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Radiology Women and Chairs,

We are painfully aware of the challenges of gender diversity in radiology, even more so in leadership. Publications to date suggest that one of the contributing factors is lack of women leaders in radiology to serve as role models sponsors and mentors. Additionally, we are all aware of the breadth of knowledge demonstrating improved performance with diverse teams. SCARD and GE Healthcare have partnered to create a women's leadership program, **Leading, Empowering and Disrupting (LEAD)**. *This program is designed for women that are on the leadership path, already demonstrating strong skills that need only honing.*

The 2018-2019 inaugural class has been a tremendous success with an exceptional group of women. We have and continue to learn so much from one another. The success of this program will continue to create a strong pipeline of women leaders who will continue to forge relationships with our industry partners.

We are asking you to consider nominating women leaders in your departments for the 2019-2020 LEAD class. This program is specifically designed for women whom you think could rise to a chair or dean position within three to five years. This is a yearlong commitment with details described in the application (attached).

I hope you will be willing to engage in this important endeavor, and I am happy to answer any questions.

Regards,

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Leading, Empowering and Disrupting (LEAD)

Application for 2019-2020 Program

What is LEAD: The LEAD program is a one-year women’s leadership program, jointly led by both SCARD and GE Healthcare, consisting of a cohort of 20 female leaders from Radiology and GEHC. The program targets women who are at least mid-career with aspirations for increased leadership responsibilities and positions within their organizations and beyond. Our goal is to increase the number of women in leadership positions within their respective organizations and to build a community of women across Industry and Radiology.

Program Details: The program will run from September 2019 - September 2020. The general overview of the program includes:

- Monthly one-hour virtual training programs/speakers
- Scheduled live meetings/events (detailed below)
- Mentorship program (within organization and with SCARD or GEHC leadership)
- Alumna network with events beyond the yearlong program

2019-2020 Live Meetings for LEAD program

- Please note the registration fees are not included in LEAD program tuition and must be paid separately to the corresponding organization as part of the meeting registration process. Travel and lodging are not included in LEAD tuition.

Meeting	Dates	Location	Registration Fees
SCARD Leadership and Management Program	Sept 18-19, 2019 Wed – Thurs	Portland, Oregon <i>Hilton Portland Downtown & the Duniway Portland</i>	\$260
RSNA (optional)	November 30, 2019 Saturday	Chicago, IL	None for LEAD program only*
AUR	April 23-24, 2020 Thursday-Friday	Philadelphia, PA <i>Philadelphia Marriott Downtown</i>	\$250**
RLI Leadership Summit	Sept 11-13, 2020 Friday – Sunday	Babson Park, MA <i>Babson Executive Conference Center</i>	Approx \$750 for ACR members/\$1,150 for non-members***

*LEAD event is an offsite activity in Chicago that does not require RSNA registration.

**Daily rate if involved only in LEAD programming. If participating in other portions of the AUR meeting, normal registration rates will apply.

***Early Bird pricing.

- We are currently discussing opportunities to attend leadership course at GE leadership college, Crotonville Learning Institute. This has not been finalized, and details will be made available in the near future.

Required Commitments:

- Applicant must attend and participate in all live meetings and virtual calls.
- Sponsoring organization/department chair (department) supports cost of registration fees, lodging and travel to and from all live meetings in addition to the cost of LEAD tuition.
- LEAD tuition is \$2,000 for the yearlong program

For LEAD candidate to complete by June 15, 2019:

Application Questions: (Please keep your total response for all seven questions to one page)

- 1) Current Roles:
 - a. Describe your current role(s) in your workplace
 - b. How do your role(s) impact your organization's growth or strategic direction?
 - c. How do your roles enhance or limit your ability to create needed organizational change?

- 2) Goals:
 - a. What is your goal for your next leadership position?
 - b. What is the timeline for attaining this position?
 - c. What is your ultimate leadership aspiration?
 - d. How will your next position prepare you for your ultimate leadership role?

- 3) Leadership Development Activities:
 - a. What leadership programs or activities have you participated in?
 - b. What specific skills did you gain from these activities?
 - c. What skills do you feel you still need?

- 4) Problems and Solutions:
 - a. Briefly describe:
 - i. A problem you recognized
 - ii. The solution you identified for the problem
 - iii. Your implementation of that solution
 - iv. Did it succeed or fail?
 - v. Why did it succeed or fail?

- 5) Mentorship:
 - a. Identify a relationship where you are the mentor or sponsor
 - b. Describe your activities in this role
 - c. What have you learned?
 - d. What areas of further development do you see?

- 6) Personal Interests:
 - a. How would you describe yourself?
 - b. Briefly describe:
 - i. What is a dominant passion or interest for you, outside of work?
 - ii. How does this inspire you?

- 7) Why do you want to participate in the LEAD program?
 - a. Specifically, how do you expect to benefit from a program that brings together women from radiology and from GE Healthcare?
 - b. What opportunities do you hope to create or find?

Your organization's support is vital to success in this program. Please have your chair write a brief letter of support for your participation (no more than 300 words). Please ensure the letter includes the following statement:

I support (LEAD candidate) to participate in the 2019-2020 LEAD program. This will include funding for travel to in-person meetings and registration for leadership courses as described and support for time to participate in these activities.

The letter of support must be submitted together with your responses to the application questions to scard@rsna.org by June 15.