

- May – Held Homecoming Reunion Weekend, our biggest and best yet! (Make sure to circle May 2019 on your calendars now)
- June – Welcomed Resident Class of 2022 to the UVA Radiology fold
- November – Hosted Annual Keats Society Reception at RSNA
- December – Arranged inaugural Keats Guest Lecture (more on page 6)
- January 2018 – First alumni participant in Spencer B. Gay M.U.S.T. trip (more on page 7)

I wish I had space here to share more and in greater detail, but hopefully this abbreviated list gives you at least a taste of the successful year we have had.

So what lies ahead? Some of our current residents shared their thoughts with us in December when they completed our year-end survey. We are excited to further diversify the opportunities for education and engagement available to them

in the coming year based on their suggestions. Each year, UVA places a high priority on attracting and recruiting radiology residents of the highest caliber from diverse backgrounds. It is the Keats Society's goal to do all that we can to make sure our residents have a wealth of opportunities in all aspects of life—both in the reading room and far beyond.

We look to the example of many of our incredible faculty over the years to help direct us to achieve this goal. I was reminded at the farewell party for Dr. Hans Riddervold that relationships are at the center of all that we do. With that in mind, we are looking to expand the ways we can provide social gatherings for our residents, and we are continuing to fine-tune what that will look like with the help of the Chief Residents.

Another way we are looking to strengthen relationships is by fostering greater connection between alumni and current residents beyond RSNA and the biennial Homecoming Reunions. This December, Allison Lippert-Boatman, MD, came to Moss Auditorium and delivered the inaugural lecture in our Alumni Lecture Series. Allison spoke on the realities of life in Radiology beyond residency from the vantage of a few years' removal. The lecture was a rousing success, and many residents have stated their eagerness for the next lecture. If you are interested in taking part in this lecture series, please do not hesitate to reach out. We welcome the varied voices within our extended Keats family to come and share their wisdom and experience.

It has been an honor to serve as the Keats Society president for this first year, and I am excited to see what the coming year holds. We look forward to updating you later in the year in regard to how we make use of the Keats Endowment to benefit our residents. Thank you all for your generosity and support. The Keats Society is all the better for having each and every one of you within the family.

Sincerely,

John R. Gaughen, Jr., MD



50 YEARS WITH THE RIDDERVOLDS

On February 18, the Riddervolds gathered at the Colonnades Club with friends to commemorate their time in Virginia. It was a wonderful evening full of laughter and the celebration of a long, successful career in Radiology. Born in 1923 in Norway, Dr. Riddervold grew up quickly and began helping his father process X-ray films at the age of 15. The rest of his life—80 years now!—he has devoted to radiologic work. But there were plenty of obstacles along the way. In April 1940, the Germans invaded Norway, occupying the country and shutting down the Oslo University.

After the war, in 1951, Dr. Riddervold was able to complete his medical education. Eventually, he ended up practicing in Korea where he met Anna Greta. They have now been married for 54 years. In 1967, Dr. Riddervold moved from Norway to Virginia where he has had a remarkable career with far too many highlights to list. Now, a little more than 50 years later, the time has finally come for the Riddervolds to go back to Norway. We are in debt to the man who founded the Keats Society, and we will miss him dearly.

If you would like to wish the Riddervolds a fond farewell before they leave, please send mail to:

2600 Barracks Road | Unit C38
Charlottesville, VA 22901-4224



RESIDENT'S CORNER

DIVERSITY AT UVA RADIOLOGY

by Mohammad Halaibeh, 1st year Resident

On a national scale, we have a long way to go in terms of diversity within the medical field, and Radiology is no exception. Our Residency Program here in UVA Radiology is relatively reflective of the national average in terms of the low ratio of female residents to male residents and minority residents to white residents. I am grateful, however, that our departmental leadership is not content to sit back and simply accept these worrisome statistics. Instead, they have been proactive in trying to recruit residents with diverse backgrounds and ideologies at both the graduate medical educational (GME) and radiology departmental levels.

The tragic events that put Charlottesville in national headlines on August 12, 2017 led to the creation of the UVA Housestaff Counsel on Diversity and Inclusion (HCDI), on which I now serve as Vice President. The HCDI is run through the GME and made up of current UVA residents. It has two main goals: to advocate for the needs of current UVA minority residents, and to enhance the resident recruitment process.

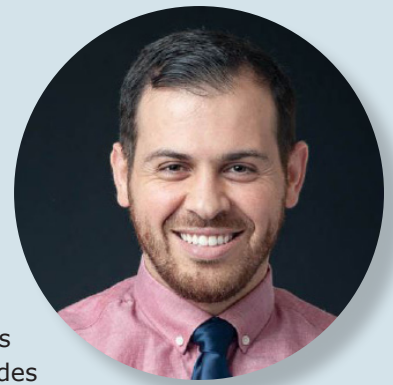
With advocacy in mind, the HCDI holds a monthly meeting to address any concerns residents have. In this meeting, we work to create social events and programs for current residents in an effort to help them feel welcomed and included in the community during their residency and fellowship years. In terms of enhancing recruitment, the HCDI focuses on special events for current applicants. These events include three Diversity Days and a Second Look Day. The Diversity Days

feature testimonials from current residents as well as messages from speakers such as Pamela Sutton Wallace (CEO, UVA Health System) and Dr. Wilkes (Dean, Medical School).

The Second Look Day is an opportunity UVA provides for applicants who attended the Diversity Days to come back to UVA for a more in-depth visit. The University covers the cost of travel and accommodations to make it easier for students to attend.

As far as efforts toward diversity and inclusion within our department, I have been working closely with the GME Office to represent UVA—and specifically UVA radiology—at residency fairs focused on reaching out to minority students. Already, I have attended the 2018 Howard Residency fair and the 2018 Student National Medical Association (SNMA) National Conference. Furthermore, as you'll learn more about on page 9, UVA Radiology has established a radiology-specific scholarship to promote diversity. This scholarship will be awarded to one resident per class who shows commitment to promoting diversity and inclusion here at UVA.

We are moving in the right direction, but we cannot expect change overnight. The desire for a greater dedication to diversity and inclusion is already present and growing within the UVA Radiology Residency Program. With patience and persistence, I am confident our efforts will pay great dividends for many years to come.



KEATS GUEST LECTURE: ALISON LIPPERT-BOATMAN

In mid-December, the Keats Society held the inaugural lecture of its Guest Lecture Series. This series is aimed at addressing questions residents may have about life after residency—from the nuts and bolts of financial advice to the practical wisdom of maintaining balance in life in the face of a demanding career.

Dr. Alison Lippert-Boatman (Residency '15, Breast Fellowship '16) returned to Moss Auditorium on December 13 to tell the story of her first

few years after UVA Radiology. She shared tips and tricks for job searching, imparting several what-I-wish-I-knew-then nuggets about life after residency.

In a follow-up survey after Alison's lecture, residents remarked how much they valued hearing "about real world experience with the radiology job market" as well as the "personal details of her story." Overwhelmingly, they expressed their appreciation for the lecture and their excitement for the ongoing series.

The Keats Society will sponsor two such lectures in 2018, approaching topics such as medical ethical issues, dealing with wealth and finances, and experiences in academic versus private practice settings.





ALUMNI SPOTLIGHT

BRUCE J. HILLMAN, MD DISTINGUISHED FORMER CHAIR OF UVA RADIOLOGY

Dr. Bruce J. Hillman was born in 1947 and raised in Miami Beach, Florida, where his father managed the family's small South Beach hotel. After his father's early death, his mother returned to teaching, and Bruce took on a series of part-time and summer jobs that included bagging groceries at a local supermarket, providing janitorial services at a hotel pool, and grinding welds for a piping contractor. He attended Princeton University and received his medical degree from the University of Rochester. After medical school, he trained in radiology at the Peter Bent Brigham Hospital and Harvard Medical School where he spent an additional year as an NIH research fellow, specializing in genitourinary radiology. During a 1984-85 sabbatical as a Pew Foundation Fellow—which he credits with setting the course of the remainder of his career—he earned a certificate from the RAND/UCLA program in health services research and policy.

Following this training, Dr. Hillman rose through the academic ranks at the University of Arizona,

becoming professor and vice-chair of radiology in 1985. In 1992, he accepted the chair of the Department of Radiology at the University of Virginia, serving in this capacity, and as president of the UVA physicians' corporation, until 2003. He was responsible in great measure for developing the first outpatient imaging center at UVA. Currently, he is Professor of Radiology and Public Health Sciences at the University of Virginia and the founding Editor-in-Chief of the *Journal of the American College of Radiology* (2003-present). Other highlights of his career include his founding and chairing of the NCI-funded clinical trials cooperative group, the American College of Radiology Imaging Network. Over the nine years Dr. Hillman led ACRIN, the group performed \$200 million in clinical trials, including large screening trials of lung, breast, and colon cancer that have expanded the role of medical imaging and made health care safer and more effective.

Dr. Hillman has authored more than 400 medical publications and edited three radiology journals. Of the hundreds of lectures he has presented around the world, more than 40 were named, keynote, and honorary lectures. He has been president of five radiological societies and was a member of the American College of Radiology

Board of Chancellors for 19 years. He has been elected an Honorary Fellow of the French Society of Radiology, Royal Australian and New Zealand College of Radiology, and Royal College of Radiologists. Dr. Hillman is a Gold Medalist of the Radiological Society of North America, the Association of University Radiologists, and the Society of Uroradiology. The ACR honored Dr. Hillman with its 2015 Luminary Leadership Award, and in 2017, he received the ACR Gold Medal.



At the end of 2018, Dr. Hillman will relinquish his *JACR* editorial post. During his tenure, the Journal has been a leading voice in radiology, focusing on the critical topics of health services research and policy, clinical practice management, training and education, and leadership. As he transitions away from radiology, he intends to further his already active career as an author. His writings outside of medicine include eight short stories published in literary journals and a yet-to-be-published medical murder mystery. His 2010 book, *The Sorcerer's Apprentice: How Medical Imaging is Changing Health Care*, informs lay readers about the applications, politics, and economics of medical imaging and potential future developments. More recently, Dr. Hillman published two works of creative non-fiction: the well-reviewed 2015 book, *The Man Who Stalked Einstein – How Nazi Scientist Philipp Lenard Changed the Course of History* and the 2016 *Publisher's Weekly* starred selection, *A Plague on All Our Houses: Medical Intrigue, Hollywood, and the Discovery of AIDS*. Currently, he is working on a memoir of his 10-year battle with Parkinson's disease.

UVA can be very proud of Bruce Hillman's service to radiology and medicine. His vision and creativity, coupled with his drive to succeed and tenacity to achieve difficult things, have led to a long and illustrious career littered with accolades and well-deserved honors. We look forward to seeing him publishing a steady stream of illuminating books with the same passion that has marked his whole career.



ALUMNI ABROAD

Sean Kalagher (UVA Radiology class of 2011) remembers hearing about Dr. Gay's trips to Cambodia during his residency days. At the time, the field of radiology had only an early foothold in the realm of global health. Slowly, that is beginning to change. Sean is still struck by Spencer's legacy of combining Radiology and Global Health and considers it an inspiration for his own trips to Honduras.

This past January, more than six year after finishing his training at UVA, Sean had the opportunity to play his own part in Spencer's legacy: Dr. Kalagher became the first alumnus of the UVA Radiology Residency Program to accompany one of the SBG trips to Mbarara University of Science and Technology (MUST) in Mbarara, Uganda.

When asked about his expectations for the trip, Sean said, "I hoped I would get the chance to do some teaching and hands-on instruction in IR, and I was able to do both. It was a great honor to collaborate with such bright residents and radiologists—both those from UVA and those at MUST. I am grateful to Jenni Pierce for her willingness to allow me to join this trip."

As always, UVA Radiology continues to be a leader in the field, this time in the realm of Global Health. Be sure to keep up with our Facebook and Twitter pages (@UVAradiology) for ongoing updates about trips to MUST and much more.





DR. EDUARD DE LANGE

RETIREMENT

by Alden Groves

After working 35 years in the Department of Radiology and Medical Imaging at UVA, Dr. Eduard E. de Lange, Professor of Radiology, finally retired from the faculty this February.

Dr. de Lange was born and educated in the Netherlands, where he attended the University of Leiden for his medical schooling, graduating with his MD in 1973. After two years of training in surgery and OB/GYN, as well as a course in tropical medicine, he and his wife, Francesca, moved to Ghana with their nine-month-old daughter. For more than two years, Dr. de Lange worked as the sole physician in a 110-bed hospital in a small village deep in the middle of the West-African rain forest with only extremely limited access to a generator that seldom functioned. In addition to treating patients who suffered from malaria, malnutrition, parasites, and other common tropical climate ailments, he performed numerous surgical and obstetric procedures, and delivered many children—including his younger daughter.

Upon returning to The Netherlands, Dr. de Lange commenced his residency training in OB/GYN. After a year, however, he switched to a radiology residency at the University of Leiden.

He completed a number of research projects and published several papers during his residency. In 1982, while he was attending the AFIP (now AIRP) course in Washington DC, Dr. de Lange made a visit to the UVA Radiology Department. There, he met Dr. Keats (Chair at the time) who invited him to come to UVA as Visiting Professor for one year in 1983. Dr. de Lange and his family moved to Charlottesville, and after one year, Dr. Keats offered him a permanent position on faculty.

Over the course of his career, Dr. de Lange's clinical interests were focused on the abdomen, particularly in relation to fluoroscopy and body MRI. He was heavily involved in research, publishing 150 scientific papers and giving numerous lectures and presentations. He received major NIH funding, including a \$1.4m RO1 grant, and co-wrote two books: "Essentials of Body MRI" and "Body MRI Cases."

Since his retirement from the faculty, Dr. de Lange has continued to work on a per-diem basis, as needed. In addition to spending more time with his family—including his four grandchildren—he will pursue his passion of composing music and recording songs using his keyboard. Keep up with his latest songs on YouTube and Spotify!

DIVERSITY FUND ANNOUNCEMENT

by Alden Groves

Dr. de Lange and his wife, Francesca, have seen the positive effects of a culture that embraces diversity and inclusion. They strongly believe in the promotion of such a culture in society, including the healthcare environment. To this end, the de Langes have established the UVA Radiology Residency Diversity and Inclusion Fund. The Fund's aim is to encourage applicants who have an interest in enhancing diversity and inclusion in the field of Radiology to come to UVA and join the efforts of the Department in this area during their residency training.

Residents committed to promoting these goals through education, service, leadership, and other initiatives are invited to apply for the Fund. A Diversity Representative will be chosen from each class and will be expected to help lead and contribute to Departmental and Institutional efforts to promote a culture of diversity and respect within our workplace and community. The Fund provides an annual stipend for the chosen Diversity Representatives in recognition of their important leadership position. These individuals will also have access to matching funds from the Department to support their efforts and initiatives.

Additional plans for the Fund involve sponsoring outreach to other organizations and institutions to promote our residency program with the goal of attracting students of diverse backgrounds who might be interested in a career in Radiology. Further plans include sponsoring a one-week Department visit (housing included) for prospective radiology residents who are interested in enhancing diversity and inclusion. A Faculty representative will lead these initiatives and oversee the activities of the chosen Resident Diversity Representatives.



HOW TO DONATE

The Diversity Fund will be administered through the UVA Medical School Foundation, an independent 501 (c) (3) charitable organization.

For hard copy letters:

Checks should be made out to The UVA Medical School Foundation with "de Lange Resident Fund" in the memo and sent to:

UVA Gift Processing Services
PO Box 400331
Charlottesville, VA 22904-4331

Online gifts can be made at www.uvamedalum.org/giving/ by entering the desired amount into the "Other - ('special instructions' box)" and then typing "de Lange Resident Fund" into the "My gift has special instructions" field below.

Continued from page 1

In our effort to engage a more diverse medical student population, the Department has undertaken several key initiatives:

- We have established and continue to provide support for medical student interest groups in DR and IR.
- Supported by department funding, faculty are recruiting up to 12 second year medical students to participate in the Medical Student Summer Research Program.
- In addition to our 4th year medical student electives in DR and IR (in which >80% of UVA medical students participate), we now offer a two-week Rad-Path correlation elective. We are also trying to gain support for a required 3rd year medical student rotation in Radiology.
- We developed a "scribe" program for 3rd and 4th year medical students, who work (and are paid) to support the on-call, in-house Residents. This program has provided a very positive experience for the medical students and has generated additional interest in DR and IR.
- The SOM and our Department are providing educational sessions for faculty, trainees and staff on unconscious bias and other diversity and inclusion topics.

These activities are just the beginning. Our department has been inspired to become a leader in promoting diversity, inclusion, and a culture of respect. As highlighted on page 9, Dr. Eduard de Lange and his wife, Francesca, have generously established an endowed UVA Residency Diversity and Inclusion fund. This fund is intended to support residents who are committed to enhancing diversity and inclusion in Radiology through education, service, and leadership. Entrusted with matching funds from the department, a Diversity Representative from each residency class will collaborate with department leadership to develop innovative initiatives that help us attract and retain highly diverse trainees and foster an authentic culture of inclusivity and respect.

This culture of inclusivity and respect should also be mirrored in our patient care. Radiology touches the lives of hundreds of thousands of patients every day, which positions us amongst the most critical providers in the rapidly changing demography of health care. A diverse patient population deserves a diverse team to deliver their health care in an environment in which they can see themselves, an environment that honors their differences. Embracing a philosophy of "everybody in" will help us better adapt our care models to meet the needs of and create a greater sense of hope for the patients we serve.

Best wishes for 2018,



SAVE THE DATE

**KEATS SOCIETY
HOMECOMING WEEKEND**

MAY 3-4, 2019