

Female Representation and Leadership in Academic Interventional Radiology

Rebecca T. Le MD^{1*}, Shima Tafreshi MD², Shakthi Kumaran MD³, Priyam Choudhury MD⁴, Barbara Hamilton MD⁵

1. Department of Radiology, Rochester General Hospital; 2. Department of Radiology, Zucker School of Medicine at Hofstra/Northwell Program; 3. Department of Radiology, Stanford University; 4. Department of Radiology, Mayo Clinic - Jacksonville; 5. Department of Radiology, Desert Regional Medical Center



INTRODUCTION

BACKGROUND

- Women represent a minority of academic United States (US) radiology departments. Estimated percentages between 10-12%^{1,2}, a percentage not significantly increased between 1992 and 2012³

RELEVANCE

1. **Recruitment:** gender gap a perceived barrier/disadvantage among female trainees considering interventional radiology (IR) as a specialty⁴
2. **Mentorship:** female trainees have endorsed the importance of same gender role models and mentors early in their careers
 - a. Reported barrier to research during training globally, and cited as a reason for decreased involvement in research productivity among female trainees⁴

PURPOSE

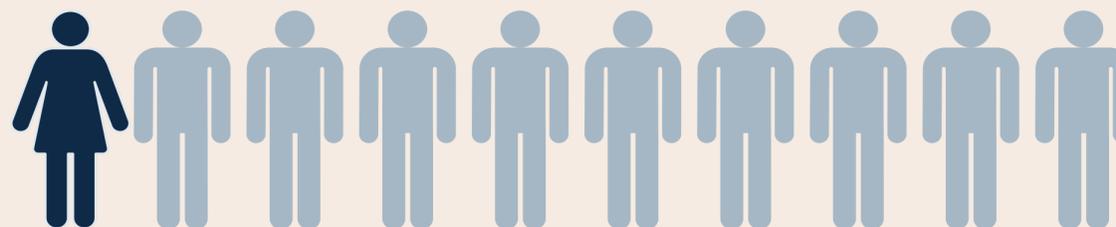
- Evaluate proportion of women practicing in academic IR divisions and percent of women occupying leadership roles

METHODS & RESULTS

METHODS

- Query: female identifying, fellowship-trained IR faculty across academic websites of ACGME accredited Integrated IR, Early Specialization in Interventional Radiology (ESIR), and Independent Residency programs in the United States
- Calculated percentage of women within IR, neuro IR, and/or pediatric interventional departments + internal leadership roles (chief, division chair, program director, assistant program director, or other leadership position) held by these women
- Date of last search: October 10, 2022

RESULTS



- Within 159 unique academic interventional radiology departments, women represented 11% of all IR faculty.



Academic Leadership Appointments

- 12% - Section Chair
 - 7% - Program Director
 - 11% - Assistant Program Director
 - 5% - Other Leadership Position (internally within department)
- 1 in 3 IR female faculty held internal leadership positions.
 - 1 in 4 IR female in leadership held multiple concurrent leadership positions (e.g. committee or subdivision chair in the department).

DISCUSSION

TAKE-AWAY POINTS

- Current study percentages concordant with prior literature - low percentage of women in academic IR
- Demonstrated female interest in holding leadership roles - the percent of female leaders in IR (33%) is triple the percent of women in IR (11%)
- Ergo, efforts to promote female representation should be pursued. Suggestions include:
 1. Fostering mentorship within women in radiology groups, from a departmental to national/societal level
 2. Creating arenas to promote speaking or research opportunities for women in IR
 3. Continued evaluation of the ongoing gender disparity within IR and assessment of efforts to lessen the gap

REFERENCES

1. Goswami AK et al. (2022). *Acad Radiol.* **29** (5): 714-725.
2. Wang J et al. (2019). *AJR Am J Roentgenol.* 2019 Mar **19**: 1-7.
3. Higgins MCSS et al. (2016). *J Vasc Interv Radiol.* 2016 Dec; **27** (12): 1837-1844.e2.
4. Vernuccio F et al. (2019). *Insights Imaging.* 2019 Dec 21; **10** (1): 125.